



THE ANNUAL REPORT FOR
April 1, 1988 through March 31, 1989
for

PILGRIM CONGREGATIONAL CHURCH

(A United Church of Christ)

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Duluth, Minnesota 55812
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ANNUAL REPORT OF PILGRIM CONGREGATIONAL CHURCH
A United Church of Christ
Presented at the Annual Meeting of the Congregation
Wednesday, May 10, 1989

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CHURCH STAFF

Ministers: John H. Kemp and Emmajane S. Finney
Office Manager: Patricia Welborn
Music Director: Thomas A. Bumgardner
Organist: Norma Stevlingson
Custodian: Andrew Kent
Housekeeper: Florence Ek

REPORT OF THE SENIOR MINISTER

A busy church year has seen the completion and dedication of our new pipe organ, our hosting of the 1988 Minnesota conference Annual Meeting, our new membership in Central Hillside United Ministry (CHUM), and, of course, the participation of so many of our church family to the life of Pilgrim Church.

Surely that is where our life as a congregation begins: our gathering together in worship, nurture, fellowship, and outreach. Our worship life has been enriched by glorious music, including this year special music commissioned with a generous gift from Richard and Dorothy Nelson to celebrate the completion of the organ. We have appreciated the participation of Pilgrim members in worship leadership in many ways. New this year has been a weekly sharing of concern for our wider mission by members of our Board of Christian Outreach. We have been enriched by a lay sermon by Laurel Erickson and David Zentner and pulpit guests Jeff Nichols and Murdale Leysath of our Conference, James Savides, recently retired from the Wisconsin Conference, and ordained Pilgrim members Peter Bagley and Phil Garrison.

The diversity of our priorities and activities as a congregation was shown in one ten-day period last fall when a memorial service was held for a long-time church member; our women held their annual bazaar and our youth their spookhouse for UNICEF; we hosted a dinner welcoming UCC minister and peace activist William Sloane Coffin to Duluth's Peace and Justice Week; we welcomed the Gerber family back from their mission work in Somalia; and we dedicated our new pipe organ and had our souls stirred in the inaugural recital given by renowned French organist Marie-Claire Alain. At the same time, counselling was being done, calls were being made, committees met, and all the other routine events in the life of Pilgrim continued.

Our many members who have served this past year on our various church boards, committees, and task forces have shared in the leadership of an impressive variety of ministries and programs to our congregation and beyond. We celebrate the diversity of our life at Pilgrim.

Each year sees its passages: births, baptisms, and weddings bring the joy of new life and new relationships to us; deaths of long-standing members remind us of their gifts shared over many years and decades; we are saddened when members move away to new chapters in their lives and happy to welcome new members with their fresh enthusiasm.

I'm especially grateful to work with a fine staff. We welcomed back from her leave last fall my able colleague and good friend in ministry, Em Finney. The professional competence and personal warmth of Pat Welborn in our office adds so much to our church life. I deeply appreciate the spirit and musical gifts of Art Bumgardner and Norma Stevlingson. Andy Kent and Florence Ek continue to serve our custodial needs well and graciously.

My time continues to focus on worship and preaching leadership; pastoral care, especially in crisis times; and working with our boards and committees to develop and facilitate our programs as a congregation.

My participation in the wider UCC family has continued, though after this spring, on a reduced basis. As chair of the Middle East Committee of the Board of Directors of our United Church Board for World Ministries, in April I attended a Consultation with Middle East church leaders in Cyprus, Israel/Occupied Territories, and Turkey. I chaired the Minnesota Conference's Planning Committee for the June 1988 Annual Meeting held in Duluth and also served until this spring on the Conference Finance and Stewardship/OCWM Committees. I continue as secretary of the Duluth-Superior United Campus Ministry Board.

I am grateful for the many Pilgrim members active in ministries and programs of outreach in our community and area. I am also pleased that several Pilgrim members have been involved in the wider UCC life: Laura Lamb, who gave invaluable service to the Conference Annual Meeting planning committee, and our many volunteer helpers at the meeting itself; Chris Harwood, who participated in a national UCC Conference for Youth and Young Adults on Peace and Justice, held in Washington; Judy Casserberg, who represented Minnesota UCC women at a national women's event in Indiana last summer; those who have participated in Conference retreats on Spirituality; Mary Austin who, as the new Minnesota Coordinator for the UCC Just Peace Network, attended national meetings in Washington this spring; and Joan Morrison, who is serving on the important Conference Search Committee for a Conference Minister.

In the months ahead, I look forward to the exchange visit from our friends of Central United Reformed Church in Bath, England. Throughout the year I hope we can continue to develop our fellowship life, especially including both newer and longer-term members. I look to enhance worship as our primary gathering time when we offer God praise, are moved by the sung and spoken word, and feel ourselves part of a searching, faithful people. I hope we will find new ways to involve ourselves people-wise in outreach ministries in our community, especially through CHUM and the new Habitat for Humanity program. Always we're called to reach out to friends or neighbors looking for a church home, inviting them to visit us; this is how we will discover and welcome newcomers!

I invite you to be active in Pilgrim's life as fully as you can. Our participation through our time, talents, and support makes us a stronger people, for we are the church! Let us be caring people to one another and to those beyond our doors, that the spirit of the Christ will be known in us!

John H. Kemp
May 1989

ANNUAL REPORT OF THE ASSOCIATE MINISTER

Having spent two-thirds of the past twelve months either pregnant or recovering from the birth of our twin babies, I feel like this has been a year of great expectations.

You all waited with me as I walked slower and seemer farther away from the pulpit, especially in those late weeks of summer. You waited on me once the babies were born--thanks for the many short visits and the heaps of delicious food! And you waited for me when I took the extra time out to grow more accustomed to the two additional mouths in our household.

Along with the waiting was a lot of anticipation as we planned and imagined and designed and shared ministry. Here are some of the ways I worked with you:

Through my work on the Board of Outreach I helped to promote our One Great Hour of Sharing offering and I served on the Board of Directors of CHUM and on the Board of the Twin Ports Ministry to Seafarers.

Through my participation on the Board of Christian Education, I assisted in honoring the church educators in our midst, coordinating Vacation Church School, shaping church school teacher training events, helping to design a church school winter interim, coordinating a youth-led service of worship, and joining youth leaders for a breakfast for graduating seniors, a Seven Uppers Lock-In and a Family Ski Day.

Through my activity with the Hospitality Committee, I have helped to define the tasks of the Hospitality Teams and to coordinate special events in the life of the church family.

Through my involvement with the Diaconate and Christian Education Board, I have led a weekly Bible study on the lectionary texts, coordinated Confirmation activities with lay preceptors and with Peace Church counterparts.

As a leader of worship, I have tried to offer thoughtful preaching and to craft worship that is inclusive and affirming. In memorials and funeral services, I have hoped to offer comfort and assurance in God's abiding love while gently stirring us to remember the unique gift that each life is.

I have done none of this alone, but always in conversation with caring colleagues, thoughtful leaders, understanding staff, helpful youth and wise children. The limits of this space do not permit me to name each of you but I do applaud you all and am grateful to journey in faith with you.

In closing, I am reminded that Paul likened the early church to a mother giving birth. He said that the whole creation is "groaning in travail together" as it awaits the redemption God offers. The community of faith is pregnant; filled with the great expectations of bringing forth the future God has planned. While I don't plan to spend any more of my life being pregnant, I don't mind at all viewing the world or serving the church with great expectation, hopeful that someday we shall all emerge as the whole people of God! Let us move onward together!

In faith,
EMMAJANE S. FINNEY

MODERATOR'S REPORT

This last year at Pilgrim has been one of completion, continuation and challenge for the future.

We have seen the completion of the organ with its dedication, special performances, enjoyment and use by the congregation and community. Original scores of music were commissioned and performed for the celebration not only of the organ itself, but to the glory of God. The beauty with which our congregation has been blessed should give us all a sense of appreciation and humility.

The Reverend Murdale Leysath visited our church one last time this winter, in completing her term as Conference Minister of Minnesota. She has always taken a special interest in Pilgrim. We wish her well, knowing that she will be missed.

Work on the Constitution and By-Laws continues under the tutelage of Robert E. Heller and his committee. Maintaining original concepts and ideas, yet putting them in a clear and workable instrument has been a real challenge not only to the committee but to the Church Council, which has reviewed the first drafts as the committee proceeds with its work. The congregation will have the same opportunity to review the suggested changes when the document reaches a more complete form.

The church council voted unanimously to continue our exchange visits with our friends at the Central United Reform Church of Bath, England by inviting them to Duluth this summer. Eleanor and Charlie Nichol have graciously and enthusiastically accepted the responsibility of enlisting the help of our congregation to show our guests the same welcome which our members have enjoyed while in Bath.

There is one area in our church which falls into all three categories: completion, continuation and challenge. That is Stewardship. This past fall we completed a stewardship drive which improved upon our performance of the previous year. Stewardship is an ongoing and continuing responsibility, however. What is our commitment to Pilgrim church? Do we want our church to continue to offer the programs, support and nurturing that we have come to expect over the years? Only our commitment and support (which is our stewardship) will give us the answer. This is the challenge which we face.

Thank you all for giving me the opportunity to serve as your moderator for the past two years. It has been an experience that I will always value.

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REPORT FROM

THE CLERK: R. CRAFT DRYER

The reported active membership of Pilgrim Congregational Church of Duluth (UCC) as of April 1, 1988. 621

New members added during April 1, 1988 - March 31, 1989:

Confession of Faith	11
Transferred from other churches	11
Reaffirmation of Faith.	5
Transferred from Inactive Roll.	0

Total Additions 27

Members lost during April 1, 1988 - March 31, 1989:

Removed by death (error in prior year).	3
Removed by death	8
Transferred to other churches	4
Removed to Inactive Roll.	7
Dropped on request.	0

Total Losses. 22

Net gain in active membership during April 1, 1988 - March 31, 1989. 5

Total active membership as of March 31, 1989. 626

Baptisms.	10
Weddings.	5

Since the May 11, 1988, annual meeting, there have been two (2) special meetings of the church:

September 11, 1988 - To fill vacancies in certain elective offices of the church.

January 22, 1989 - To adopt a budget for 1989.

REPORT OF THE DIACONATE

The Diaconate has the responsibility of providing lay leadership in the spiritual issues of the church, and of serving the church.

Some of the specific activities to report for the year include:

- The Diaconate continues to seek worship and liturgy which will be important to all the Pilgrim community. Jack Kemp, Em Finney, Gene Schull, Huck Andresen, Jan Hartley and Kay Slack led us in a worship workshop in February which offered a historical perspective of worship and liturgy, and an opportunity for us to consider the important aspects of worship for ourselves. It also helped us to understand how the service fit together and how usage of language fit in the worship.
- Dan and Jan Gerber offered a service and an adult education program about their ministry in Somalia.
- We worked to develop greater lay participation in the worship service at Pilgrim. Laurel Erickson and Dave Zenter provided Pilgrim with its first lay sermon in many years. Thanks to both of them for the thoughtful and personal affirmation of what Pilgrim means, and for the fine presentation. The lay readers are continuing to be an active, involved part of the worship leadership.
- Thanks to the perseverance of Bob Eaton and others, Pilgrim had its first men's retreat in many years. Thanks also to Peter Bagley and Don Tubesing who led thoughtful and perceptive discussion.
- Pilgrim continued its focus on members of our community with special needs. Marilyn Ibey did an outstanding job of sending letters to people in celebration and in need of comfort. Steve Downing assured that those in need of transportation were given rides to and from church. Bob Lindquist coordinated delivering flowers after church service to members of Pilgrim.
- The diaconate has the responsibility of serving the congregation's needs. Huck Andresen coordinated finding and training ushers for the year, Kate Baldwin found greeters, and Kay Slack coordinated the communion servers and service.
- The diaconate also has the responsibility to assure that new members and potential new members are informed of the range of activities and commitments available at Pilgrim. We had eighteen new members join Pilgrim last year. We also have contacted those members who have not been active to assess if there was anything specific keeping them from active membership.

The best part of being chair of the Diaconate is the opportunity it allows for getting to work with and know the other members of the Diaconate. It has been a joy working with new members Kay Slack, Huck Andresen, Kate Baldwin, and Bob Lindquist, as well as Gene Schull, Jan Hartley, Liz Peterson, Laurel Erickson, Dorothy Lananger, Bob Eaton, Steve Downing, Dorothy Gemeinhart, and Marilyn Ibey. Thank you so much.

Clyde Johnson, Chair

REPORT OF THE BOARD OF TRUSTEES

The Board of Trustees is charged with the management and maintenance of the physical and financial property of the church; coordination of the budget preparation process; and oversight of the fund raising needed to support our church ministries.

The Trustees are indebted to "Martha's Kitchen" (Betsy Brownell, Shirley Grindy, Hazel Niss, and Peg Underdahl) for their marvelous lunches. They have made our meetings a delight and something to which we all look forward. Thanks! And thanks also from everyone in the congregation for the kitchen needs purchased with the proceeds.

To meet its charge, the committees of the board and others were very active this year.

The financial assets of Pilgrim Church are significant and the management and reporting on these assets is complicated and time-consuming. We all owe a debt of gratitude to our Treasurer, Sara Carlson for the many hours she spent with this activity. Her dedication to this task has been outstanding.

The Budget and Finance Committee of the Trustees was made up of Robert E. Heller, Robert Reichert and chaired by Carol Tierney. During the year they reviewed the workload of the Treasurer and recommended that she get some help. As a result, the board has established the volunteer position of Assistant to the Treasurer. This position will be primarily involved in the financial record keeping aspects of the Treasurer's functions. Karl Honigman has accepted appointment to this position.

This committee also worked with the Trust Department of First Bank North to establish procedures and direction to assure optimum return on our financial assets while meeting the day to day operating needs of the church. We have also begun the process of compiling and documenting, in a formal way, the policies for the handling of our assets. This policy manual will be a valuable resource for new and current board members and staff.

The Building Committee of the Trustees consisted of Margaret Honigman, Wally Niss, and Shirley Swain. Wally Niss, especially, must be singled out for his untiring efforts related to the installation and completion of the new sanctuary pipe organ. As the primary contact with Dan Jaeckel and Jaeckel Organ, Inc., Wally gave countless hours of his time to assure successful completion of this project. We are pleased to report that the organ project has been completed without any debt financing. Everyone who contributed to this beautiful instrument can be justifiably proud of it. It will enhance our worship and contribute to the music life of our community for many years to come.

We have also received two memorial gifts toward the completion of the unfinished trompette stop of the new instrument. These gifts of \$1,000 and \$3,000 were in memory of Rev. Jack Fitzgerald and Gordon Wm. Dunbar, respectively, and were made by the families.

Thanks to the generous contribution of one of our members, we have now embarked on modifications to the chancel area of the sanctuary. These modifications are being coordinated by the Building Committee and are detailed in another report.

The Insurance Committee of the Trustees, chaired by Jesse Bradley, has completed a comprehensive review of the property, liability, and personnel insurance coverage of the church. We are pleased to report that we are adequately covered in all areas at optimum cost.

We plan to take a physical inventory of the building contents. In addition to listing specific items, we hope to record the contents of all areas on video tape. Each of the church boards and committees will be asked to assist in this effort. This record will provide substantiation for insurance claims should any arise.

Again this year, Mack Fredin served as secretary of the board. In addition, his wise council and legal insights have been invaluable.

The Planned Giving Committee, appointed by the Trustees and chaired by Cliff Grindy, has begun a continuing program of communication with the congregation about financial planning. This program will include information about wills, estate planning and gifts and will also explore ways in which members of the congregation can provide a lasting legacy to Pilgrim Church.

We continue to have the ongoing challenge of stewardship. In recent years, our annual fund drive has not met the financial needs required to carry out our desired ministry. Last year, programs were cut and our staff made a considerable financial sacrifice as we held our operating budget to the 1987 level. Pledged contributions totaled \$173,477 in 1988. This was \$34,686 less than our 1987 pledged giving and \$9,411 less than our 1988 budget. It was only because of close control of expenses and some unanticipated contributions that we ended the year in sound condition.

The 1989 Stewardship Committee, chaired by Bob Eaton, worked very hard to make known the needs of our church this past fall. In spite of their efforts, our pledged contributions fell nearly \$31,000 short of our goal. The Trustees felt that for the sake of our ministries and the church staff, we could not take the severe actions taken in 1988. While some program cuts were found, the shortfall in pledged giving has been covered through the use of Second Century Fund earnings in 1989 and prior years. This decision was a difficult one to make because it does not solve the problem. It only delays the very tough decisions that will be needed in the future if this shortfall trend continues. A permanent cutback in programs and staff, if necessary, will have an adverse effect on all the members of Pilgrim Church.

This past year it has been both a challenge and a pleasure to serve as chairperson of the Trustees. My thanks go to all of my fellow board members and to Jack Kemp, Em Finney, Pat Welborn and the

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entire staff for their splendid service and cooperation. It's been a pleasure to work with you.

Members of the Board of Trustees are: Jesse Bradley, Conrad Fredin, Robert E. Heller, Margaret Honigman, John D. Morrison, Wallace Niss, Robert Reichert, Shirley Swain, and Carol Tierney.

John Morrison, Chair

REPORT OF THE CHANCEL REMODELING SUBCOMMITTEE

Removal of the old pipe organ created the opportunity to remodel and update the chancel of Pilgrim Church. The committee formed decided that the chancel should appear basically the same but with a few dignified changes. The Board of Trustees received and approved the following recommendations from this committee:

The choir loft will be removed and a tongue and groove floor installed to meet the existing platform level.

The railing will be made mobile but will normally remain forward as it presently sits. The mobility will increase and enhance chancel use allowing a large area to be used for liturgical drama, weddings, orchestras and other special occasions. Portable choir risers will be purchased.

The reredos (carved oak screen beneath the Roberts Window) will be lowered twenty inches to allow full view of the window. Any panelling used to fill in will be stained to match the existing panelling.

The empty pipe chambers will be insulated and the dark plaster filigree painted to match that above the church windows.

New wiring and lighting will be installed and portable steps and railings built for center access to the platform on occasion.

After receiving competitive bids, Jaeckel, Inc. was chosen to do the work. Church member work committees will form to help tear out old flooring and dispose of debris.

The generous donation of a Pilgrim member has made this remodeling possible.

Members of the Chancel Remodeling Committee are: Ted Harwood (Music Committee liaison), Janice Hartley, Wallace Niss, John Morrison (Trustees' liaison), Art Bumgardner and Jack Kemp (church staff).

Laurel Erickson, Chair

REPORT OF THE AD HOC CONSTITUTION AND BYLAWS REVIEW COMMITTEE

This ad hoc committee was formed by the Moderator as authorized by the Church Council. The charge to the committee was to review the constitution/bylaws of our church to determine if there was a need for and to recommend changes, if any, in these documents.

During this last year the committee has completed its review of these documents and has presented drafts of various provisions to the Church Council for discussion. These discussions focused on church organization, church staff, boards and committees, services of worship and other items deemed pertinent. Members of the Church Council were requested to discuss relevant provisions with their respective boards and committees. Feedback was received, and revisions of the drafts were made and circulated to the members of the Church Council.

It is the intent of the committee to finalize a draft of a completed document and to hold congregational hearings for the purpose of further reviewing the draft and receiving input from the congregation.

Besides the chair, other members of the committee are Karl Honigman and Douglas Britton.

Robert E. Heller, Chair

REPORT OF THE PLANNED GIVING COMMITTEE

The Planned Giving Committee is a function of the Board of Trustees. All persons have within themselves the desire to extend their influence beyond their lifespan. This can be done in many ways. One way is to support institutions that you closely associate with by making a financial bequest. Regardless of your age or the amount of your financial resources, there are ways this can be accomplished.

It is the purpose of the Planned Giving Committee to help interested persons search out ways that meet their individual needs in extended giving.

In order to inform the members of our congregation (and extended community) a series of forums will be held. The forums will express the importance of wills, explain the numerous trust instruments and insurance programs that are available, and explore ways best suited to each individual's need.

From time to time brochures will be mailed to the congregation explaining various planned giving programs. It is hoped that all members will find this useful in their future financial planning. Members of this committee are: Bruce Buchanan, Robert Eaton, John Morrison, Shirley Swain, David Zentner, and Clifford Grindy, Chair.

REPORT OF THE STEWARDSHIP COMMITTEE

The Stewardship Committee started its work in August of 1988 when a decision was made to alter the way in which the church membership was approached for annual pledges. The entire membership was divided into circles. Stewardship information, the proposed budget and pledge cards for each member of the circle were placed in a packet. The members of the circle were asked to personally see to the movement of the packet (including completed pledge cards) around their respective circles.

Aside from the benefit which was anticipated from a change in format, increased personal contact among the membership in moving the packet around each circle was expected to bring a greater sense of personal involvement to each of us.

While the projected level of giving (as set in the proposed budget) was not reached, a measurable increase in giving over previous years was achieved to the point where a satisfactory budget could be adopted at the congregational meeting in January.

Unanimously, your Committee endorses the circle system which was used. It is likely that it will be used again.

The efforts of the Stewardship Committee will also be directed to time and talent of the congregation. In this effort, the Stewardship Committee will work with the Diaconate. Stewardship means more than giving money; it also means contributing our abilities and time to various needs, programs and projects at our church.

Our special thanks to Jack Kemp and Jock Morrison for their ex-officio assistance.

In addition to your chairperson, members of the Committee are: Joan Morrison, David Zentner, Jon Wells, Terri Falsani, Laurel Erickson, and Bruce Buchanan.

Robert F. Eaton, Chair

REPORT FROM THE BOARD OF CHRISTIAN EDUCATION

The Board of Christian Education has had a challenging and fulfilling church year. This lay group ably planned and executed Christian Education throughout the church from September through May, four of these months occurring during the absence of the associate minister. Appreciation goes to board members Lisa Pratt, Joan Semenchuk, Bonnie Peterson, Julie Johnson, Marion Casserberg, Peggy Downing, Vicki Farrar, Doug Britton, Jane Shull, Bob Falsani, Bill Johnson, and Rick Sailstad.

Vacation Bible School was held July 18 through 22 at Pilgrim for children ages 3 through grade 6. The theme for this special week was "Jesus Christ: Giver of Peace." A daily offering of food was collected and given to our local Food Shelf.

The church school had a successful teacher recruitment and provided monthly training and exchange sessions. A new curriculum was implemented entitled Discipleship Alive.

On December 18, the children of the church school presented their annual Christmas Pageant under the creative direction of Charlie Bateman, Bonnie Peterson, and Lisa Pratt. The pageant gave its audience both a contemporary and historical view of Christmas. A delightful evening was had by participants and guests.

Emm Finney ably led the church school children in a January art hiatus. Local artist Hope Atkinson provided instruction in the art of shadow puppetry. During the final Sunday in the month, students entertained the congregation with their interpretation of the 23rd Psalm using shadow puppetry.

Youth activities were coordinated by Doug Britton (7-Uppers) and Vicki Farrar (Pilgrim Fellowship). These groups had a regular following of Pilgrim young people who participated in a Grodnickberger lunch, a pizza party, Halloween UNICEF carnival, childcare service for Christmas shoppers, a curling event, and skiing at Lutsen.

The Adult Education committee was able to prepare their schedule of programming early in the fall due to an interest survey taken last spring. Church members had responded to the topics that they were most interested in attending. Advance planning plus flexibility made for a smooth operating year.

Pilgrim especially enjoyed intergenerational events such as the Advent Workshop, Gerber family visit, and One Great Hour of Sharing program on India. Other popular topics were the creche exhibit, Inner Peace panel, and Just Peace issues.

In order to have successful Christian education, many volunteers are needed to fulfill a myriad of roles. Thank you to all who gave willingly of their time to lead Pilgrim members into Christian education.

Julie Johnson, Chair

THE REPORT OF THE BOARD OF CHRISTIAN OUTREACH

It is the task of the Board of Christian Outreach to educate the congregation on issues of social concern, especially those issues on which the Minnesota Conference and General Synod have passed resolutions. In addition, the board acts on requests for financial aid from local groups and administers the Benevolence Budget.

This year the board put together a series of Mission Moments in which various board members spoke briefly to the congregation about recipients of our mission dollars. Contributions were made to the following local ministries: Women's Shelter, Habitat for Humanity, Jail Chaplaincy, Encore!, Soup Kitchen Food Shelf, Union Gospel Mission, Sanctuary Movement, Campus Ministry, the Indian Church, and Central Hillside United Ministries (CHUM). Other mission support included Union Theological Seminary, Northland College and the Gerber project in Somalia. In addition, the BCO oversees offerings to One Great Hour of Shariang, Neighbors in Need, Veterans of the Cross, and offering taken at Thanksgiving. This year a new offering, "Strengthening the Church," will be taken in May. Our Church's Wider Mission (OCWM) basic support was raised from 12.6% to 13.2% to bring our contribution to \$30,225.

In addition to responsibility for the benevolence budget, the board seeks to be actively involved with mission projects. The dinner for William Sloane Coffin in October was an exciting event and we listened to and were inspired by various speakers at our meetings. Often discussion was lively as we struggled with issues such as support for Pilgrim Point, and acceptance into the Eastern Association of the new inclusive church.

Serving as chair of the Board of Christian Outreach has been for me a reaffirmation of faith and of my commitment to the UCC. I cherish the openness which our church structure provides; I cherish the highly individualistic voices of the members of Pilgrim Church, and I affirm a God who must at times be puzzled and at other times pleased by our forays into faith.

Members of the Board of Christian Outreach include:

Gene Bard	Tom Patten	Gloria Singer
Nancy Tubesing	Joan Morrison	Del Johnson
Tom Clure	Laura Lamb	

Nancy Fitzgerald Chair

JUST PEACE TASK FORCE

by Mary Austin, Chairperson

Our major task has been to explore what it would mean for Pilgrim to declare itself to be a Just Peace Church. It was first necessary to understand the concept. In a somewhat simplified definition, it is a church in which the Prince of Peace is taken seriously:

- where inner peace is fostered and community nurtured;
- where worship celebrates the promise of Shalom;
- where education expands the dimensions of faith and deepens the understanding of complex issues;
- where the response to God's action is a commitment to make a difference in a world in which conflict and injustice abound.

The message of the Gospel is one of healing and reconciliation in all the manifestations of human brokenness and alienation. Our denominational heritage calls us to respond to that brokenness and to seek peace with justice.

The Just Peace Task Force presented adult education programs on the topics of Conflict Resolution, Inner Peace, Ethics in Health Care, the UCC position paper on Christian Faith and Economic Life, and the Lenten Bible Study based on Robert MacAfee Brown's Unexpected News. We were co-sponsors of Duluth's Peace and Justice Week which brought Donald Woods and William Sloane Coffin, Jr. to the city. We continued to work with the Diaconate, the Board of Christian Outreach, and the Board of Christian Education--supporting and encouraging the inclusion of Just Peace concerns in their activities.

We have affirmed the participation of Pilgrim Church in the Food Shelf, the Soup Kitchen, and CHUM; the interest in Habitat for Humanity, and the Battered Women's Coalition; the switch from styrofoam to paper cups, acquisition of relevant materials for the library, the peacemaking emphasis in the Church School, the offerings for Neighbors in Need and One Great Hour of Sharing. This list does not pretend to be exhaustive; many of these activities have been going on for a long time. The Task Force recognizes these activities and contributions as indicative of the long-standing concern of this church for community needs and for peace and justice.

The last General Synod affirmed the UCC to be a Just Peace Church and the Minnesota Conference has joined that affirmation. Believing that it is appropriate for Pilgrim to claim this concern as a priority, and to stand with each other and with churches of our denomination in commitment to be faithful to the vision of Shalom, the Task Force has prepared a resolution that Pilgrim declare itself to be a Just Peace Church. We recommend its adoption.

Resolution:

Affirming Pilgrim Congregational Church (UCC) as a Just Peace Church

"The traditional stand of the United Church of Christ has called for its members to be peacemakers and to work diligently for justice, human rights, and peace within the family of nations." On this foundation the Thirteenth General Synod of the UCC voted in 1981 to "become a peace church." Following this lead Pilgrim Church adopted a Peace Covenant at its 1983 Annual Meeting, to be expressed in prayer and spiritual examination, education, evangelism, and public witness.

In 1983 the Fourteenth General Synod commissioned the Peace Theology Development Team which drafted a theological statement on peace for the UCC. This document became the Pronouncement: "Affirming the UCC as a Just Peace Church," adopted by the Fifteenth General Synod in 1985.

Pilgrim's Just Peace Task Force was appointed in 1987 for a two-year term to explore what it might mean to Pilgrim Church to declare itself a Just Peace Church. Historically this congregation has reflected a concern and commitment for peace and justice. Becoming a Just Peace Church would provide us with the opportunity to be intentional about our involvement in peace and justice activities and concerns, to acknowledge that this theme is central to the life of the church and the nurture of inner peace, and to focus on our calling in the gospel to be peacemakers.

We therefore recommend the adoption of the following resolution:

Be it resolved:

A) that Pilgrim Congregational Church (UCC) declare itself a Just Peace Church following the pronouncement of the Fifteenth General Synod of the United Church of Christ, defining Just Peace as the interrelationship of friendship among peoples, human justice, common security from violence, and respect for the integrity of God's Creation.

B) that the term of the Just Peace Task Force be extended for a one-year transitional period

1) to develop recommendations for ensuring the continued focus of the congregation, including the creation of a standing Just Peace Committee; and

2) to lift up specific opportunities for the congregation--through its boards, committees, other groups, and individual members--to participate in the tasks of just peacemaking.

THE REPORT OF THE PILGRIM WOMEN'S FELLOWSHIP

The purpose of Women's Fellowship is to encourage friendships among women of Pilgrim Church and to reach out to the needs of others.

Our programs:

July, 1988	A picnic at Eleanor Nichol's Conamara. Twenty-one women enjoyed a lovely, friendly afternoon.																														
September	Dr. Mel Frank spoke about some preachers of the past.																														
October	The All-Church Bazaar, the work of many months. A highlight was the creation of an All-States quilt of embroidered blocks made by many church members.																														
November	Evaluation of bazaar by executive board and bazaar committee; proceeds going to our Outreach program.																														
December	A delightful reading of "Tea for Two" by Pearl Fuller. The Little Mob from Duluth Central High School gave a lovely program of Christmas music.																														
January 1989	Judy Casserberg shared her experiences as a representative to the UCC National Assembly of the Women's Coordinating Center for Church and Society.																														
February	Gertrude Jacobson presented possible interest groups: Quilting, Joyce Nelson; Women's Transitional Housing Coalition, Eleanor Nichol; Book Reviews, Elizabeth Sylvester; and a Lenten Bible Study.																														
March	Minister Emmajane Finney began a Bible Study group early in February that continued after the close of the Lenten season. The executive board met to pass on the recommendations of the Outreach Committee:																														
	<table> <tr> <td>Church Women United</td><td>\$ 50</td></tr> <tr> <td>All Nations Indian Church</td><td>200</td></tr> <tr> <td>Union Gospel Mission</td><td>300</td></tr> <tr> <td>Pilgrim Church</td><td>1000</td></tr> <tr> <td>YWCA</td><td>200</td></tr> <tr> <td>One Great Hour of Sharing</td><td>150</td></tr> <tr> <td>Boys' & Girls' Club</td><td>100</td></tr> <tr> <td>Delmo Housing Corp.</td><td>150</td></tr> <tr> <td>Valley Youth Center</td><td>100</td></tr> <tr> <td>Aid to Victims of Sexual Assault</td><td>200</td></tr> <tr> <td>Women's Coalition</td><td>200</td></tr> <tr> <td>Campships</td><td>100</td></tr> <tr> <td>Habitat for Humanity</td><td>200</td></tr> <tr> <td>Sunburst Home</td><td>150</td></tr> <tr> <td>Emergency Fund</td><td>150</td></tr> </table>	Church Women United	\$ 50	All Nations Indian Church	200	Union Gospel Mission	300	Pilgrim Church	1000	YWCA	200	One Great Hour of Sharing	150	Boys' & Girls' Club	100	Delmo Housing Corp.	150	Valley Youth Center	100	Aid to Victims of Sexual Assault	200	Women's Coalition	200	Campships	100	Habitat for Humanity	200	Sunburst Home	150	Emergency Fund	150
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Emergency Fund	150																														
April	Seakers from Women's Transitional Housing Coalition.																														
May	The Annual Guest Salad Luncheon																														

The Fellowship's service to others included: clothing sent to Delmo and to women in Transitional Housing Coalition; driving for Meals-on-Wheels; SERRV; purchase/delivery of 23 poinsettias to home-bound at Christmas; sewing, Northwood Children's Home; Soup Kitchen.

It has been a privilege to serve each of you in the past year. Thank you for your cooperation and giving of your time. We urge all women of the church to join with us as we seek to give even more adequately of our time and our talents.

Dorothy Gemeinhardt and Dorothy Honigman, Co-chairs

89FINAL.DOC

approved by Trustees: 01/10/89
as revised by Budget Committee: 01/18/89

1989 BUDGET - PILGRIM CONGREGATIONAL CHURCH

	1989 FINAL BUDGET	1989 PROPOSED BUDGET	1988 ACTUAL EXPENSES	1988 FINAL BUDGET
I. OUR MINISTRY TO OTHERS				
1. OCWM Basic Support	30,225 (13.5%)	31,672 (14%)	26,300	26,300 (12.6%)
2. United Campus Ministry	1,725	1,725	1,725	1,725
3. United Theo. Seminary	1,335	1,335	1,335	1,335
4. Arrowhd. Counc./Churches	150	150	150	150
5. Spec. Community Needs	6,500	6,500	6,000	6,000
6. Northland College	500	500	500	500
7. Gerber Project-Somalia	0	0	299	1,500
8. CHUM	1,000	1,000	0	0
9. New Church Dev.-MN Conf.	650	650	0	0
TOTAL	42,085	43,532	36,309	37,510
II. OUR PASTORAL MINISTRY				
1. Sr. Min. Salary/Housing	43,431	43,431	39,645	39,645
2. Sr. Min. Annuity	6,080	6,080	5,550	5,550
3. Sr. Min Disability	434	434	396	396
4. Sr. Min. Medical Ins	4,086	4,086	4,056	4,056
5. Sr. Min Soc. Sec. Allow	3,262	3,262	2,977	2,977
6. A. Min. Salary/Housing	30,807	30,807	23,143	26,200
7. A. Min. Annuity	4,313	4,313	2,884	3,668
8. A. Min. Disability	308	308	206	262
9. A. Min. Medical Ins.	4,086	4,086	4,056	4,056
10. A. Min. Soc. Sec. Allow	2,314	2,314	1,738	1,968
TOTAL	99,121	99,121	84,651	88,798

	1989 FINAL BUDGET	1989 PROPOSED BUDGET	1988 ACTUAL EXPENSES	1988 FINAL BUDGET
III. SERVING OUR CONGREGATION				
1. Sec./Off. Mgr. Salary	14,723	14,723	13,000	13,000
2. Sec./Off. Mgr. FICA	1,106	1,106	976	976
3. Sec./Off. Mgr. Med. Ins.	2,043	2,043	2,535	2,535
4. Sec./Off. Mgr. Annuity	2,061	2,061	1,584	1,820
a. Sec./Off. Mgr. Disab.	147	147	0	0
5. Sec./Off. Mgr. Educ. Exp.	200	200	200	200
6. Office Supplies	1,700	1,700	1,895	1,700
a. Computer supp./maint.	600	600	0	0
7. Worship Bulletins	600	600	442	600
8. Postage	1,800	2,000	1,522	1,800
9. Printing Expenses	400	400	315	400
10. Office Equip. Maintenance	770	770	743	1000
11. New Office Equipment	300	300	0	0
12. Church Literature	100	100	87	100
13. Diaconate Fund	1,885	1,985	1,833	1,500
a. Pulpit guests	200	400	0	0
b. Worship leadership	100	100	0	0
14. Stewardship Campaign (postage/planned giving)	300	300	203	150
15. Offering Envelopes	130	130	200	130
16. Hospitality Expenses	1,200	1,200	938	1,200
17. Nursery/Child Care	150	150	116	150
18. Emergency Discret. Fund	200	200	120	250
19. Sr. Min. Auto Allow.	1,750	1,850	1,417	1,850
20. Sr. Min. Prof. Exp.	700	600	618	600
21. Sr. Min. Cont. Educ.	500	500	499	500
22. A. Min. Auto Allow.	1,500	1,500	111	1,500
23. A. Min. Prof. Exp.	340	340	73	340
24. A. Min. Cont. Educ.	376	376	376	376
25. Peace & Justice Task Force	300	300	283	300
TOTAL	36,181	36,681	30,086	32,977
IV. OUR MINISTRY OF MUSIC				
1. Music Dir. Salary	4,896	4,896	4,381	4,380
2. Music Dir. FICA	368	368	329	312
3. Music Dir. Educ. Exp.	150	150	250	250
4. Organist Salary	3,602	3,602	3,183	3,222
a. Organist Educ. Exp.	150	150	0	0
5. Organist FICA	271	271	243	242
6. Choir Stipends	5,000	5,000	4,721	5,000
7. Choir FICA	375	375	350	375
8. Summer Organist	650	650	665	650
a. Sub. Org. Spec. Events	200	200	0	0
9. Instrumentalists Stipends	700	700	600	600
10. Sheet Music	900	900	816	800
11. Organ/Piano Maint.	800	800	800	800
TOTAL	18,062	18,062	16,338	16,631

	1989 FINAL BUDGET	1989 PROPOSED BUDGET	1988 ACTUAL EXPENSES	1988 FINAL BUDGET
V. OUR MINISTRIES OF EDUCATION				
1. Church School Curriculum	2,000	2,000	1,807	2,000
2. Church School Supplies	1,000	1,000	952	750
3. Vacation Church School	750	750	370	750
4. Leadership Training	250	250	76	250
5. Adult Education	500	500	230	500
6. Pilgrim Fellowship	300	450	86	750
7. Seven Uppers	300	450	55	200
8. Church Library	500	700	425	500
9. Confirmation	100	100	0	0
10. Kids' Club	200	200	0	0
11. Children's Music (Bell & Youth Choirs)	1,200	1,200	360	450
12. A-V Equip./Supplies	100	100	0	0
TOTAL	7,200	7,700	4,361	6,150

VI. OUR BUILDING MAINTENANCE				
1. Custodian Salary	10,777	10,777	9,989	9,939
2. Custodian FICA	809	809	750	746
3. Custodian Health Ins.	4,086	4,086	4,056	4,056
4. Housekeeper Salary	4,507	4,507	3,927	4,157
5. Housekeeper FICA	338	338	292	312
6. Custodial Supplies	1,300	1,300	1,154	1,200
7. Equipment/Maintenance	500	500	236	500
8. Electricity/Water	6,500	7,000	6,097	6,500
9. Telephone	1,500	1,400	1,421	1,200
10. Fuel	12,500	13,000	11,598	13,000
11. Building Repairs	5,000	5,000	2,953	5,000
12. Insurance	10,000	10,150	9,773	12,500
13. Trash/Garbage Removal	400	400	288	300
14. Window/Carpet Cleaning	350	350	210	350
15. Bldg. Maint. Reserve	2,500	3,000	2,500	2,500
TOTAL	61,067	62,617	55,244	62,260

VII. OTHER EXPENSES				
1. Per Capita Dues (@2.25)	1,420	1,420	1,254	1,200
2. Voyager-Conference Paper	250	250	338	250
3. Delegates' Expenses	75	75	0	0
4. Miscellaneous	500	300	555	300
TOTAL	2,245	2,045	2,147	1,750

BUDGET TOTALS 265,961 269,758 229,135 246,338

HOME EXPENSES 223,876 226,226 192,826 208,746

REPORT OF THE TREASURER

Pilgrim Congregational Church
 Unaudited Cash Receipts and Disbursements
 For the Period January 1 to March 31, 1989

Cash Receipts:	
Budgeted:	\$33,034
Pledge Contributions	45,230
Pledge Advances for 1989	3,241
Late payment pledges	1,415
Contributions/Gifts	404
Plate Offerings	5
Church School Offerings	1,446
Donations for Church Use	2,105
Jenk's Trust Income	
Total Budgeted Receipts:	86,880
Unbudgeted Receipts:	
Misc Envelopes	15
Memorial Fund	121
Organ Fund	20
One Great Hour Sharing	1,349
Food Shelf	293
Unbudgeted	1,451
Transfers	600
Total Unbudgeted Receipts:	3,849
Total Receipts	90,729
Disbursements:	
Budgeted:	
Our Ministry to Others	7,918
Our Pastoral Ministry	29,893
Serving Our Congregation	8,720
Our Ministry of Music	5,220
Our Ministry of Education	1,672
Our Building Maintenance	20,030
Other Expenses	375
Unbudgeted:	
Organ Recital	988
Chancel Remodeling	100
Other Unbudgeted	327
Special Offerings prior period	(269)
Total Disbursements	74,974
Cash Receipts less	
Cash Disbursements	\$15,755

Treas. Gen Report
 for March 31

Pilgrim Congregational Church

Unaudited Cash Statement for 1988

Cash Receipts:

Budgeted:	
Pledged Contributions	\$173,477
Late pymt 1987 pledges	1,154
Contributions/Gifts	7,327
Plate Offerings	1,988
Church School Offering	6
Donations for Church	6,080
Interest Earnings	1,800
Parsonage Fund	3,700
Women's Fellowship	1,000
Second Century Fund	14,526
Jenk's Trust Income	6,729
Wilkey Mitchell Trust	2,850
1987 Budget Surplus	8,500

Total Budgeted Receipts 229,137

Unbudgeted:	
Misc. Envelopes	37
Memorial Fund	2,608
Organ Fund	38,345
Christmas Fund	1,064
OGHS	1,693
NIN	677
Just Peace	408
Food Shelf	2,024
Unbudgeted	15,545
Transfers	105,009

Total Unbudgeted 167,410

Total Unbudgeted and Budgeted \$396,547

Disbursements

Budgeted:

Our Ministry to Others	
OCWM Basic Support	26,300
United Campus Ministry	1,725
United Theological Seminary	1,335
Arrowhead Council of Churches	150
Special Community Needs	6,000
Northland College	500
Gerber Project-Somalis	299
Total	36,309

1988 Annual Unaudited Cash Statement continued

Our Pastoral Ministry	\$ 84,653
Serving Our Congregation	30,086
Our Ministry of Music	16,337
Our Ministry of Education	4,360
Our Building Maintenance	55,242
Other Expenses	
Per Capita Dues	1,254
Voyager Conference Newspaper	338
Misc.	556
Total Budgeted Disbursements	229,135
Unbudgeted Disbursements:	
Handbell Fund	220
Inaugural Concert	7,495
Chancel Remodeling	1,080
Commission Music	3,200
Memorial Fund	683
Special Offering	5,866
Other Unbudgeted	22,222
Organ Fund	24,211
Transfers	55,000
Gerber Fund	498
Building and Maint.	1,870
Total Unbudgeted	122,345
Total Disbursements	\$ 351,480
Checking Account Balance as of 12-31-88	
General Fund	\$ 9,274
Memorial Fund	5,375
Education	279
Building and Equip	5,608
Chancel Remodeling	(1,080)
Organ Fund	123
Commission Music	1,600
Organ Recital	2,065
Advances 1989 Contributions	45,230
Handbell Fund	502
Total Cash Balances 12-31-88	\$ 68,976

Pilgrim Congregational Church
Segregated Funds

Second Century Fund:

Balance 1-1-88	\$216,554
Income: Dividends	4,260
Interest	19,917
Disbursements:	
Bank Fees	1,090
Balance, December 31, 1988	\$239,641

The Second Century Fund is in stock and bond investments that fluctuates with the market. The market value of the investment according to the trust department statement is \$330,827 at 12-31-88.

Organ Fund*

Balance 12-31-88, at cost \$ 5,673

Parsonage Fund*

Balance 12-31-88, at cost \$ 64,984

Market Value at 12-31-88 was \$60,923 and \$6,482 estimated annual income.

Chancel Remodeling*

Balance 12-31-88 \$ 25,039

Market Value at 12-31-88 was \$24,945 and \$1850 estimated annual income.

*Based upon the trust statement at 12-31-88

Education Fund, Savings Certificate

Dorthy Belt Memorial

Balance at 12-31-88 \$ 1,384

Funds held at First Bank Money Market Insured Savings:

Education Fund:

Scholarship Balance at 1-1-88	\$3,564
Interest Income	611
Ending Balance 12-31-88	\$4,175

Sabbatical Balance at 1-1-88	\$2,347
Interest Income	415
Ending Balance 12-31-88	\$2,762

Segregated Funds 12-31-88 continued

Music Fund	\$ 493
Balance at 1-1-88	81
Interest Income	574
Balance at 12-31-88	

Deposits From General Fund Balance

Balance at 1-1-88	\$64,067
Interest Income	1,337
Transfers to Operations	32,961
Transfer to Chancel Remodeling	25,000
Transfer to Commission Music	3,800
Ending Balance 12-31-88	\$ 3,643

Sara Carlson, Treasurer

THE REPORT OF THE MUSIC COMMITTEE

The past year has been an exciting, productive and satisfying year in the music life of Pilgrim Church. New programs have been developed and a new instrument dedicated.

The musical year began with the building of the new sanctuary pipe organ. It was completed and accepted by the church during a special service on Organ Dedication Sunday, October 30, 1988. This was followed by the inaugural concert of our Organ Recital Series on November 1, 1988. World renowned organist, Madame Marie-Claire Alain, played the dedicatory concert to an overflowing house. Subsequent recitals were given by Dr. Jesse Eschbach of North Texas State University (2/26/89) and Dr. Norma Stevlingson, Pilgrim organist, from the University of Wisconsin, Superior (4/16/89). The music was moving and showed the capabilities and wonderful sounds of the instrument. We plan to continue the recital series on a yearly basis and to make it self-supporting. Next year's program is in the final phases of planning.

Besides their Sunday performances, the choir and music staff worked very hard to execute special music throughout the year. A moving all-Poulenc concert on December 11 featured his Organ Concerto with string orchestra and the *Gloria*. Through the generous gift of Dorothy and the Reverend Richard Nelson, a work for choir and organ were commissioned and premiered at Pilgrim. Composer Daniel Pinkham of the New England Conservatory of Music was chosen and responded with his "Small Passion" which was performed on Palm Sunday, March 19. Mr. Pinkham was present and directed the music. This once-in-a-lifetime experience was moving for all involved. On April 30, our Special Music Sunday, "Kentucky Psalms," a collection of hymns tunes arranged by Alice Parker, was sung accompanied by strings and flute.

Other happenings include an "organ-stop fund" set up to buy additional stops for organ which were not in the initial purchase. These contributions will allow the organ to be expanded to be a more complete instrument. The Mannheim piano, now on the stage in Fellowship Hall and rarely used, is being offered for sale. The proceeds will be used to purchase two or three smaller pianos, one for the stage, and another for the Sun Room for choir rehearsals, etc.

As Chair of the Music Committee, I would like to thank the members of the committee, Liz Peterson (liaison from the Diaconate), and Wally Niss (from the Board of Trustees) for their hard work and support. A special thank you to our Music Director Art Bumgardner and our Organist Norma Stevlingson for their devotion and energies in making this past year so memorable.

Theodore H. Harwood, Chair

Music Committee Members: Bruce Buchanan, Gertrude Jacobson,
Frances Leek, Tom Shefchik.

REPORT FROM THE HOSPITALITY COMMITTEE

The first meeting of the Hospitality Committee for the 1988-1989 year found a number of new faces at the table. Joining Joyce Hidahl and myself were new members Helen Anne Kohlbry, Lois Heller, Hazel Niss, and Roy Magney.

The committee reviewed the functioning of the newly-assembled hospitality teams. The teams were made up to represent a cross-section of the church membership in terms of age, years of membership, and hospitality experience. Teams were organized for September through May. Team captains were identified and contacted. Each month a member of the Hospitality Committee was assigned to act as a liaison between the team captains and the committee. Again, the thought behind the team concept was to draw more church members into the events that come up during the year. Through team effort, the committee hoped church members would become better acquainted and more experienced in hosting church events and that the hospitality work load would not fall on the same few persons.

With the year's new teams intact we launched into a rather ambitious program covering both church calendar and social events. The schedule was fuller this year because of the unique activities surrounding the installation of the new church organ.

For the most part, the team concept worked well. On those activities that members felt were part of the church programing, response was good and the events went well. When it came to facilitating optional social events however, the response was very disappointing. Lack of interest in helping or even attending these functions led to cancellation of a number of events that could have been good fun and fellowship for our church membership. It is obvious to the committee that our membership does not, at this time, look to the church for much social interaction. This side of our church family life should be explored further by the Hospitality Committee.

Again this year, the church was blessed by donations from Martha's Kitchen (Hazel Niss, Betsy Brownell, Peg Underdahl, and Shirley Grindy). A new 100-cup coffee-maker and twelve-dozen soup spoons were added to the kitchen inventory. Many thanks to this great group.

As the year winds down, I would like to extend a sincere thank-you to members of this committee. Everyone has worked hard to complete their tasks. My personal thanks to the team captains who did so much to help make the events successful. Em Finney's contributions in terms of time, planning, and support are greatly appreciated by all of us. Thanks also to Jack Kemp for his assistance and guidance during Em's absence.

Jon Welles, Chair

REPORT OF THE NOMINATING COMMITTEE

The Nominating Committee submits the following slate of nominees for officers, board, and committee membership:

POSITION	TERM	NOMINEE(S)
Moderator	2 years	David Zentner
Clerk	1 year	Dorothy Honigman
Treasurer	1 year	Sara J. Carlson
Historian	1 year	Irvine Parson
Diaconate	3 years	Jon Welles
		Richard Sailstad
		Robert Eaton
		Janice Hartley <i>resigned in Aug.</i>
Trustee	3 years	Katherine Baldwin
		Triss Harwood
		Wallace Niss
Christian Education	3 years	Jesse Bradley
		Lisa Pratt
		Douglas Britton
		William Johnson
		Karen Post
Christian Outreach	1 year (youth)	Molly Britton
	3 years	David Benson
		Richard Neumann
Music Committee	3 years	Hazel Niss
		Gertrude Jacobson
Nominating Committee	3 years	Michael Zlonis
		Margaret Honigman
		Philip Garrison
Hospitality Committee	2 years	Harriet Fredin
		Roy Magney
		Betsy Brownell
		Phyllis Johnson
		Jody Glendenning
Personnel Committee	1 year (at large)	Karen Andresen
		Steven Seyfer
Delegates	1 year	Judy Casserberg
		Mary Gemuenden
		William Gemuenden
		Mary Austin

In order for the Church to be successful in all aspects of its life, it is important to have the participation of its members. On behalf of Pilgrim Church, the Nominating Committee acknowledges those who are completing their office/board/committee terms this spring. Our special thanks to the following who have served us well:

Ruth Ann Eaton	Craft Dryer
Virginia King	Margaret Honigman
Laurel Erickson	Elizabeth Peterson
Hazel Niss	Jon Welles
Richard Sailstad	Marion Casserberg
Gloria Singer	Nancy Fitzgerald
Thomas Clure	Carolyn Lee
Laura Lamb	Joyce Hidahl
	John Glendenning

(continued)

The Nominating Committee this year made its selection of nominees using the concept of a blend of church members who are new to the church, have some interest in the committee to which they are nominated, and those where special expertise will be needed in certain positions. Our efforts are to provide Pilgrim with nominees who can continue the guidance of the Church.

I personally thank the Nominating Committee for its help ~~this~~^{with} year. Members of the committee are Jean Walters, Hazel Niss, Betsy Brownell, Cindy Fochs, Robert E. Heller, Triss Harwood, Ruth Amundson, and Patrick Labadie.

John M. Glendenning, Jr., Chair