



THE ANNUAL REPORT OF
PILGRIM CONGREGATIONAL CHURCH
OF DULUTH (UCC)

2310 East Fourth Street

APRIL 1, 1984 through MARCH 31, 1985

ANNUAL REPORT OF PILGRIM CHURCH

Presented at the Annual Meeting of the Congregation
Wednesday, May 8, 1985

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THE STAFF OF PILGRIM CHURCH

Interim Minister: Elizabeth N. Oettinger
Interim Music Director: Steven Morgan
Secretary/Office Manager: Patricia Welborn
Custodian: Eugene Johnson
Housekeeper: Florence Ek



In preparation for writing this report, I decided to look over last year's annual reports. The following is the final paragraph of the report of the Senior Minister from 1985.

Now we look to the new year for Pilgrim Church. For all of us, may it be a year when life is a bit more "normal" and together we can work at those tasks that spell out faithfulness and commitment in our common life.

Well, it has not been a "normal" year; however, I do believe that this year has been one where, in a multitude of ways, we at Pilgrim have worked at the tasks which spell out faithfulness and commitment in our common life.

There have been, over the past year, some of the ordinary signs of a church active and growing. We have been very busy at Pilgrim. I would enumerate just some of those signs of busyness and growth:

--Our financial commitment to the church is growing; we have increased our pledged giving by 75% over the past two years. The capability to do more is still with us, but I think the church and all of us who have made significant increases in our giving have reason to be proud.

--Our office has been beautified and made more efficient by gifts from the Dorothy Kuyper Memorial and others. From the carpet to the copier, the generosity of a few has made our office an easier place to work and a more comfortable place to be. Other major projects in the building include the refurbishment of the kitchenette as a memorial to Mabel Weesner, and a new burner for the boiler, which, though not visible to most, should help keep us warm more efficiently in the winters to come.

--Our confirmation program continues strong. We have 16 confirmands this year, most of whom have been active in our expanded Youth Ministries Program. With each passing year our young people are becoming a more visible, contributing part of our church community, and their participation is a key part of this church's vitality.

--We have taken in more new members this past year than in any other years recently; our figures for church attendance are also up from preceding years.

--We hosted the statewide Fall Youth Event here at Pilgrim. Two hundred young people from all over Minnesota came and joined us for the weekend of October 12-14, our first major contribution to the life of the Conference in recent years.

--Our church library has been reorganized and is struggling to find new life and significance in our church community under the tender care of Judy Casserberg.

All of these things are signs of the vitality of life and spirit at Pilgrim. Even in "normal" times they would be a significant accomplishment over the course of a year.

But of course, this has not been a normal year. When at the end of October, Jack Fitzgerald announced to the church that his cancer had recurred, we began to live in an extraordinary time. We all watched, and worked, and grieved as Jack's illness took more and more from him. And at the end of March Jack departed from us. Much has been said about his contribution to the life of this church, though his stay among us was so brief. That thread runs throughout these annual reports.

What has not been said yet is that in an extraordinary way, the people of

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this church have spelled out faithfulness and commitment in their strong and supportive presence throughout these difficult months. Jack felt it; I have felt it. There is no greater gift we can give to one who is dying than the gift of presence; there is no greater task of faithfulness as the people of God than to stay with one who is suffering, not to turn aside or turn away. I believe that Pilgrim Church and the individuals who are this church have been a model of faithfulness to Jack and his family in this time. I think that the knowledge of that faithfulness is the celebration which we will find on the other side of our grief at Jack's passing. It has been a difficult time, and we have lived through it faithfully. And I will say that it makes me proud to be a part of this church family.

But there is more work yet ahead. I hope we will have an interim assistant minister soon. At that time, we will be focusing on new member development, meeting the needs of our expanding church school, working on the development of a planned giving program, increasing our community and global outreach. All these things have been sitting on the back burner for a while. With adequate staff, I hope they will develop in the year to come.

I have such a long list of thank yous, I don't know where to begin. To all of you in the congregation who have supported me with your cards and letters, your emergency services, your prayers, and your concern, I am more grateful than you can know. I feel as much ministered to by you as I feel I am minister to you, and that is a blessing. Especially as you helped me celebrate the birth of my second miraculous daughter in the midst of these hard times I have felt loved and supported and cared for. The staff has been equally supportive. It was hard to say good-bye to Dan Jaeckel in December, but Steve Morgan has been a gift to us as interim music director. It is equally sad to say good-bye to our singing custodian, Andy Livingston, but as he is a church member, he promises still to be around on Sundays. Pat Welborn has been like the Rock of Gibraltar in the midst of changes and confusion, good times and bad times. Both her considerable skills and her even greater flexibility and good humor provide the cement which holds this whole operation together. We are lucky to have her with us.

There is a verse in the Book of Isaiah which loosely translated comes out, "So straighten up your wobbly knees, and go on with the work ahead of you." I think that at times this year we've all felt a little wobbly in the knees, but let us go on now together and make for ourselves, with God's help, a more faithful and committed future.

THE MUSIC COMMITTEE:

CHAIR: ANN ANDERSON

The Pilgrim Chancel Choir has provided outstanding music for our services this year. We have employed two excellent Music Directors/Organists who have served the church.

Dan Jaeckel completed his appointment December 31st. The Christmas Eve mid-night service included the music of Berlioz, Bach, Willan, Poulenc and Powell and included a fine chamber orchestra.

Steve Morgan has been the interim music director/organist and has maintained the high quality of music. Our Chancel Choir performed sections of the Haydn Mass during Lent and joined the St. Scholastica Concert Choir and Madrigal Minstrels in concert to perform the entire Missa in tempore belli

("Paukenmesse") April 16, accompanied by a chamber orchestra with a nucleus of instrumentalists from the Duluth-Superior Symphony Orchestra.

The Music Committee took an inventory of the instruments in our church and notes the needs in repairs. All six pianos were tuned in December. The church has two Steinway grand pianos (one six-foot and one nine-foot "Mannheimer"). In addition, we have four upright pianos: a Hardman, a Kimball, a Fischer, and a Hardman-Autotone.

We have a small four-octave electric organ in the fourth grade room, a Hammond electric organ in the chapel, and our electro-pneumatic Steere and Turner (console by Pehöller) in the sanctuary.

Instruments for the children are sparse and in need of replacing: tambourines, ukelele, rhythm instruments, a set of Xylopipes, a xylophone and 17 plastic soprano recorders.

We own a set of handbells (37) which were loaned to St. Scholastica for the year. It is hoped that a handbell choir will be organized for next year in order to hear these fine instruments.

STEWARDSHIP COMMITTEE

CHAIRS: ROBERT EATON, ROBERT L. HELLER, AND GERRY HELLER

As most of you know by now, the Stewardship Committee has changed its approach somewhat over the past two years. Rather than asking the membership to react only to line items in a proposed budget, the Committee has suggested that we also review our stewardship giving as a percentage of annual income. The UCC has recommended a goal of five percent. Your Committee has not been so ambitious; but we have suggested the modest minimum two percent with a potential increase in subsequent years toward the goal set by the UCC.

It is expected that the Stewardship Committee will continue with this same policy.

It is not necessary to go into great detail regarding the 1985 effort. The membership responded with good will, personal participation and an awareness of the needs of Pilgrim Church. Pledges were received to fund 97 percent of the amount originally requested by the Board of Trustees. A slightly modified budget has been accepted as presented by the Trustees to the membership.

There are too many members who have assisted in the Stewardship effort to permit their personal identification in this report. Believe me, we know who you are and appreciate the long hours and commitment to this necessary effort for Pilgrim Church.

Our thanks also go to the membership for their warm and generous response.

Thank you so very much.

REPORT FROMTHE MODERATOR: ROBERT E. HELLER

Without minimizing the sadness of Jack Fitzgerald's death, I believe this past year has been a good year for Pilgrim Church. Jack's leadership, tact and wisdom served our congregation well.

Three areas exemplify the achievements attained during the year. First, I have sensed a greater togetherness. We, as individual members of Pilgrim Church, have a better awareness of our Pilgrim neighbors. We have looked beyond our own backyards at the greater issues of hunger, sanctuary, the arms race and other vital concerns. We must continue to determine our priorities as we seek ways to minister to the needs of the world.

Second, the Stewardship Campaign, once again led by Bob Eaton with the help of Bob and Gerry Heller, was successful without the need for an "erase the red ink campaign". The acceptance of this challenge is an indication of the importance we place on the value of our church and the ministry we receive from our church. yet, we cannot stop here. We must plan ahead. We can do this by giving thought to our growing list of capital needs - major repairs and replacements - of our building and equipment. Continuing breakdowns of our furnace and organ are just two examples.

Third, our membership growth has just begun. One only need count the children during the children's moment or visit the nursery.

This coming year we are faced with several challenges. First, we are moving once again through the search process for a new minister. The pulpit committee needs all the assistance we can give them. At the same time the Music Committee is searching for a new music director. Dan Jaeckel did an excellent job during his two and one-half years. We certainly thank Steve Morgan for filling in until June.

Finally, as we go through this next period of interim ministry, we should give Liz all of our support and cooperation. During the last two years she has postponed making changes and has willingly served our congregation and has provided stability during some very difficult times. We can help by continuing to volunteer for one of those 80 positions set out in our Church Constitution and Bylaws alone. We can help by stepping forward now without waiting to be asked.

There is much to be done, and we all need to participate in our joint ministry.

REPORT FROM
THE CLERK: R. CRAFT DRYER

The reported membership of Pilgrim Congregational Church
of Duluth (UCC) as of April 1, 1984 569

New members added during April 1, 1984 - March 31, 1985:

Confession of Faith	10
Transferred from other churches	11
Reaffirmation of Faith	16
Transferred from Inactive Roll	0

Total Additions

37

Members lost during April 1, 1984 - March 31, 1985:

Removed by death	13
Transferred to other churches	8
Removed to Inactive Roll	0
Dropped on request	3

Total Losses

24

Net gain in active membership during
April 1, 1984 - March 31, 1985:

13

Total active membership as of March 31, 1985:

582

Baptisms	7
Weddings	12

Since the May 9, 1984, annual meeting, there have been two (2)
Special Meetings of the Church:

May 27, 1984 - To authorize the sale of certain real
estate owned by the Church in the vicinity
of Junction Avenue.

January 27, 1985 - To adopt a budget for 1985.

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THE DIACONATE

CHAIR: JON WELLES

"We've Only Just Begin." With those words on our lips and joy in our hearts we all left last year's annual meeting filled with hope and dreams for an exciting, new future at Pilgrim. Jack Fitzgerald was back with us following major surgery and was beginning to resume his duties as Senior Minister. Liz Oettinger continued her outstanding service to the church by not only performing her job, but additionally providing leadership and guidance during the times that Jack was unable to. But there was also something else that we felt good about. We were beginning to realize that the church as a whole could face crisis and challenge together and survive. We truly had much to be thankful for.

During the summer months the Diaconate reviewed its internal committee structure. Job descriptions were updated, consolidation of committees occurred, and new reporting formats were agreed upon. All this activity was designed to let the committees do their job outside of our normal monthly meetings. By accomplishing this we were able to spend more of our time each month working with the ministers in discussion of ways to better serve the needs of our church family.

In the Fall, the Deacons were responsible for Jack's installation service and the dinner following; also the Pilgrim Rediscovery program and Fall Potluck.

The Worship Committee worked closely with the ministers experimenting with variations of the order of worship on Sunday mornings. Different formats were used during the months of September, October, and November. The present worship service outline will continue to be used during the interim ministry.

Our Membership Committee established a budget for advertising the Sunday worship service in the newspaper. Also, funds will go for developing a new informational brochure.

We were pleased to welcome a substantial number of new members into our church. Yet, with our attention focusing on new members we did not forget those that have been members for fifty years or more. A part of our worship service one Sunday was dedicated to honor these wonderful people.

You have no doubt noticed that we even experimented with new ways of serving communion. This was not intended to disrupt your lives, but rather to make communion a more personal and spiritually satisfying experience.

Quietly, and without major disruption, Jack was guiding the church steadily toward a style of worship that he embraced. The Deacons were aware of this at all times, and heartily endorsed his changes.

However, on November 4th, during the All Saints Day service, Jack revealed to the congregation what we all had feared the most; the cancer that Jack had fought for so long was again spreading.

With Jack facing chemotherapy and Liz approaching seven months in her pregnancy, the Diaconate a whole new set of emotional and difficult challenges. Plans were laid to insure that the church program would continue without extensive alteration or reduction. It was only because of Jack's intense inner drive along with Liz's unceasing dedication that church events continued to happen almost as if nothing were wrong.

Emotionally, the morning service of March 10th was probably the most intense any of us have ever witnessed. We watched the joyful baptism of Sarah Linendoll Gerke, but yet had to listen to the pain and sorrow in Jack's letter advising the congregation of his need to go on permanent disability.

At its regular meeting in March, the Diaconate voted unanimously to call Liz Oettin-

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ger as our new Interim Minister. We again thank God for Liz's continued presence and guidance. Her energy and joyful personality help to make the tasks we face easier and more tolerable. As soon as feasible, we will call an interim assistant minister to help Liz on a full-time basis.

In accordance with the church constitution, the Diaconate has selected a nominating committee of three to begin the task of assembling the names of persons who will serve on the new Pastoral Search Committee.

We are pleased to report that a number of members of the Central United Reformed Church of Bath, England have accepted our invitation to visit here in August. Tentative plans call for approximately eighteen people to be with us for two weeks. A committee has been established to oversee arrangements.

As we move toward the next annual meeting, we still have much to be thankful for. Through the difficult times in the last twelve months we have grown to be a more caring and concerned congregation. There exists now a feeling of warm friendship that wasn't always so apparent in the past.

Even though Jack is no longer with us, we are thankful for the time we were able to share together. His example and determination reinforces our resolve to keep moving forward. In a very short time his leadership has given us a vision into what our potential as a church truly is. Now, we pray for the strength and wisdom necessary to allow us to bring those visions into sharper focus so we may achieve all that could be ours.

Finally, to all the members of the Diaconate: I wish to express my heartfelt, sincere gratitude for the support and effort that you have contributed to your church over the last year. You have completed your tasks with enthusiasm, grace, and dignity. For this I thank you.

BOARD OF CHRISTIAN OUTREACH

CHAIR: ROBERT FALSANI

The 1984-85 Church Year saw the Board of Christian Outreach attempt to concretize its scope and duties once again. The most obvious task of this board is to distribute benevolences. There was a minor change in the way we distributed benevolences this year in that we took out some of the line items and expanded the special needs category. It was felt that would give the board added flexibility in the distribution of funds for exigent needs.

We again put on a series of educational programs generally focused on the concept of world peace. This year our subcategory was world religion and world peace. This involved approximately five presentations as to how world religions have affected peace on earth. We had several terrific speakers in that regard, including presentations on the Catholic bishops world peace letter, Islam and world peace, and women's role in religion as affecting world peace.

We had hoped to add one other major project this year. Frankly, the board needs to do something beyond benevolences and the educational programs for January of each year. We had hoped to bring in a major speaker to speak at the church and invite the public. That has not progressed as it should have.

Several proposals have been made for another major project for this board for next year, and hopefully, there will be some development in that area.

BOARD OF CHRISTIAN EDUCATION

CHAIR: CINDY FOCHS

The Board of Christian Education has been busy providing for the varied educational needs of Pilgrim Church. We had one major event, the State Youth Event, to concern us, but most of our time was spent on the everyday needs of the church membership, both children and adults. Our three committees worked hard on their areas of concern.

The Adult Committee provided speakers and forums on UCC positions, the arms race, other religions and musical programming. Working with Pilgrim Fellowship they put on a well-done hunger meal. Liz provided a five-week Bible study in the Fall. The Board of Christian Outreach provided programs on peace issues, including other religion's perspectives on peace.

The Youth Committee worked on revamping the Youth Ministry, among other things. More structured High School classes were offered and under the new leadership of Jack Miller, LeAnne Johnson and Nancy Gores. the PF took on many projects including a Halloween carnival (for UNICEF), a hunger meal (for Ethiopian Relief) and various other fund raisers. The Youth Committee also was responsible for 7-Uppers programming and Confirmation. The State Youth Event in October brought 200 youth to Pilgrim for the weekend. Operating under short notice, the Youth Committee, along with Clyde and Julie Johnson and our ministers did an excellent job of pulling it all together.

The Church School Committee began August with a successful Vacation Church School involving 50 children. This committee also was involved with teacher recruitment, the Christmas Pageant, and Church School Day in May. Linda Talbot did an excellent job as Director of Children's Music and the children's choir sang in church several times.

Judy Casserberg assumed the job of organizing the Church Library and we thank her for the many hours put into that job.

We look ahead to new challenges such as a more formalized summer program for children and a need for additional classroom space because of our growing Church School membership. I want to thank the members of the board for their hard work during the past year.

PERSONNEL COMMITTEE

CHAIR: RUTH LEWIS

The Personnel Committee met in the Fall with each member of the Church Staff and discussed the conditions of their work, their needs, and recommendations. This is felt to be a valuable contact for both church and staff. Our report of salary and benefit recommendations was sent to the Board of Trustees for their use in preparing the Church Budget for 1985.

The committee also drafted a Complaint and Grievance Procedure which has been accepted by the Church Council. A revised job description has been drafted for the Music Director position and that position has been included in the Personnel Policies for the Support Staff.

The committee has also assisted in the process of engaging our Interim Minister, Interim Music Director, and new Custodian.

The addition of this committee to the church organization has proved valuable, especially in promoting communication. The dedication and cooperation of committee members is appreciated as is the helpfulness of the staff to the committee.

WOMEN'S FELLOWSHIP

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CO-CHAIRS: ELLEN HARKEY AND GERRY HELLER

The Women's Fellowship enjoyed a good year hold meeting monthly with the exception of July and August. Our goals are to encourage friendship among women of the Church and to reach out to the needs of others.

Our programs were varied and interesting and included:

- April Nancy Fitzgerald gave a talk on "Christ Through the Arts" with slides and music.
- May The East High School Girls' Barbershop Quartet and a young pianist performed.
- June Board meeting only
- July Sewing projects for the Fall Bazaar were started and the group met each Wednesday at 10:00 a.m. to work.
- September Dan Jaeckel (Music Director) played the piano during our lunch. Pat Labadie brought the Fellowship up to date on the program for Sunday Adult Education Classes.
- October Gerry Heller, Sadie Strebling, and Pat Welborn (Church Secretary) reported on the UCC Women's Retreat which they attended at Pilgrim Point near Alexandria, Minnesota.
- A baking day for the bazaar was held.
- The All-Church Fall Bazaar was held the last Saturday in the month.
- November A board meeting and bazaar evaluation was held.
- December Christmas Luncheon - Nancy Fitzgerald presented the Christmas Story with beautiful slides from the Metropolitan Museum of Art and the East High Carolaires sang Christmas carols under the director of Robert Mix.
- January Gertrude Jacobson gave a delightful reading; "The Secret Life of Walter Mitty."
- February Gerry Heller shared her trip to Russia in an interesting slide program.
- March Gayle Waring discussed the subject of "Discernment: Knowing God's Will in Our Lives."

The Fellowship's service to other involved: volunteers for the Soup Kitchen, SERRV, drivers for Meals on Wheels, collecting clothing for Delmo, sharing in the cost of plants for shut-ins at Christmas time, and sponsoring a special birthday party for Esther Maxfield.

Our major money-making event was the All-Church Bazaar held on October 27th. It was high successful and the money earned was used for the following:

Campships	\$100	Pilgrim Congregational Church	\$1,000
Delmo	200	Church Women United	30
Northwood Home	50	Battered Women's Shelter	100
Sunburst Home	100	Regional Care Center	100
Charles Hall Home	200	One Great Hour of Sharing (CWS)	150
YWCA Kid's Korner	100	Boys' & Girls' Club	50
The Salvation Army	50	Ginger Heimark Foundation	100
		Total	<u>\$2,330</u>

Our thanks to all who helped make the past year a success.

PILGRIM WOMAN'S DAYCONVENOR: KITTY REICHERT

Woman's Day programming since April, 1985 reflects the diversity of interests among the women participating. We took a field trip up the North Shore for shopping and lunch in May. In the Fall we decorated cakes, learned about the physical changes in downtown Duluth, had a lecture on local Tiffany windows, and at Christmas, exchanged cookies. In February we discussed women's health concerns, and began our Lenten series. In April we learned some quilting basics, and we plan another field trip for May.

We thank the following presenters: Wanda Marquardt, Marge Whitney, Wade Lawrence, Kandi Garrison, Jan Gerber, Nancy Deever, and Joyce Nelson. Nancy Fifield and Gerry Heller have been grand assistants, being there when I couldn't be and sharing ideas. Special thanks to our sitter, Fran Caron, and to Pat Welborn for keeping me organized. I have appreciated the strong support of the Women's Fellowship, both in spirit and financially. Lastly, thanks to Liz who saw a need and felt I could be of service.

Our budget has been modest; \$200 for each year from the Women's Fellowship which paid presenters and covered supply costs. This year we charged for child care to minimize added expenses.

Liz and I established Pilgrim Woman's Day as a two-year experiment. We wanted to see if the needs of significant numbers of Pilgrim women could be met by day-time programming and babysitting services. At the end of this period we have concluded that while needs were met, they did not involve significant numbers of women. Consequently, we have decided that PWD will not continue beyond our last gathering on May 15th.

I have enjoyed these two years very much. Serving Pilgrim Church is a high priority of mine, yet the fellowship of other women is even more important to me. I have enjoyed learning and sharing with all of you and will miss our special Wednesdays.

BOARD OF TRUSTEESCHAIR: JACK SELLWOOD

The Trustees of the church are charged with the maintenance and management of the church property, preparing an annual budget, and raising funds to carry on the work of the church as established by the budget.

Trustees serving Pilgrim Church during the year were: Jane Bayly, Mary Brain (secretary), Joe Leek, John Morrison, Jack Sellwood, Shirley Swain, Carol Tierney, Dave Zentner, and Mack Fredin.

A major project each year for the Trustees is the creation of an operating budget for the next year. With input from all the church committees and our ministers we wrote a proposed budget in the fall and then a final version during the winter which was then discussed and voted on at the January 27, 1985 congregational meeting. This budget totaling \$216,900 includes \$170,000 of individual contributions from the approximately 225 giving units at Pilgrim Church. The Stewardship Committee, chaired by Robert Eaton again this year, did an outstanding job. Even after last year's massive drive, the results this year were a \$10,000 increase. The committee and the church membership as a whole must be commended for this effort.

The Trustees have continued to monitor our investments. The Second Century Fund currently has a market value of approximately \$240,000 producing current income of \$20,000 which is used to supplement our operating budget. These funds include the proceeds of the land sale (\$23,000) which was completed during the year.

In response to individuals wishing to make special donations to the church or to name the church in their wills, the Trustees are in the process of creating four new funds to accept donations: 1) Building and Equipment Fund; 2) Education Fund; 3) Music Fund; 4) Other Memorial Funds. As these funds are formalized, we will inform through the newsletter.

Maintenance of the church property is another major responsibility of the Trustees. Bob Rhode is assisting the Trustees in being aware of the ongoing requirements. With Bob's assistance this year we have installed a combination gas/oil burner in one of our two boilers. We anticipate the fuel savings will cover the cost of installation in a very short period.

Again this year we are greatly indebted to Dorothy Honigman for her many hours of work as Church Treasurer. In addition to handling all the money, she maintains our accounting system and prepared monthly financial statements for the Trustees' meetings.

We will greatly miss the input of our friend Jack Fitzgerald. But with Liz's continued help we are looking ahead with enthusiasm.

PILGRIM CONGREGATIONAL CHURCH

CATEGORY	1984 Budget	1984 Actual	1985 Proposed	1985 Final
RECEIPTS				
Individual Contributions	\$160,160.	\$156,424.86	\$175,000.	\$170,000.
Loose Offerings	2,300.	2,930.13	2,500.	2,500.
Church School Offering	100.	6.94	100.	100.
Rentals	3,600.	5,678.39	5,500.	5,500.
Interest	2,800.	2,849.96	3,000.	3,000.
Parsonage Fund	3,630.	3,630.00	3,630.	3,630.
Church Organizations (W.F.)	1,000.	1,500.00	1,000.	1,000.
Income/2nd Century Fund	15,800.	15,800.00	20,000.	20,000.
Jenks Trusts	8,000.	7,416.85	7,700.	7,700.
Year-end Carryover	loss (2,100.)	(2,115.94)	-0-	3,470.
Total Budgeted Receipts	\$195,290.	\$194,117.19	\$218,430.	\$216,900.

EXPENSES

1. Benevolences

(1) OCHM Support	\$22,000.	\$22,000.	\$23,600.	\$23,000.
(2) United Campus Ministry*	600.	600.	-0-	-0-
(3) Educational Ministry	1,000.	1,000.	1,800.	1,600.
(4) Arrowhead Council of Chs.*	150.	150.	-0-	-0-
(5) Spec. Community Needs	3,000.	2,845.	5,000.	4,800.
(6) Ministry to Seafarers*	300.	300.	-0-	-0-
(7) Northland College	-0-	-0-	200.	200.
Total	\$27,050.	\$26,895.	\$30,600.	\$29,600.

*Each asterisked program will continue: #2 becomes part of #3;
#s 4 & 6 become part of #5.

2. Pastoral Compensation

(1) Minister, salary	\$24,000.	\$24,000.	\$24,960.	\$24,960.
(2) Housing Allowance	10,000.	10,000.	10,400.	10,400.
(3) Annuity	4,420.	4,420.	4,950.	4,950.
(4) Disability	340.	390.	354.	354.
(5) Health Ins.	2,544.	2,544.	2,798.	3,030.
(6) FICA	901.	901.	2,086.	2,086.
(7) Assoc. Minister, Salary	14,772.	14,772.	15,658.	15,658.
(8) Housing Allowance	6,427.	6,427.	6,684.	6,684.
(9) Annuity	2,756.	2,756.	3,128.	3,128.
(10) Disability	212.	159.	223.	223.
(11) Health Ins.	2,544.	2,652.	2,798.	3,030.
(12) FICA	562.	562.	1,310.	1,310.
Total	\$69,478.	\$69,583.	\$75,357.	\$75,021.

3. Ministerial Business Expense

(1) Automobile (2000 - 1320)	\$3,320.	\$3,320.	\$3,320.	\$3,320.
(2) Education (300 - 200)	500.	-0-	500.	500.
(3) Discretionary Fund	200.	115.	400.	400.
Total	\$4,020.	\$3,435.	\$4,220.	\$4,220.

4. OFFICE EXPENSE

(1) Secretary, Salary	\$10,306.	\$10,306.	\$10,718.	\$10,718.
FICA	721.	721.	804.	804.
(2) Health Insurance	2,544.	2,544.	2,798.	3,030.
(3) Annuity	-0-	-0-	429.	429.
(4) Sec'y Education	100.	18.	100.	100.
(5) Office Supplies	1,700.	1,702.	1,700.	1,700.
(6) Sunday Bulletins	600.	399.	600.	600.
(7) Postage	1,400.	1,400.	1,540.	1,540.
(8) Printing	300.	590.	400.	400.
(9) Equipment Maintenance	1,400.	1,197.	600.	600.
(10) New Equipment	-0-	-0-	4,000.	600.
Total	\$19,071.	\$18,878.	\$23,689.	\$20,521.

EXPENSES CONTINUED

	1984 Budget	1984 Actual	1985 Proposed	1985 Final
5. Music				
(1) Music Director, Salary	\$6,864.	\$6,864.	\$7,500.	\$6,800.
FICA	480.	480.	543.	510.
(2) Substitute Organists	245.	245.	280.	280.
(3) Sheet Music	600.	640.	600.	600.
(4) Choir Fees	4,200.	4,015.	5,000.	5,000.
FICA	294.	252.	375.	375.
(5) Director's Ed. Exp.	200.	-0-	200.	200.
(6) Instrumental Fees	350.	415.	700.	-0-
(7) Organ/Piano Maintenance	3,625.	1,870.	3,000.	3,000.
Total	\$16,858.	\$14,782.	\$18,218.	\$17,065.

6. Christian Education

(1) Curriculum, suppl. etc.	\$2,200.	\$2,089.	\$2,500.	\$2,500.
(2) Leadership & Training	75.	-0-	75.	75.
(3) Adult Program	500.	494.	575.	500.
(4) Pilgrim Fellowship	250.	231.	250.	250.
(5) Library	100.	155.	100.	100.
(6) 7-Upers	50.	-0-	50.	50.
(7) Children's Mus. Prog.	750.	428.	800.	860.
Total	3,925.	\$3,396.	\$4,350.	\$4,335.

7. Maintenance/Operating Exp.

(1) Custodian, Salary	\$7,854.	\$7,854.	\$8,116.	\$8,168.
FICA	550.	550.	609.	414.
(2) Health Insurance	2,622.	2,580.	2,798.	3,030.
(3) Housekeeper, Salary	3,328.	2,924.	3,142.	3,142.
FICA	233.	205.	236.	236.
(4) Caretaker's Supplies	900.	2,078.	1,200.	1,200.
(5) Equipment/Maintenance	300.	449.	500.	500.
(6) Electricity/Water	6,000.	5,819.	6,000.	6,000.
(7) Telephones	1,000.	1,217.	1,200.	1,200.
(8) Fuel	15,500.	15,184.	15,000.	15,000.
(9) Repairs to Church	5,500.	2,408.	3,000.	3,000.
(10) Insurance	7,071.	8,171.	8,200.	9,400.
(11) Trash Removal	330.	240.	330.	300.
(12) Window/Carpet Cleaning	300.	343.	350.	350.
(13) Bldg. Maint. Reserve	-0-	-0-	5,000.	2,688.
(14) Boiler Burner	-0-	-0-	-0-	6,560.
Total	\$52,288.	\$50,020.	\$55,601.	\$61,388.

8. General Expenses

(1) Literature	\$150.	\$23.	\$100.	\$100.
(2) Advertising	400.	445.	1,500.	1,300.
(3) Stewardship Exp.	100.	117.	200.	150.
(4) Contribution Envelopes	100.	89.	100.	100.
(5) Per Capita Dues	600.	581.	600.	600.
(6) Hospitality	500.	671.	1,000.	1,000.
(7) Resource Personnel	100.	-0-	-0-	-0-
(8) Conference Newspaper	250.	225.	250.	250.
(9) Miscellaneous	250.	340.	300.	300.
(10) Child Care	200.	250.	200.	150.
(11) Contingency	-0-	-0-	2,065.	-0-
Total	\$2,600.	\$2,743.	\$6,315.	\$3,950.

TOTAL BUDGETED DISBURSEMENTS \$195,290. \$189,732. \$218,430. \$216,900.

REPORT OF
THE TREASURER: DOROTHY HONIGMAN

13.

RECEIPTS - Budgeted:

Individual contributions	\$156,424.66	
Loose Offerings	2,930.13	
Church School Offering	6.94	
Rentals	5,678.39	
Interest	2,849.96	
Parsonage Fund	3,630.00	
Women's Fellowship	1,500.00	
Income from Second Century Fund	15,800.00	
Jenks Trusts	7,416.85	
Year-end Carryover	(2,119.74)	\$194,117.19

RECEIPTS - Unbudgeted:

Memorial Fund	\$ 21,116.85	
Special Offerings:		
Christmas	\$1,475.91	
Neighbors in Need	836.03	
One Great Hour of Sharing	1,370.74	
Food Shelf	614.83	
Emergency Fund, Minn. Conf.	288.92	
Unicef	10.00	
Ethiopian Relief	365.00	
Soup Kitchen	38.83	5,000.26
Unbudgeted Income		30,654.65
Ministers' Fund		150.00
Transfers, General Fund		43,466.00
Music Fund		80.00
1985 Advance Contributions	26,444.48	126,912.24
Total Receipts		\$321,029.43

DISBURSEMENTS - Budgeted:

Ministry

Salary of ministers, annuity fund dues,
car expenses, health and accident insurance,
ministers' discretionary fund, housing allow-
ance for minister and associate minister, 73,018.24

Church Office

Salary of secretary, office supplies,
postage, printing, office equipment, and
secretary's health insurance 18,877.64

Music

Salary of organist/choir director, substitute
organists, sheet music, organ maintenance, choir
fees and instrumentalists' fees 14,781.51

Christian Education

Church school curriculum, supplies and equipment,
leadership and training, adult program, children's
music program and library 3,396.39

14.

Property Maintenance and Operating Expense
Salary of custodian, custodian's health
insurance, custodian's supplies and
equipment, utilities, fuel, repairs,
insurance, housekeeping expense

50,020.07

General Expense
Bulletins, literature, advertising, annual
stewardship expense, contribution envelopes,
per capita dues, hospitality, miscellaneous,
conference newspaper, child care

2,742.82

Benevolences	\$22,000.00
OCWM Basic Support	1,100.00
United Campus Ministry	150.00
Arrowhead Council of Churches	300.00
Ministry to Seafarers	200.00
Northland College	800.00
Yale Divinity School	25.00
Office for Church in Society	100.00
Courage Center	500.00
Emergency Food Shelf	20.00
Indian Seminars	500.00
Soup Kitchen	400.00
Aid to Victims of Sexual Assault	400.00
Hospice, Duluth	400.00
First Street Drop In Center	<u>400.00</u>

26,895.00

UNBUDGETED EXPENSE:

Memorial Fund	\$ 13,820.00
Special Offerings	5,000.26
Miscellaneous	31,574.70
Ministers' Fund	100.00
Transfers	<u>43,431.00</u>

93,925.96

Total Disbursements

\$283,657.63

CHECKING ACCOUNT BALANCES

January 1, 1984

General Fund	\$(2,115.94)
Memorial Fund	2,012.00
Ministers' Fund	357.31
Roberts Fund	2,437.92
Argyle Fund	62.90
1984 Advance Cont.	<u>19,858.16</u>
	\$22,612.35

January 1, 1985

General Fund	\$3,469.60
Memorial Fund	9,343.85
Education Fund	470.21
Building and Main- tenance Fund	2,437.92
Music Fund	80.00
1985 Advance Cont.	<u>26,444.48</u>
	\$42,246.06

BALANCES IN SEGREGATED FUNDS

15.

First Bank, Duluth - Trust Department		
Second Century Fund, Dec. 31, 1984		\$234,160.68 71
U. S. Treasury Notes		
Parsonage Fund		44,000.00
First Bank, Duluth - Money Market Insured Savings Account:		
Parsonage Fund	\$ 1,425.60	
Education Fund	4,733.87*	
Music Fund	6,559.16**	
General Fund	<u>30,000.00</u>	42,718.63
Savings Certificate :		
Education Fund		1,129.24*

*Education Fund includes Scholarship Fund, Sabbatical Fund and Dorothy Belt Memorial Fund savings certificate.
 **Music Fund includes Memorial Funds, Savings, and a gift from Dr. Keith Fawcett.

Note: Junction Avenue Property, consisting of nine lots, was sold to the University of Minnesota for \$25,500.00. After closing costs, \$23,400.00 was transferred to the Second Century Fund.

SEGREGATED FUNDSSecond Century Fund

Balance November 30, 1983		\$165,394.59*
Income:		
Proceeds from sale of property	\$23,400.00	
Marshall Fund	<u>25,000.00</u>	
Dividends	4,446.20	
Interest	<u>14,596.20</u>	67,442.40
		<u>\$232,836.99</u>
Disbursements:		
Bank Fees	\$ 786.84	
To budget	<u>15,800.00</u>	16,586.84
		<u>\$216,250.15</u>

*Because part of investment is in stocks and bonds that fluctuate in value, total value as of December 31, 1984 is actually \$234,160.68.

Parsonage Fund

Balance, January 1, 1984	\$44,000.00
Income - Interest	<u>3,630.00</u>
	\$47,630.00
Disbursements:	
To Operating Budget	<u>3,630.00</u>
Balance, December 31, 1984	<u>\$44,000.00</u>

First Bank, Duluth - Money Market Insured Savings Account

Balance, January 1, 1984	\$31,664.64	
Income	5,000.00	
Keith Fawcett Music Fund	35,000.00	
From General Fund	3,904.05	\$75,568.69
Interest		
Disbursements	\$25,000.00	
To Second Century Fund	5,000.00	
To Operating Budget	2,849.96	32,849.96
Interest to Operating Budget		\$42,718.73
Balance, December 31, 1984		

Education Fund - Savings

Scholarship Fund	\$2,620.24	
Balance, January 1, 1984	234.24	
Interest Income		\$2,854.48
Balance, December 31, 1984		
Sabbatical Fund	\$1,723.23	
Balance, January 1, 1984	156.16	
Interest Income		1,879.39
Balance, December 31, 1984		
Savings Certificate, D. Belt Memorial Fund	\$1,028.00	
Balance, January 1, 1984	103.24	
Interest Income		1,129.24
Balance, December 31, 1984		\$5,863.11
Total		

Music Fund - Savings.

Memorial Fund, Savings		
Balance, January 1, 1984	\$1,012.59	
Interest Income	78.08	
Balance, December 31, 1984		\$1,090.67
Fawcett Music Fund		
Gift, April 1, 1984	\$5,000.00	
Interest Income	468.49	
Balance, December 31, 1984		\$5,468.49
Total		\$6,559.16

Parsonage Fund - Savings

Balance, January 1, 1984	\$1,308.48	
Interest Income	117.12	
Balance, December 31, 1984		\$1,425.60

Education Fund - Checking

17.

Ministers' Fund

Balance, January 1, 1984

\$357.31

Income

150.00

Disbursements

\$507.31

Balance, December 31, 1984

100.00

\$407.31

Argyle Fund

Balance, January 1, 1984

\$ 62.90

No income or disbursements

Balance, December 31, 1984

Total

62.90

\$470.21

Building and Equipment Maintenance Fund - Checking

Reberts Fund

Balance, January 1, 1984

\$2,437.92

No income or disbursements

Balance, December 31, 1984

\$2,437.92

Memorial Fund - Checking

Balance, January 1, 1984

\$ 2,012.00

Income:

Gifts in memory of:

Elizabeth Wilkinson

Keith and Leah Fawcett

Mabel Weesner

Willard Matter

Oscar Mitchell

Dorothy Kuyper

Verner Tengquist

Ray Palmer

Samuel Radford

Charlotte Hood

Lorne Nelson

F. C. Jacobson

Signe Hanson

Ruth Russell

14,651.85

\$16,663.85

7,320.00

\$ 9,343.85

Disbursements

Balance, December 31, 1984

4
1

67

.49
.16

5.60

FOR PERIOD JANUARY 1, 1985 THROUGH MARCH 31, 1985

RECEIPTS - Budgeted

Year to Date

Individual Contributions	\$59,876.37	
Loose Offerings	645.39	
Rentals	1,784.00	
Parsonage Fund	1,815.00	
Church Organizations (W.F.)	1,000.00	
Income from 2nd Century Fund	-	
Jenks Trusts	<u>1,361.13</u>	\$66,481.89

RECEIPTS - Unbudgeted

Memorial Fund	\$ 15.00	
Special Offerings	688.69	
Unbudgeted Income	<u>3,412.78</u>	4,116.47
		\$70,598.36

Disbursements - Budgeted

Benevolences	\$ 6,399.93	
Pastoral Compensation	23,293.03	
Ministerial Business Expense	873.20	
Office Expense	5,681.06	
Music	3,371.41	
Christian Education	1,759.36	
Maintenance and Operating	23,600.93	
General Expense	<u>881.98</u>	\$65,860.90

Disbursements - Unbudgeted

Memorial Fund	\$ 826.08	
Special Offerings	219.59	
Unbudgeted Expenditures	<u>3,206.73</u>	4,252.40
		\$70,113.30

Respectfully submitted,
Dorothy Honigman, Treasurer

HOSPITALITY COMMITTEE

19.

CO-CHAIR: BETSY BROWNELL AND MARY GEMUENDEN

At the close of the second year of the Hospitality Committee we find it has been a little easier and smoother this year.

We regret we accepted Amy Von's resignation as Coffee Coordinator. A special thank you and recognition was given to Amy during the church service September 30.

We began a new procedure offering more church members an opportunity to help with the Coffee Hour. Able members are assigned specific Sundays for which they are responsible. We are grateful to Ann Russell who organized this project; it has worked well under her excellent direction.

Coffee receptions after funerals are handled by different volunteers each month; baking days are held as needed to keep the freezer filled with baked goods--ready for emergency use.

Rules and guidelines were posted for the general use and clean-up of the kitchens, stressing the importance of leaving these facilities in good, clean order.

Andy Livingston has been a great help with kitchen clean-up and dishwashing.

The Hospitality Committee has taken responsibility of buying kitchen supplies, coffee hour needs, and staple food items for the whole church. No longer will different groups need to furnish their own coffee, etc. We appreciate the help of those who discover that supplies are running low; notes can be left in the Hospitality Committee mail slot in the church office.

The function of this committee is to make arrangements for food and beverages served for traditional or special functions of the church. To help us with this task we used a questionnaire to determine who would like to work in different areas of service; organizing, setting-up or cleaning-up. Jesse charted the names and choices on a Volunteer Recruitment List which is used by the committee to insure that all functions have competent leadership. The traditional events scheduled included: the Annual Congregational Meeting and Dinner, Confirmation Reception, Church School Picnic, Fall Potluck Supper, and the Christmas Potluck Dinner.

We thank the many groups and individuals who have helped make this job easier and each occasion memorable. We are open to suggestions and want to be aware of needs and ways to improve--we welcome your input.

Last, our thanks to the dedicated workers and members of this committee: Jesse Bradley, Bob Smith, Rachel Baltes and Polly Harlow.

It is a pleasure to work with them and to serve on this committee.

HISTORIAN: HAZEL NISS

For the Memorial Day weekend, 1984, Jack Fitzgerald's sermon topic was, "People With a History." He compared the church to a ship--"or maybe a rowboat"--because to set a course you have to keep an eye on where you've been. We leave it to the committee reports to review the facts of where we have been. Much of what has distinguished the past year, however, lies in matters of the heart and spirit which are here chronicled.

The launching of the current year was at an Annual Meeting Gala on the evening of May 9, 1984. We closed out the previous year's work by marveling at doormen rabbits, a clever magician, and choir with especially written lyrics. A pasty dinner was served by the Pilgrim Turkeys. We celebrated our gratitude for Jack's return from surgical/medical problems, for Liz's heavy-duty care of us, for our balanced budget and our hopes for our future together.

In early fall we again celebrated. Now the occasion was Jack's Installation Service on September 9th, complete with bagpipes and a meal for 220 participants. The energy highlight of October was Pilgrim's hosting of the Fall State Youth Event for the Minnesota Conference and joining with 280 worshipers at the Sunday service.

In early November our well-being was shattered by Jack's announcement that his malignancy had returned and that a program of treatments had begun. The stunned church worked on, membership increased, the budget again was balanced, and we drew strength from each other as we grew more concerned about Jack's decreasing vitality. We watched in awe as his courage became more evident and the sincerity of the message he brought was illustrated in his life with us. As Liz's days of pregnancy advanced and as Jack's strength began to wane, their care for their church remained undiminished.

On February 21, Sarah Linendoll Gerke was born and we rejoiced with Liz and Chick and Jessie. In his News column, Jack's message mentioned times when "the hardness of life's journey" and a "faith that has struggled long with the tragedies" work to build spiritual resource.

The tension between joy and sorrow was played out for us in the unforgettable church service of March 10 when Jack, after two weeks' absence, came to hear the reading of his letter of resignation and to baptize Sarah. We were witness to what seemed a miracle of faith and courage against the greatest adversary.

Jack died on the morning of March 28, at home with his family. The service on Palm Sunday afternoon was a calling-in of clergy and members of several churches, united in their love for Jack and in their appreciation for his life. We sang together, remembering Jack's exuberant song. We shared a faith, remembering how gracefully Jack shared his with us.

In her prescient Thanksgiving sermon, Liz had preached the need for thanking God for all of life--not just the good days. Thanks-giving, too, for all we have and all we have lost--people, dreams, and some hope.

We are stronger for Jack Fitzgerald's immense gifts to us.

NOMINATING COMMITTEECHAIR: JOAN MORRISON

The Nominating Committee submits the following nominations for officers and committee memberships to be filled by election at the Annual Meeting of the Church on May 8, 1985:

Moderator (2-year term)	Robert E. Heller
Clerk (1-year term)	Craft Dryer
Treasurer (1-year term)	Dorothy Honigman
Historian (1-year term)	Robert Smith
Diaconate (3-year terms)	Nancy Fride
	Karl W. Honigman
	Irvine Parson
	William Van Evera
	Jon Welles
Board of Trustees (3-year terms)	Conrad Fredin
	Jack Sellwood
	David Zentner
Board of Christian Education	Robert Baldwin
	Dan Gerber
	Michael Zlonis
(to fill 1-year unexpired term)	Nancy Gores
(1-year Youth member)	Megan Bard
Board of Christian Outreach (3-year terms)	Gene Carpenter
	Joe Saver
	Jean Udesen
Music Committee (3-year terms)	Ann Anderson
	Ted Harwood
(to fill 1-year unexpired term)	Frances Leek
Nominating Committee (3-year terms)	Mary Austin
	Julie Johnson
	Roy Magney
Hospitality Committee (2-year terms)	Betsy Brownell
	Mary Gemuenden
	Peg Underdahl
Delegates (1-year terms)	Betsy Brownell
	Keith Brownell
	Marjorie Dinham
	Nancy Fifield

COMMITTEE OF THREE TO NOMINATE PASTORAL SEARCH COMMITTEECHAIR: IRVINE PARSON

The following people have been nominated for the Pastoral Search Committee and are presented for election at the Annual Meeting of the Congregation on May 8, 1985:

Dennis Falk
Peter Fifield
Dan Gerber
Nancy Gores
Clifford Grindy
Triss Harwood
Ellen Hedenberg

Joseph Leek
William I. Lundberg
Joan Morrison
Michael Orman
Brandon Southworth
Carol Tierney
Michael Zlonis

The Nominating Committee:
Karl W. Honigman
Irvine Parson
Shirley Swain