



THE ANNUAL REPORT FOR  
April 1, 1986 through March 31, 1987  
of

PILGRIM CONGREGATIONAL CHURCH (UCC)  
2310 East Fourth Street  
Duluth, Minnesota 55812  
(218) 724-8503



PILGRIM CONGREGATIONAL CHURCH  
A United Church of Christ

May 13, 1987

The New Organ Project

It was just one year ago, at the 1986 Annual Meeting, that we signed the contract with Jaeckel Incorporated for our new organ. Since the signing of that contract, there have been many activities.

As a first step, the Trustees engaged the engineering firm of Krech & Ojard to prepare plans for the site preparation. A. Hedenberg & Company has been engaged for the site preparation construction.

Cost of the organ and the site preparation was originally estimated by Jaeckel Incorporated to be approximately \$360,000. This now appears to be a low estimate. The amount is now estimated at \$372,000 based upon the engineering fes, electrical changes and physical changes. This amount does not include changes to the front of the sanctuary after removal of the present organ console. These costs are estimated at \$25,000.

We have currently received 86 pledges and/or gifts to the organ fund. (Several of the gifts have come from non-members.) Thanks to some very generous commitments, these gifts and pledges total \$201,970. This amount, combined with the John Dalton estate and other revenue, brings the organ fund total to \$336,325 at of April 22, 1987. This leaves a balance of about \$36,000 yet to be raised. We hope to achieve this goal by August 31, 1987. If you have not made a contribution, or wish to increase your previous commitment, you are urged to do so as soon as possible.

An organ project coordinating committee was established in April 1987 to oversee the activities associated with the organ project. Specifically, the committee is charged with coordinating all activities associated with the organ project; assigning responsibility for elements of the project; and making recommendations to the trustees on organ project matters. Members of this committee are: Art Bumgardner, music director; Laurel Erickson, Diaconate; Ted Harwood, Music Committee; Joe Leek and John Morrison, fundraising; Wally Niss, contractor liaison; and Dave Zentner, Trustees.

Many people have asked about the timing of the project. Unless something unforeseen happens, construction work on site preparation will begin in mid-May, physical installation of the instrument in late summer or early fall, and a first performance for Holy Week, 1988. Dedication ceremonies would be planned for fall of 1988. This should be

an exciting time for Pilgrim and the entire community as we  
celebrate this special occasion.

Respectfully submitted,

John D. Morrison

ANNUAL REPORT OF PILGRIM CONGREGATIONAL CHURCH  
A United Church of Christ  
Presented at the Annual Meeting of the Congregation  
on Wednesday, May 13, 1987

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CHURCH STAFF

Senior Minister: John H. Kemp  
Interim Associate Minister: David P. Ransom  
Secretary/Office Manager: Patricia Welborn  
Music Director: Thomas A. Bumgardner  
Organist: Norma Stevlingson  
Custodian: Eugene T. Johnson  
Housekeeper: Florence Ek

REPORT OF THE SENIOR MINISTER  
by Jack Kemp

As I look back over the first eight months of our ministry together, I am grateful for your acceptance and readiness to "try on new garments." The warmth of your reception was evident from that first August Sunday through the memorable installation celebration in October to our many home meetings and other activities and events since.

Beyond the ongoing pastoral, worship, and administrative responsibilities, this has been a time of getting acquainted--with you as persons, with the church and its traditions and structures. Sixteen home meetings introduced me to 168 of our church members and their hopes and dreams for Pilgrim church. I have been impressed by the deep importance Pilgrim Church holds for so many of us and the variety of things we celebrate in our church experiences. We are a varied people, from many backgrounds, with many interests and priorities. We have come to know the church as an increasingly supportive, caring community, where, despite our diversity, we can be one people in faith. We very much want to continue to develop as that caring people, to find new ways to be responsive to the needs of our members, oldtimers and newcomers alike.

We hold high standards and expectations for our programs and ministries in education, youth programs, music and worship. We are blessed with committed members who serve the church faithfully in every part of our life. That is a great strength in this church.

I am grateful personally to all who have served Pilgrim Church well as officers and board and committee members, as teachers and singers, as callers and helpers and volunteers in so many ways. We are all part of God's church together!

New activities and events have appeared in our life this past year: CONNECT for our women, the Sweetheart Dinner our youth put on for our seniors, the Just Peace Task Force, the Planned Giving Task Force, the breakfast Bible study, the prayer group are just a few.

Special thanks to my staff colleagues: Dave Wheeler and Dave Ransom, who for their brief interim months have given generously of their pastoral talents; Art Bumgardner and Norma Stevlingson, whose leadership enrich our worship with inspiring music; Gene Johnson and Florence Ek, whose willing spirits and T.L.C. keep our facilities functioning and sparkling; and especially Pat Welborn, she who holds us all together!

I've been pleased to discover many with concerns for ministry beyond our own congregation. We not only

financially support but participate personally in ministries of the wider church in our community and the world beyond. The Gerbers literally have been our partners in mission in distant Somalia. Our Lenten study group drew closer to the vexing issues of the Middle East. More recently, in the visit of Korean church leader Jin-Kwan Kwon, we became aware of the persecution of South Korean Christians who witness for human rights. Our Just Peace Task Force has a diversity of interests and concerns as it begins its assignment.

My participation in the wider church includes the Conference Finance and Stewardship/OCWM Committees and the Board of Directors of the United Church Board for World Ministries, in which I chair the Middle East Committee. A highlight of this responsibility was a consultation last fall in Geneva, Switzerland, to negotiate the future of our Board-related schools in Turkey. I also serve on the UMD/UWS campus ministry advisory board. In this first year at Pilgrm, I have avoided further new commitments outside the local church to allow me more time and space to begin my ministry with you.

As I look ahead to the new church year, I eagerly await Em Finney's arrival and the beginning of our ministry together. The Associate Minister Search Committee did an extraordinarily thorough job with excellent results. I hope we will begin the process of some long-range planning in the various areas of our church's life. I expect new programs and activities to emerge reflecting needs we identify in the months ahead. I hope we are all challenged by a vision of who we can be as, a Christian people with one another and the world beyond our doors.

May 1987

REPORT FROM THE INTERIM ASSOCIATE MINISTER  
by David R. Ramson, 1/16/87 - 6/30/87

In theory, mine is the simplest of tasks: to be the last interim minister serving through Pilgrim Church for awhile.

Jon Welles and the Interim Associate Search Committee prepared me to enter the pastorate here, and to work specifically with educational leaders. Louise and I shall not forget Gertrude and Jean Alice Jacobson's generosity in loaning us their apartment. Pat Welborn played a vital role in that connection, as in so many of our grace-filled times together at Pilgrim. Add to it Jack's skillful leadership, Art and the choir's challenging gospel through melodious attraction, plus Florence Ek's and Gene Johnson's tireless and oft thankless efforts on our behalf, and it adds up to a rewarding experience with Pilgrim people in a ministry of service and praise.

Yes, we danced over the Gap together!

My two main interests are to affirm Christian Education and to prepare for a health-giving future for staff relationships. As much as I have missed preaching and guiding folks through worship, I have enjoyed meeting with the children, youth, and adults of the school programs. I do hope that the future will see the two segments closer together. Our church staff and teaching staff bring up a term that may only be fully understood in New England, but I'll use it anyway; It's a "swell bunch." That is the highest of compliments.

Being an "interim" is very much like "waiting for the other shoe to drop." Nothing is really complete until one knows the name of one's replacement. Now we know. I met Emmajane Finney once in the hallway, and all I have read and heard since confirms the wisdom of your mutual choice of one another. Louise and I are delighted with your choice of Emmajane, and Em's choice of you.

From here on in my endeavours will focus on making Emmajane's journey with you possible and enjoyable, as it may be challenging and prophetic.

Thank you for being a covenant people of God with us.

REPORT FROM THE TRUSTEES  
by David F. Zentner, Chair

The Trustees are charged with budget preparation and execution, maintenance and management of the church property, and coordination with the various church committees and boards as we all function to accomplish the ministry at Pilgrim.

Once again this year Dorothy Honigman labored long hours to provide our monthly financial reports. Our Pilgrim Board consisting of Vice-chair John Morrison, Shirley Swain, Jack Sellwood, Margaret Honigman (Secretary), Mac Fredin, Wally Niss, Carol Tierney, and Dennis Falk, are an excellent working group. They represent all of you well and fulfill their responsibilities in all ways.

As most of you know, it was necessary to advise the congregation early in 1987 of the need to restrict our budget due to an anticipated short fall of some \$35,000 in the projected budget. A reconciliation was achieved by process of budget cuts and our "Bridge the Gap" drive. The results were almost \$24,000 of increased pledges, and a balanced budget approved by the congregation on Sunday, March 15 in the amount of \$235,000. The Board of Trustees appreciates the yeoman efforts of Bob Eaton, Al and Mary Brain, and Bob and Gerry Heller in making this accomplishment possible.

Significant energies continue to be directed toward completing the fund-raising and overseeing of the physical aspects of the organ project. Wally Niss and Jock Morrison, along with Joe Leek, have been most helpful in this endeavor. Wally, particularly, has been our liaison with Dan Jaeckel, and various bits of contracting and engineering details. Both the physical aspect of the project, and the financial aspects appear to be moving within the original calendars and should conclude successfully.

The year saw a variety of building and maintenance activity and the acquisition of a computer for use in the business office as well as for use in the mission of Pilgrim Church.

This spring we'll see some major roof work that needs very much to be done.

The Trustees, along with Jack Kemp, and with the help of Bob Bergfalk of our Conference Office, have succeeded in establishing a Planned Giving Task Force which you all will hear more of shortly.

I'd also like to mention the effort being put forth by Hazel Niss, Betsy Brownell, and Peggy Underdahl, as they prepare the noon luncheons each month for the Trustees at

the church. What a bonus to have these lunches and know at the same time that in a small way there's some financial help for the church. I'm sure this will encourage more people to consider saying "yes" when the Nominating Committee calls and asks if they will be a candidate for the Board of Trustees.

REPORT FROM THE MODERATOR  
by Robert E. Heller

All I can say is, "Whew! My four years as Moderator have seen one challenge after another for us. During that time, our congregation has been served by seven different, yet excellent ministers: Jack Fitzgerald, Elizabeth Oettinger, Margaret Morris, Richard Nelson, Jack Kemp, David Wheeler, and David Ransom. How fortunate we were to have benefited by the talents of these servants of God! Through births, baptisms, weddings, deaths; through sad, happy, uncertain, and exciting times; our congregation has accomplished much.

Now, we look forward to supporting Em Finney as our associate minister with our prayers, friendship, loving feedback, commitment to ministry, and stewardship of time and talents. Certainly, we shall not forget all of those persons who devoted their time and energy preparing church profiles, reviewing qualifications of and interviewing pastoral candidates, and recommending to us the person to fill the pastoral position.

During times of repeated setbacks, many congregations stagnate; however, our Pilgrim congregation achieved growth and a greater sharing of fiscal responsibility. Membership increased from 575 members, when I became Moderator, to over 600 today. Individual pledges totaled \$120,599 in 1983; for 1987 we have pledged about \$190,000. This represents an increase of average giving per member from \$209 to \$316 per year, which is still far below the "5% of gross income" pledge level recommended for support of our church. We must continue this upward trend, as we minister together and give evidence of our strong faith in God.

Finally, we look forward to the coming year with Jack Kemp and Em Finney, the completion of the organ, the trip to Bath, the work of the endowment task force, a new confirmation class, and the report of the youth music task force.

Let us not sit back in the chair of complacency, but let us continue to stand to meet the challenges of the years to come; to volunteer to serve the needs of God and our church; and to share together our ministry with Christ to bring peace to the world.

REPORT FORM

THE CLERK: R. CRAFT DRYER

The reported membership of Pilgrim Congregational Church of Duluth (UCC) as of April 1, 1986. . . . . 604

New members added during April 1, 1986 - March 31, 1987:

Confession of Faith . . . . .	15
Transferred from other churches . . . . .	12
Reaffirmation of Faith. . . . .	12
Transferred from Inactive Roll. . . . .	2

Total Additions . . . . . 41

Members lost during April 1, 1986 - March 31, 1987:

Removed by death. . . . .	4
Transferred to other churches . . . . .	8
Removed to Inactive Roll. . . . .	0
Dropped on request. . . . .	0

Total Losses. . . . . 12

Net gain in active membership during April 1, 1986 - March 31, 1987: 29

Total active membership as of March 31, 1987: 633

Baptisms. . . . .	13
Weddings. . . . .	7

Since the May 14, 1986, annual meeting, there have been five (5) special meetings of the church:

- June 15, 1986 - To elect an Associate Minister Search Committee.
- December 14, 1986 - To fill vacancies in certain elective offices of the church.
- January 18, 1987 - To consider the report of the Board of Trustees on the budget for 1987.
- March 15, 1987 - To adopt a budget for 1987.
- March 29, 1987 - To consider the report of the Associate Minister Search Committee and to issue a call to the Reverend EmmaJane Finney as Associate Minister of the church.

TREASURER'S REPORT FOR 1986

RECEIPTS - Budgeted

Pledged contributions	\$167,161.09	
Plate offerings	2,630.34	
Donations for Church use	5,776.00	
Interest earnings	2,920.87	
Parsonage fund	3,692.15	
Women's Fellowship	1,000.00	
Second Century Fund	20,000.00	
Jenks' Trust income	<u>5,262.65</u>	\$208,443.10

RECEIPTS - Unbudgeted

Memorial fund	\$ 806.55	
Special offerings:		
Food Shelf	\$ 456.98	
One Great of Sharing	1,930.03	
Neighbors in Need	814.00	
Christmas fund	1,220.35	
Soup Kitchen	125.69	
Minnesota Conference Seminary (offering taken at Installation Service)	296.25	
UNICEF (Sunday School and Pilgrim Fellow- ship projects)	<u>249.09</u>	5,092.39
Unbudgeted income		23,248.18
Education fund		165.77
Transfers		40,000.00
Gerber Fund		500.00
Organ Fund		195,657.23
Advance contributions		<u>66,636.52</u>
		332,106.64
Total receipts		\$540,549.74

DISBURSEMENTS - Budgeted:

Our Ministry to Others	\$ 23,500.00	
OCWM Basic Support	1,500.00	
United Campus Ministry	1,000.00	
United Theological Seminaries	150.00	
Arrowhead Council of Churches	1,000.00	
Duluth Food Shelf	500.00	
COACT	1,000.00	
Women's Coalition (Loan Fund)	1,000.00	
Soup Kitchen	1,000.00	
Project Soar	500.00	
Northland College	500.00	
Family Services	<u>500.00</u>	\$ 31,650.00

Our Pastoral Ministry

Salary of ministers, annuity fund dues, health and accident insurance, FICA, housing allowance for minister and associate minister		67,126.50
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DISBURSEMENTS - Budgeted continued:

Serving Our Congregation  
 Secretary/Office Manager's salary,  
 FICA, health insurance, annuity and  
 education expense. Also office supplies,  
 bulletins, postage, printing, office equip-  
 ment maintenance, literature, diaconate fund,  
 stewardship expense, offering envelopes,  
 hospitality, child care, emergency discretionary  
 fund, auto allowance, professional expense and  
 continuing education for ministers. \$ 29,203.90

Our Ministry of Music  
 Salaries of Director of Music and Organist,  
 substitute organists, choir stipends, sheet  
 music, organ maintenance, piano maintenance,  
 instrumentalists fees 16,854.65

Our Ministries of Education  
 Church School curriculum, supplies, vacation  
 church school, leadership training, adult  
 education, Pilgrim Fellowship, Seven Uppers  
 and Church library 4,799.70

Our Building Maintenance  
 Custodian's salary, FICA and health insurance.  
 Housekeeper's salary and FICA. Custodial  
 supplies, equipment maintenance, electricity  
 and water, telephone, fuel, building repairs,  
 insurance, garbage/trash removal, window and  
 carpet cleaning, and building and equipment  
 reserve 52,479.49

Other Expenses  
 Per Capita Dues, Conference newspaper and  
 miscellaneous 1,424.97

UNBUDGETED EXPENDITURES

Memorial Fund	\$ 7,417.75	
Special Offerings	5,092.39	
Unbudgeted Expenditures	27,081.15	
Organ Fund	155,908.36	
Pastoral Search	3,908.02	
Education Fund	409.88	
Transfers	40,000.00	239,817.55
Total Disbursements		<u>\$443,356.76</u>

CHECKING ACCOUNT BALANCES

<u>January 1, 1986</u>		<u>January 1, 1987</u>	
General Fund	\$ -	General Fund	\$ -
Memorial Fund	8,111.67	Memorial Fund	1,500.47
Education Fund	553.53	Education Fund	309.42
Building and Equipt.		Building and Equipment	
Maintenance Fund	3,037.86	Maintenance Fund	3,037.86
Organ Fund	80.00	Organ Fund	39,828.87
1986 Advance Cont.	<u>54,953.50</u>	Gerber Fund	500.00
	<u>\$66,736.56</u>	1987 Advance Cont.	<u>66,636.52</u>
			<u>\$111,813.14</u>

BALANCES IN SEGREGATED FUNDS  
December 31, 1986

Money Market Insured Savings Account.....	\$ 14,310.49
Education Fund, Savings Certificate.....	1,298.79
Education Fund, Scholarship Fund.....	3,419.43
Education Fund, Sabbatical Fund.....	2,251.23
Music Fund, Memorial Fund Savings.....	476.93
General Fund, Savings Certificate.....	25,000.00
Organ Fund.....	85,117.43
Second Century Fund.....	267,167.38
Parsonage Fund.....	64,517.01

SEGREGATED FUNDS

Second Century Fund

Balance January 1, 1986		\$216,798.96
Income:		
Dividends		
Interest	\$ 3,948.80	
	<u>16,780.44</u>	20,729.24
Disbursements:		\$237,528.20
Bank Fees		
To Operating Budget	\$ 895.27	
	<u>20,000.00</u>	20,895.27
Balance, December 31, 1986		<u>\$216,632.93</u>

\*Because part of investment is in stocks and bonds that fluctuate in value, total value as of December 31, 1986 is \$267,167.38.

Organ Fund

Balance, January 1, 1986		\$122,520.00
Income:		
Dividends	\$ 6,357.76	
Interest	6,855.63	
Contributions	85,933.04	99,146.43
		<u>\$221,666.43</u>
Disbursements:		
Dar Jaeckel, Inc.	\$85,200.00	
Bank Fees	1,349.00	
Dar Jaeckel, Inc.	50,000.00	136,549.00
Balance, December 31, 1986		<u>\$ 85,117.43</u>

Parsonage Fund

Balance, January 1, 1986		\$ 45,425.60
Income:		
Interest	\$ 4,283.56	
Payment of loan	18,500.00	22,783.56
		<u>\$ 68,209.16</u>
Disbursements:		
Interest to Operating Budget		3,692.15
Balance, December 31, 1986		<u>\$ 64,517.01</u>

500.47  
309.42  
037.86  
828.87  
500.00  
636.52  
813.14

First Bank, Duluth - Money Market Insured Savings Account

Balance, January 1, 1986		\$12,207.45	
Income - Interest		3,521.41	
Deposit from the General Fund		<u>40,000.00</u>	\$55,728.86
Disbursements:			
To General Fund	5-13-86	\$23,339.60	
To Memorial Fund, Savings	"	748.51	
To Music Fund	"	5,911.89	
To General Fund	10-16-86	5,660.40	
"	12-31-86	2,920.87	
" Interest	"	2,837.10	41,418.37
" Deficit	"		
Balance, December 31, 1986			<u>\$14,310.49</u>

Education Fund - Savings

Scholarship Fund			
Balance, January 1, 1986		\$ 3,085.43	
Interest Income		<u>334.00</u>	\$ 3,419.43
Sabbatical Fund			
Balance, January 1, 1986		\$ 2,031.31	
Interest Income		<u>219.92</u>	2,251.23
Savings Certificate, D. Belt Mem. Fund			
Balance, January 1, 1986		\$ 1,239.34	
Interest Income		<u>59.45</u>	1,298.79
Balance, December 31, 1986			<u>\$ 6,969.45</u>

Music Fund - Savings

Music Memorial Fund Savings			
Balance, January 1, 1986		\$ 1,178.82	
Interest Income		<u>46.62</u>	\$ 1,225.44
Disbursement to Organ Fund,	5-13-86		<u>748.51</u>
Balance, December 31, 1986			<u>\$ 476.93</u>
Fawcett Music Fund			
Balance, January 1, 1986		\$ 5,911.89	
Disbursement - To Organ Fund	5-13-86		<u>5,911.89</u>
			<u>-0-</u>

Education Fund - Checking

Ministers' Fund	
Balance, January 1, 1986	
Disbursements	\$ 409.88
Balance, December 31, 1986	<u>409.88</u>
	<u>-0-</u>

Argyle Fund	
Balance, January 1, 1986	
Income	\$ 143.65
Balance, December 31, 1986	<u>165.77</u>
	<u>\$ 309.42</u>

Memorial Fund - Checking

Balance, January 1, 1986	
Income:	\$8,111.67

Gifts given in memory of	
Wilbur Fox	
Edward Fride	
Theresa Leigh	
Barbara Atkins	
Sam Radford	
Hospitality Committee	513.00
	<u>326.55</u>

Disbursements:		\$8,951.22
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Computer	\$4,368.94	
Books	42.01	
Organ Fund	1,373.00	
Coffee Servers	210.00	
VCR	689.49	
Equipment	590.06	\$7,273.50
Hospitality		<u>177.25</u>
		7,450.75

Balance, December 31, 1986		<u>\$1,500.47</u>
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Gerber Fund

Contribution, November, 1986		<u>\$ 500.00</u>
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Organ Fund - Checking

Balance, January 1, 1986	\$ 80.00	
Check, Norwest Bank		
(Organ Trust Fund)	85,200.00	
Contributions	<u>110,462.23</u>	\$195,742.23

Disbursements:		
Dan Jaeckel, Inc.	\$ 85,200.00	
Norwest Bank		
(Organ Trust Fund)	<u>70,713.36</u>	155,913.36

Balance, Dec. 31, 1986		<u>\$ 39,828.87</u>
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728.86

418.37

310.49

419.43

251.23

298.79

2,969.45

1,225.44

748.51

476.93

5,911.89

5,911.89

-0-

FOR PERIOD JANUARY 1, 1986 THROUGH MARCH 31, 1986

RECEIPTS - Budgeted

Pledged Contributions	\$117,311.55	
Plate Offerings	580.77	
Donations for Church use	1,634.50	
Jenks' Trust Income	2,007.40	
		\$ 121,534.22

RECEIPTS - Unbudgeted

Memorial Fund	\$ 25.00	
Special Offerings	39.00	
Unbudgeted Income	1,108.26	
Organ Fund	26,764.58	
Advance Contributions 1986	2,450.00	
		30,386.84
		\$ 151,921.06

DISBURSEMENTS - Budgeted

Our Ministry to Other	\$ 7,712.49	
Our Pastoral Ministry	23,966.76	
Serving Our Congregation	9,111.61	
Our Ministry of Music	4,087.32	
Our Ministries of Education	1,877.82	
Our Building Maintenance	18,576.27	
Other Expenses	94.06	
		\$ 65,426.33

DISBURSEMENTS - Unbudgeted

Memorial Fund	\$ 631.00	
Special Offerings	14.00	
Unbudgeted Expenditures	589.72	
Organ Fund	66,498.45	
Transfers	29,981.00	
		97,714.17
		\$163,140.50

Respectfully submitted  
Dorothy Honigman, treasurer

1987 BUDGET - PILGRIM CONGREGATIONAL CHURCH

	1986 Actual Budget	1986 Final	1987 Proposed Budget	1987 Revised Budget		1986 Actual Budget	1986 Final	1987 Proposed Budget	1987 Revised Budget
<b>1. OUR MINISTRY TO OTHERS</b>					<b>3. SERVING OUR CONGREGATION</b>				
1. OCWM Basic Support	23,500	23,500	27,584	26,300	1. Sec/OffMgr Salary	12,000	12,500**	13,000	13,000
2. United Campus Ministry	1,500	1,500	2,000	1,725	2. Sec/OffMgr PICA	900	894	930	930
3. Educational Ministries	1,000	1,000	0	-0-	3. Sec/OffMgr Medical Ins.	2,844	2,844	2,844	2,844
Seminary Support	0	0	2,000	1,335	4. Sec. OffMgr Annuity	600	690	780	780
4. Arrowhead Council of Churches	150	150	150	150	5. Sec/OffMgr Educ. Exp.	100	92	200	200
5. Special Community Needs	5,000	5,000	6,000	6,000	6. Office Supplies	1,700	1,600	1,700	1,700
6. Northland College	500	500	500	500	7. Worship Bulletins	500	317	600	600
7. Gerber Projects-Somalia	0	0	1,500	1,500	8. Postage	1,600	1,854	1,800	1,800
8. Peace & Justice Task Force	0	0	500	300	9. Printing Expenses	400	364	400	400
TOTAL.....	31,650	31,650	40,234	37,810	10. Office Equip. Maint.	600	600	600	900
<b>2. OUR PASTORAL MINISTRY</b>					<b>11. New Office Equipment</b>				
1. Sr. Min. Salary			24,045	24,045	12. Church Literature	100	84	100	100
2. Sr. Min. Housing Allow.			15,600	15,600	13. Diaconate Fund	1,500	1,905	1,500	1,500
3. Sr. Min. Annuity			5,550	5,550	14. Stewardship Campaign	150	93	150	150
4. Sr. Min. Disability			396	396	15. Offering Envelopes	100	121	150	150
5. Sr. Min. Medical Ins.			2,840	2,840	16. Hospitality	1,500	1,466	1,800	1,650
6. Sr. Min. Soc. Sec. Allow.			2,835	2,835	17. Child Care	150	58	150	150
Int. Sr. Min. Salary			-0-	-0-	18. Emergency Discretionary Fund	400	347	250	250
Int. Sr. Min. Housing			-0-	-0-	19. Sr. Min. Auto Allow.	3,320***	2,483***	2,000	2,000
Int. Sr. Min. Annuity			-0-	-0-	20. Sr. Min. Prof. Exp.	-0-	-0-	450	450
Int. Sr. Min. Disability			-0-	-0-	21. Sr. Min. Cont. Educ.	600***	300***	500	500
Int. Sr. Min. Health Ins.			-0-	-0-	22. Int. A.M. Auto Allow.	-0-	-0-	660	660
Int. Sr. Min. Soc. Sec.			-0-	-0-	23. Int. A.M. Prof. Exp.	-0-	-0-	125	125
7. Int. A.M. Salary			7,125	10,400	24. Assoc. Min. Auto Exp.	-0-	-0-	750	750
8. Int. A.M. Housing Allow.			4,500	-0-	25. Assoc. Min. Prof. Exp.	-0-	-0-	170	170
9. Int. A.M. Annuity			2,250	1,455	26. Assoc. Min. Cont. Educ.	-0-	-0-	188	188
10. Int. A.M. Medical Ins.			450	1,350	TOTAL.....	29,664	29,232	32,377	31,927
Int. A.M. Soc. Sec.			-0-	-0-	(**Amt. in excess for extra hours worked; ***Total for all ministries)				
11. A. Min. Salary & Housing (6 mos)			11,500*	13,100*	<b>4. OUR MINISTRY OF MUSIC</b>				
12. A. Min. Housing Allow.			-0-	-0-	1. Dir. of Music Salary	7,400	7,783	4,150	4,150
13. A. Min. Annuity			1,610	1,834	2. Dir. of Music PICA	555	532	297	297
14. A. Min. Disability			161	131	3. Dir. of Music Educ. Exp.	250	277	250	250
15. A. Min. Medical Ins.			1,420	1,420	4. Organist Salary	0	0	3,222	3,222
16. A. Min. Soc. Sec. Allow.			823	940	5. Organist PICA	0	0	230	230
17. A. Min. Search Comm. Exp.			3,000	2,500	6. Choir Stipends	5,000	4,644	5,000	5,000
18. A. Min. Moving Expenses			2,000	2,000	7. Choir PICA	375	311	358	358
TOTAL.....	75,821	67,127	86,105	86,396	8. Substitute Organists	350	350	600	600
(* Associate Minister salary + housing package for six months. Benefits are also figured on six month basis.)					9. Instrumentalists Stipends	500	500	800	800
					10. Sheet Music	800	607	800	800
					11. Organ/Piano Maintenance	3,000	1,315	3,000	800
					12. Children's Music Director	900	500	900	440
					13. Children's Music Director PICA	74	36	64	29
					TOTAL.....	19,204	16,855	19,521	16,826

	1986 Actual Budget	1986 Final	1987 Proposed Budget	1987 Revised Budget
<b>5. OUR MINISTRIES OF EDUCATION</b>				
1. Church School Curriculum	2,500	3,508	2,000	2,000
2. Church School Supplies	0		750	750
3. Vacation Church School	0		750	750
4. Leadership Training	75	73	250	250
5. Adult Education	550	375	500	500
6. Pilgrim Fellowship	250	168	750	750
7. Seven Uppers	50	35	200	200
8. Church Library	400	640	500	500
TOTAL.....	3,825	4,799	5,700	5,700
<b>6. OUR BUILDING MAINTENANCE</b>				
1. Custodian Salary	9,650	9,806****	9,939	9,939
2. Custodian FICA	723	702	710	710
3. Custodian Health Ins.	2,844	2,844	2,844	2,844
4. Housekeeper Salary	4,046	4,094	4,157	4,157
5. Housekeeper FICA	303	293	297	297
6. Custodial Supplies	1,200	1,456	1,200	1,200
7. Equipment/Maintenance	500	502	500	500
8. Electricity/Water	6,500	6,157	6,500	6,500
9. Telephone	1,200	1,313	1,200	1,200
10. Fuel	13,500	12,405	13,500	13,000
11. Building Repairs	5,000	3,604	5,000	5,000
12. Insurance	9,000	8,685	11,250	11,250
13. Garbage/Trash Removal	300	312	300	300
14. Window/Carpet Cleaning	350	300	350	350
15. Bldg. Maintenance Reserve	3,000	0	3,000	2,500
TOTAL.....	58,116	52,473	60,747	59,747
****Amt in excess was reimbursed to church for special events.)				
<b>7. OTHER EXPENSES</b>				
1. Per Capita Dues	600	608	1,200	1,200
2. Voyager-Conference Paper	250	237	250	250
3. Miscellaneous	300	520	300	300
TOTAL.....	1,150	1,365	1,750	1,750
BUDGET TOTAL.....	219,430	203,539	246,434	240,156

PILGRIM CONGREGATIONAL CHURCH - ANTICIPATED INCOME

	1986 ACTUAL	1987 ANTICIPATED
Pledged Contributions	\$167,161	\$201,172
Plate Offerings	2,630	2,650
Church School Offerings	-0-	100
Donations for Church Use	5,776	5,800
Interest Earnings	2,921	2,500
Parsonage Fund	3,692	3,700
Women's Fellowship	1,000	2,000
Second Century Fund	20,000	17,000
Jenke' Trust Income	5,263	5,250
Total	\$208,443	\$240,172

4/22/87

### REPORT OF THE STEWARDSHIP COMMITTEE

Robert F. Eaton, chair;

Al and Mary Brain, Robert L. and Gerry Heller

1986 was the year in which Pilgrim Church "Bridged the Gap." After the Fall Stewardship effort was completed, the Committee reported to the Trustees that gifts and pledges for 1987 were approximately \$35,000 short of the amount in the Trustees' projected budget. At the same time, we were all aware that the Search Committee was hard at work in its effort to select a candidate for the permanent position of associate minister. In addition, we were also aware of the fact that there is a strong tradition (strongly supported in the church) for Christian Out-reach. The short-fall came at a very critical time. The Trustees, in consultation with the various Boards and Committees in the Church, felt that \$10,000 was all that could be "trimmed" from the budget, leaving us with a gap of approximately \$25,000.

We all know that this Gap was Bridged, and a balanced budget was adopted by the membership. Our thanks to each of you for your assistance and generosity.

In less than ten years (which can easily be described as uncertain if not difficult ones for Pilgrim Church) the Church's pledged giving has doubled! What better evidence of the dedication and devotion of our members.

### THE REPORT OF THE HISTORIAN

by Robert Smith

The key word for the year ended March 31, 1987 appears to be "interim," as it received considerable usage in staff positions. On March 30, 1986 (Easter Sunday) Elizabeth Oettinger preached her last sermon before leaving for Seattle. Richard Nelson accepted the call to be interim minister, effective April 1, 1986. On April 13, 1986 Jack Kemp preached his candidating sermon and was called as senior minister, effective August 1, 1986.

Meanwhile, Richard Nelson conducted ministerial duties to mid-July while an interim associate minister was being sought to assist him and also Jack Kemp. The church was fortunate to have David Wheeler available on an interim basis until a permanent associate minister could be engaged. On January 1, 1987 David Wheeler left to become pastor of the Hillside United Methodist Church. Again we were fortunate to readily engage a replacement as David Ransom

was appointed interim associate minister in January, 1987. On March 29, 1987 the Rev. Emmajane S. Finney was called as permanent associate minister; so we conclude the year with an excellent permanent ministerial staff.

The effect on the congregation of these many "interim" staff positions can best be summarized by the following comments:

"At a recent meeting of the Diaconate I reported that during the past year I have been impressed with the resiliency of the congregation, its good community image, continuing new membership growth, and the pluralistic make-up of the congregation." - Richard E. Nelson

"There is a vitality and openness, and an immense pool of gifted and committed laity at Pilgrim With the fine leadership of your Senior Minister, Jack Kemp, the future holds only good and exciting things for you all."  
- David B. Wheeler

This is their way of saying that the functions and activities of the church went undiminished by the interim staff changes. In fact, certain strengths were added. The music director, Steve Morgan, left for other employment and was replaced by Thomas A. Bumgardner, director and Norma Stevlingson, organist. The building and installation of the pipe organ was advanced by many months. Probably most important was the beneficial unifying effect of the Home Meetings fostered by Jack Kemp, whereby the membership would get better acquainted with him and with each other. A very special event was the commissioning of Dan and Jan Gerber as missionaries to Somalia, Africa. Special recognition should also be given to the Stewardship Committee (Bob Eaton, Al and Mary Brain, and Bob and Gerry Heller) for coordinating fund raising and budget to minimize any curtailment of church functions.

To quote the citation from Dave Wheeler again, "...the future hold only good and exciting things for you all."

#### THE REPORT OF THE BOARD OF CHRISTIAN EDUCATION by Peggy Downing

The Board of Christian Education had the opportunity to work with two interim associate ministers, David Wheeler and David Ransom, and the new senior minister, Jack Kemp this past year. The board is looking forward to working with the new associate minister, Emmajane Finney, and hopes to do some evaluating of present programs as well as some long-range planning.

A retreat held with Jack Kemp afforded members an opportunity to discuss ideas and philosophy regarding

Christian education and to set some long- and short-term goals.

The Church School Committee again organized a successful church school program. The format was changed somewhat, so that the time period from 11:15 to noon consists of an activity period led by various church members. Activities ranged from planning a goodbye to the Gerbers, to making origami cranes for the Plowshares' 1,000,000 Crane Project, to making an Easter banner to hang in the church sanctuary. The committee also planned and organized a successful Vacation Church School attended by 65 children, and yet another Christmas Pageant.

The Youth Committee help organize the 7-Uppers and Pilgrim Fellowship. 7-Upper activities included bowling, a lock-in, skiing, and a visit to the Cook's maple sugar farm. The PF, under the leadership of Bob and Kate Baldwin and Vicki Farrar, kicked off the year with a lock-in. Other activities included another successful fall carnival benefitting UNICEF, decorating the Christmas tree in Salter Hall followed by a brunch at David Wheeler's, sponsoring a Sweetheart Brunch for senior members of Pilgrim, a ski trip to Spirit Mountain, and organizing an Easter Egg Hunt for the children of the church.

The Adult Committee offered a variety of activities after the worship service including a series on AIDS, Duluth's Sister City Project, Litigation Ethics, Nicaragua, and Carol McCormick-Peace storyteller.

After several years of interim ministry, the Board of Christian Education is looking forward to some years of stable leadership with two ministers who are very committed to Christian Education at all levels.

REPORT OF THE DIACONATE  
by Laurel Erickson, chair

The Diaconate has faced several challenges and made a few major changes this year.

The responsibility of engaging interim associate ministers once again was shouldered by the Diaconate. David B. Wheeler, a United Methodist Minister, was employed in July 1986 and began his interim associate ministry in early August. He immediately organized our Vacation Church School and addressed the task of organizing the fall session of Church School. He was unexpectedly assigned by the Methodist Bishop to a pastorate in January. The Diaconate immediately formed another search committee which was fortunate to find David Ransom who began his ministry with us in mid-January. David Ransom focused immediately upon the Sunday School and went to work organizing the spring term. He will serve until June 15.

September found the Diaconate organizing Pilgrim Rediscovery with the theme, "Let Us Introduce You":

September 7 a brunch was held following the service. Jack Kemp and David Wheeler were introduced to the congregation. September 14 we were introduced to proposed changes in our constitution.

September 21 Sunday School Classes were introduced and an Open House was held.

September 28 the congregation was introduced to our 50-year members, new, and current members in a special celebration.

Some new responsibilities that the Diaconate undertook this year:

- 1) Diaconate members were usher captains each month and helped reorganize the ushering system.
- 2) A New Year's Eve Communion Service was a new concept for Pilgrim. The Diaconate felt that attendance at this service was up to expectations and may continue this new idea.
- 3) A Host-family system has been initiated to welcome new families. Name tags are being used regularly to facilitate more friendliness and to help the new ministers learn the congregation.
- 4) The rolls of the church are in the process of being upgraded.
- 5) Home Communion and Church School Teacher Communion is offered each time the sacrament is served.
- 6) The Diaconate tentatively has approved a new picture directory of the congregation; this is in the planning stage.
- 7) The committee structure of the Diaconate has changed from eight to three committees.

It has been a privilege for our members to serve the fine people of the Pilgrim Church family.

THE REPORT OF THE BOARD OF CHRISTIAN OUTREACH  
by Kandi Garrison

As the program year for the Board of Christian Outreach comes to an end, we look back at the many projects that have been given life during the past months.

Even as this report is being written, we are actively planning a visit by one of our Duluth Pilgrims to our Pilgrim family in Africa, Dan and Jan Gerber and their children. This visit is designed to provide support to the Gerbers in their ministry and to bring us an understanding and strengthened commitment to their mission project.

The formation of the Peace and Justice Task Force has been a second major focus over this program year. We on the board have long recognized that needs in this area would be adequately addressed only with additional people who would study issues and design related programs. The newly-formed task force, composed of ten knowledgeable and energetic Pilgrim members, has studied the U.C.C. statements on peace and justice and we look forward to benefiting from the results of their deliberations.

Third, meeting basic needs remains a top priority of the board. Our Christmas and Easter food drives were very successful. Financial contributions from our church aided the local food shelves, soup kitchen, and women's shelter. We also supported SOAR, a project for displaced homemakers and contributed money for educational materials to a chemical dependency program designed for young people.

Fourth, we remain committed to increasing the percentage of outreach dollars in relation to local church expenses. We were successful in raising our 1987 OCWM basic support by 0.5%, from 12.5% to 13% of our home expense budget. In educational ministries, we offered support to Northland College and our midwest seminaries. We affirm United Campus Ministries at UMD and UWS. At Pilgrim, we sponsored adult programs on Nicaragua and supported Jack Kemp's study group on the Middle East.

A fund-raising brunch to benefit Peace Church and their Vietnamese refugee family was successful in many ways-- providing us a way to offer direct assistance to a neighboring U.C.C. Church and raising over \$400 in donations!

Thanks for your generous support of this and all our programs in 1986-1987!

REPORT FROM THE LIBRARIAN  
by Judy Casserberg

As I approach another annual report I find that it has become an invaluable tool. It forces me to evaluate and set goals. And I find that tasks never dreamed of a year ago have surfaced and been dealt with.

With purchases and numerous donations, the library has grown in numbers of books. New subjects and stronger selections in many areas reflect the subtle changes in our congregation. The topic of justice and peace, not only as a national/militaristic concern, but as a reflection of personal and family values and life style is beginning to emerge. An awakening interest in the spiritual and prayer side of our lives and the increasing concerns for others is also reflected. These topics are found in all areas of the library from young children, to youth and adult.

The excellent help from previous years given by Judy Sheriff, Dorothy Honigman, and Pat Welborn has continued as well as what has become a great support system provided by our three interim associate ministers (Dick Nelson, David Wheeler, and Dave Ransom). I have enjoyed and learned from each of them and miss the notes, calls, book reviews and suggestions of each as they leave. The development of the library this past year has gained and grown from the ministry of these dear friends and we shall always find a touch of their gentle influences in the library.

As each interim has come, so also have come new tasks. A closet cleaned here, a cupboard there--new material turned up--new needs revealed. The poster file is now weeded out and reclassified, a new curriculum library started, cassettes catalogued, etc. There is still a shelf-list to be made. The National Lutheran Church Library Association in Bemidji this fall is sure to bring to light new things to be done.

Best of all, we have more readers than a year ago, more books circulating, more browsers, and happily, an end to interim ministers. I think that Dave Ransom found the last stack of material to be shelved and catalogued. Em Finney should find clean, empty cupboards. With the able leadership of Jack Kemp and Em, the subjects in the library will continue to reflect and support us as we share our pilgrimages of faith.

THE REPORT OF THE MUSIC COMMITTEE  
Ted Harwood, Chair

The Music Year of 1987-87 continued with the excitement begun in 1985-86 when the new organ was approved and its building began.

With the resignation of Steven Morgan, the format of the music director's position was changed. The former position, all-encompassing in nature, was converted into two positions: music-choral director, and a separate position of organist. Music Director Art Bumgardner and Organist Norma Stevlingson bring their music expertise to the church, to our mutual benefit. The choir is learning new music as well as getting an education in the structure and performance of church music.

The format of our Sunday music has been altered. In contrast to former years, the choir now sings an anthem and the offertory is either an organ solo or a soloist from the choir singing. This has allowed the congregation to enjoy solo performances by our professional music staff on a weekly basis.

Two major works were sung this year: Mozart's Missa Brevis on May 4, 1986 under the director of Steven Morgan, was a benefit for the organ fund held on a Sunday afternoon; Midnight Mass for Christmas by Charpentier under the direction of Art Bumgardner was sung shortly before Christmas, with orchestra.

The Children's Music Program is currently being reevaluated by a special task force made up of members of the Board of Christian Education, Music Committee, and two members of the congregation. Their recommendations will require the support of the congregation and especially the parents of our children.

The organ construction is proceeding as planned. The Board of Trustees has signed contracts with both the organ builder (Jaeckel, Inc., of Duluth) and a general contractor (Hedenberg) to begin preparation of the balcony site for the organ. A videotape showing of the planning and construction of an organ similar to ours is scheduled, to be followed by a tour of the Jaeckel workshop. These steps will give the congregation an understanding and appreciation of the planning and building of a pipe organ.

The Music Committee would like to thank the ministers and professional music staff for their support and guidance in bringing such wonderful music to our worship services.

THE REPORT OF THE MUSIC DIRECTOR  
by Thomas A. Bumgardner

The Music Program at Pilgrim Church has experienced a change of leadership this year. Following the resignation of Steve Morgan last September, the Music Committee decided to experiment with dual leadership and split the position of Organist/Choir Director. Thomas A. (Art) Bumgardner was engaged as Music Director beginning on September 15. Norma Stevlingson was subsequently engaged as Organist as the end of October and the Music Committee has decided to retain this arrangement for the time being.

The new pipe organ is currently under construction at Jaeckel, Inc. Work is progressing smoothly, and installation is scheduled to begin next fall with completion expected the following spring. Remodelling of the balcony to accomodate the new organ will begin in May. We look forward with great anticipation to the completion of the project.

The year has been marked by the continuance of a fine choral tradition at Pilgrim. Several new members have joined the choir, and some old ones have returned. The year has been highlighted by the performance of several new works. Beginning last October, the Choir performed two movements of Daniel Moe's Psalm Concertato with brass quartet and string bass for the installation service of Jack Kemp. For the Advent season, Marc Antoine Charpentier's Midnight Mass for chamber orchestra. A special Christmas Eve service involved the performance of several anthems, some a cappella, and one with portative organ, continuo cello, and obligato oboe and violin. The Maunday Thursday service this year included the performance of Schubert's Stabat Mater for orchestra, choir, and soloists. The movements of this work were alternated with readings selected for the Tenebrae service by Jack Kemp.

Strike Point, the Handbell Choir from First United Methodist Church in Duluth, performed for the morning service on March 1 and for the Adult Education Class following. It is hoped that a director can be found to reorganize the Handbell Choir and the children's choirs at Pilgrim soon.

It has been a genuine pleasure working with the choir, the members of the music committee, Jack Kemp, and the rest of the staff at Pilgrim Church. I look forward to continued growth in the music program while I am associated with this congregation as Director of Music.

THE REPORT OF THE HOSPITALITY COMMITTEE  
Mary Gemuenden and Betsy Brownell, co-chairs

The Hospitality Committee is a fairly new committee at Pilgrim Church. A brief resume of the past year's activities follows:

We have prepared and served lunch for the U.C.C. Clergy Cluster; a supper for the Eastern Association Workshop; with the help of the Women's Fellowship, we prepared a sit-down dinner for the Arrowhead Council of Church Annual Meeting; the Installation Dinner for Jack Kemp; special coffee hours for ministers: Richard Nelson, David Wheeler, Jack Kemp, and most recently, Emmajane Finney. We gave a special coffee hour social for Marjorie Dinham who moved from Duluth, and honored four members in a celebration for our "Over 95 Members." Mira Childs was the only one who attended, but our thoughts and thanks were also with Paul Otis, Caroline Marshall, and Lynda Asplund that day.

We arranged for workers or recruited people to organize and serve: the Christmas Potluck dinner, Recognition Brunch for the Sunday School Teachers and Supporters, and the Annual Meeting dinner. Kathy Welles was asked to continue coordinating the Coffee Fellowship Hour Sunday mornings, and several women served as Funeral Reception coordinators. Baked goods are kept in the church freezer for emergencies of a social nature.

Our committee was responsible for "doing something special" for Dick Nelson upon completion of his interim ministry at Pilgrim. With the help of Pilgrim members, \$250 was given to Northland College in Ashland, Wisconsin in Dick's honor.

Kitchen supplies are checked and replaced regularly. We have purchased the following items: eight glass platters, 100 teaspoons, a covered saucepan, six individual teapots, and various utensils. Virginia Sellwood contributed two lettuce (salad) spinners for the kitchen.

We are grateful to all who have given of their time, effort, and food items. You have helped these event go smoothly.  
Thank you.

THE REPORT OF WOMEN'S FELLOWSHIP  
Janice Burgstahler and Nancy Fifield, co-chairs

The Women's Fellowship met monthly except for June through August. Our purpose is to encourage friendship among women of Pilgrim Church and to reach out to the needs of others.

Our monthly meetings included the following programs:

September - Graden Grobe, Prison Ministry  
October - Jack Kemp, World Hunger; Bazaar on the 25th  
November - Bazaar evaluation, board only  
December - Christmas program with David Wheeler, slides on the Holy Land, and the East High Choralaires  
January - Lilia Behr, UCC Women in Mission Board  
February - Sharon Kemp, Women in India-w/slides  
March - Virginia Magney, Financial Planning for Women  
April - David Ransom, Untimely Prophetic Nuances  
May - Annual Salad Luncheon, Ruth van Appledorn-Contributions of Archaeology to the Judiac-Christian Tradition w/slides

The Fellowship's service to others included participating in Meals-on-Wheels, Soup Kitchen, SERRV, clothing distribution to the needy, visiting home-bound members regularly and delivering poinsettias at Christmas.

We have endeavored to invite and welcome UCC women from neighboring churches to our monthly luncheons. This has been quite successful.

Our major outreach, with monies raised at the Bazaar, was given to:

Campships	\$100	Delmo Housing Project	\$200
Charles Hall Youth	200	Church Women United	30
YWCA Kid's Corner	100	YWCA Adaptive Rec.	50
Regional Care Center	100	Battered Women's Shelter	200
Northwood Home	50	Boy's & Girl's Club	50
Sunburst Home	100	Jail Chaplaincy	70
OGHS	150	Union Gospel Mission	250
Pilgrim Church	1,000	P.C. Hospitality Com.	100

An additional \$1,000 was given to the church as a once-only gift to help "Bridge the Gap."

## ASSOCIATE MINISTER SEARCH COMMITTEE

The Associate Minister Search Committee was convened by Marilyn Ibey in June. The ten members met with Jeff Nicholls (from the Conference office) to discuss the process we would need to follow in searching for a new Associate Minister. The committee met several times in July to get acquainted and clarify our task. Karl Honigman and Nancy Loving Tubesing agreed to co-chair the committee. Joan Morrison and Dennis Falk (co-chairs of the Senior Minister Search Committee) spent an extremely helpful evening with us sharing the wisdom of their experience.

In August we gave Jack Kemp a few days to get his feet on the ground and then spent several hours with him exploring what qualities we might be looking for to complement his style of ministry. From that point on Jack met regularly with the committee.

During September we developed a job vacancy description for the UCC Bulletin of Employment Opportunities. We also tackled in earnest the task of drafting a church profile, using previous profiles as guidelines and soliciting current data and input from the boards and committees and the congregation at large. During October and November we continued to develop and refine the profile -- learning amazing things about Pilgrim Church in the process. Did you know that 24% of us (age 15 and up) are retired? That 13% of us are full-time homemakers? That 19% of our church family are ages 12-18 and only 11% ages 0-11? We also interviewed David Wheeler about his perception of the Associate Minister's job and the kind of person who might work well with Jack. He confirmed our suspicion that Jack would be an exceptional colleague and supervisor.

We had a very busy December, first determining the criteria we would use in evaluating candidates, then meeting with Jeff Nicholls to receive the profiles of those persons who had indicated an interest in our position. With David Wheeler's resignation, we decided to accelerate our process to determine if any of the candidates might be available early in 1987. We reviewed all the profiles and identified two people with outstanding qualifications to interview. We sent these candidates a copy of our church profile along with information about Duluth.

In January we looked at the profiles of several additional candidates and chose a third person to interview. We then arranged for interviews, planned an interview agenda and developed a series of 20 questions to ask candidates. (Eg, "Every pastor seems to have a theme that recurs often in preaching and teaching. What would you say is your theme at this point in your ministry?" "How would you revitalize a youth program with a checkered past?" "We are looking for professional leadership in all areas of the CE program. How would you go about providing leadership to a group of talented lay people?" "What do you see as the potential rewards and drawbacks for you of a staff ministry position as an associate?", etc)

During a 10-day marathon in February the committee (including Karen Andresen from the Personnel Committee and Jack Kemp) interviewed the three final candidates, in formal and informal settings. Jack also met separately with each person for an hour or more. We were impressed with

the outstanding qualities of all three candidates during the interviews. All three of them were equally impressed with Pilgrim's dynamic congregation and our extraordinary response to the grief and turbulence of recent years.

On March 22, with great joy, the committee recommended to the congregation Rev Emmajane Finney as our candidate for Associate Minister at Pilgrim. Em delivered the sermon on March 29th, and at the congregational meeting following worship, Pilgrim members voted unanimously to call her as our new Associate Minister.

Em, her husband Lloyd Steffen, and infant son Nathan will be moving to Duluth in June. Em will begin her work at Pilgrim the first week in July.

In looking back over the year, members of the Search Committee agree that although the demands of the job drained their time and energy, their spirits were abundantly nourished in the process. All of us grew in our commitment to the ministry of the church and our appreciation for the Pilgrim community. We hope that Pilgrim won't need another search committee for many years, but we would recommend participating on any church committee as a terrific way to meet people, build friendships, grow in faith -- and to serve!

Thank you to all the members of the Search Committee:

Patti Clure (who wrote endless letters, made all the interview arrangements, and often asked the hard questions)  
 Bob Falsani (whose sense of humor helped us keep a sense of proportion)  
 Kandi Garrison (who organized Em's reception weekend and whose insights into ministry enriched our profile and interviews)  
 Chris Harwood (who advocated for the concerns and needs of young people)  
 Karl Honigman (who reminded us of the seriousness of our responsibility)  
 Marilyn Ibey (who got us started and kept minutes of our meetings, where she challenged us to explore and represent differing perspectives)  
 Fran Leek (who encouraged us to go for the very best)  
 Steve Seyfer (whose cogent comments helped us focus on essentials)  
 Nancy Loving Tubesing (whose editorial and group dynamics skills kept us afloat)  
 Bill Van Evera (whose time management skills improved our efficiency)  
 Karen Andresen (whose personnel savvy was a real blessing)  
 Jack Kemp (who knew when we needed him and when we didn't -- a rare gift!)

And thanks to the people of Pilgrim for letting us get to know you and each other better in this special way. We echo the sentiments of the candidates -- Pilgrim is an exciting church!

### THE REPORT OF THE NOMINATING COMMITTEE

The Nominating Committee submits the following list of officers, boards, and committee memberships. Asterisks identify those persons to be elected at the Annual Meeting of the Congregation on Wednesday, May 13, 1987:

Moderator: (2 yrs) Ruth Ann Eaton\*  
 Clerk: (1 yr) Craft Dryer\*  
 Treasurer: (1 yr) Dorothy Honigman\*  
 Historian: (1 yr) Virginia King\*

#### Diaconate:

##### Class of 1988

(1 yr unexp. term)		Year elected
	Eugene Shull*	1987
	Karl Honigman	1981 & 1985
	Irvine Parson	1981 & 1985
	William Van Evera	1981 & 1985
	Jon Welles	1981 & 1985

##### Class of 1989

(2 yr unexp. term)		Year elected
	Janice Hartley*	1987
	Laurel Erickson	1983 & 1986
	Robert Eaton	1986
	Elizabeth Peterson	1983 & 1986
	Jackie Falk	1986

##### Class of 1990

	Dorothy Langager*	1986 & 1987
	Clyde Johnson*	1984 & 1987
	Steve Downing*	1986 & 1987
	Marilyn Ibey*	1987
	Dorothy Gemeinhardt*	1984 & 1987

#### Trustees:

##### Class of 1988

	Conrad Fredin	1985
	Jack Sellwood	1982 & 1985
	David Zentner	1985

##### Class of 1989

	Margaret Honigman	1986
	Wallace Niss	1986
	Dennis Falk	1986

##### Class of 1990

	John Morrison*	1984 & 1987
	Shirley Swain*	1984 & 1987
	Carol Tierney*	1984 & 1987

## Christian Education:

## Class of 1988

	Year elected
(1 yr unexp. term) Jane Shull*	1987
Julie Johnson	1986
Robert Baldwin	1985

## Class of 1989

(2 yr unexp. term) Judy Saunders*	1987
<del>Charles Bateman</del> <i>resigned 4/86</i>	<del>1984 &amp; 1986</del>
Judy Sheriff	1986
Terri Nygard	1986

## Class of 1990

Vickie Farrar*	1986
Peggy Downing*	1984 & 1987
Kandi Garrison*	1987
Bonnie Peterson*	1987
(1 yr youth) Sarah Kemp*	1986 & 1987

## Christian Outreach:

## Class of 1988

(1 yr unexp. term) Chris Harwood*	1987
Joseph Saver	1985
Jean Udesen	1985

## Class of 1989

Gloria Singer	1986
Nancy Fitzgerald	1986
Tom Clure	1986

## Class of 1990

Nancy Tubesing*	1987
Gene Bard*	1987
Delores Johnson*	1987

## Personnel Committee:

(1 yr at large)

Karen Andresen\*  
Steven Seyfer\*

(The following representatives are appointed for 1 year)

BCE member  
Diaconate mbr  
Trustee mbr

*Dennis Falk*

**Music Committee:**

Class of 1988	Year Elected
Ann Anderson	1982 & 1985
Ted Harwood	1985

**Class of 1989**

Carolyn Lee	1985
Gertrude Jacobson	1986

**Class of 1990**

Frances Leek*	1985 & 1987
Bruce Buchanan*	1986 & 1987

(A liaison member is appointed from Diaconate)

**Hospitality Committee:****Class of 1988**

Edith Matzke	1986
Virginia Sellwood	1986
Joyce Hidahl	1986

**Class of 1989**

Peg Underdahl*	1985 & 1987
Phil Garrison*	1987
Jon Welles*	1987

**Nominating Committee:****Class of 1988**

Mary Austin	1985
Julie Johnson	1985
Roy Magney	1985

**Class of 1989**

Jean Walters	1986
Hazel Niss	1986
John Glendenning	1986

**Class of 1990**

Betsy Brownell*	1987
Cindy Fochs*	1987
Robert E. Heller*	1987

**Delegates to Minnesota Conference & Eastern Association  
(1 yr term)**

Laura Lamb*	1987
Julie Johnson*	1987
Dennis Falk*	1987
(alternate) Judy Casserberg*	1987

## RETIRING CHURCH OFFICERS

With grateful thanks for their many years of dedicated service, we wish to acknowledge those persons retiring from various church offices this year:

Robert E. Heller (Moderator since 1983)  
 Robert Smith (Historian since 1985)  
 William D. Gemuenden (Diaconate since 1984)  
 Michael Orman (Diaconate since 1984)  
 Nancy Fride (Diaconate since 1985)  
 Bonnie Peterson (Diaconate since 1986)  
 Patricia DeLano (Bd. Christian Ed. since 1984)  
 Cindy Fochs (Bd. Christian Ed. since 1984)  
 Michael Zlonis (Bd. of Christian Ed. since 1985)  
 Terrence Rust (Bd. of Christian Ed. since 1986)  
 Kandi Garrison (Bd. of Christian Outreach since 1984)  
 John Fochs (Bd. of Christian Outreach since 1981)  
 Marilyn Ibey (Bd. of Christian Outreach since 1984)  
 Gene Carpenter (Bd. of Christian Outreach since 1985)  
 Lynne Frigaard (Personnel Committee since 1985)  
 Betsy Brownell (Hospitality Committee since 1983)  
 Mary Gemuenden (Hospitality Committee since 1983)  
 Gladys Carpenter (Nominating Committee since 1984)  
 Phyllis Johnson (Nominating Committee since 1984)  
 Irvine Parson (Nominating Committee since 1984)  
 Robert Rhode (Delegate)  
 Gertrude Jacobson (Delegate)

PILGRIM CONGREGATIONAL CHURCH  
A United Church of Christ

May 13, 1987

The New Organ Project

It was just one year ago, at the 1986 Annual Meeting, that we signed the contract with Jaeckel Incorporated for our new organ. Since the signing of that contract, there have been many activities.

As a first step, the Trustees engaged the engineering firm of Krech & Ojard to prepare plans for the site preparation. A. Hedenberg & Company has been engaged for the site preparation construction.

Cost of the organ and the site preparation was originally estimated by Jaeckel Incorporated to be approximately \$360,000. This now appears to be a low estimate. The amount is now estimated at \$372,000 based upon the engineering fees, electrical changes and physical changes. This amount does not include changes to the front of the sanctuary after removal of the present organ console. These costs are estimated at \$25,000.

We have currently received 86 pledges and/or gifts to the organ fund. (Several of the gifts have come from non-members.) Thanks to some very generous commitments, these gifts and pledges total \$201,970. This amount, combined with the John Dalton estate and other revenue, brings the organ fund total to \$336,325 at of April 22, 1987. This leaves a balance of about \$36,000 yet to be raised. We hope to achieve this goal by August 31, 1987. If you have not made a contribution, or wish to increase your previous commitment, you are urged to do so as soon as possible.

An organ project coordinating committee was established in April 1987 to oversee the activities associated with the organ project. Specifically, the committee is charged with coordinating all activities associated with the organ project; assigning responsibility for elements of the project; and making recommendations to the trustees on organ project matters. Members of this committee are: Art Bumgardner, music director; Laurel Erickson, Diaconate; Ted Harwood, Music Committee; Joe Leek and John Morrison, fundraising; Wally Niss, contractor liaison; and Dave Zentner, Trustees.

Many people have asked about the timing of the project. Unless something unforeseen happens, construction work on site preparation will begin in mid-May, physical installation of the instrument in late summer or early fall, and a first performance for Holy Week, 1988. Dedication ceremonies would be planned for fall of 1988. This should be

an exciting time for Pilgrim and the entire community as we  
celebrate this special occasion.

Respectfully submitted,

John D. Morrison