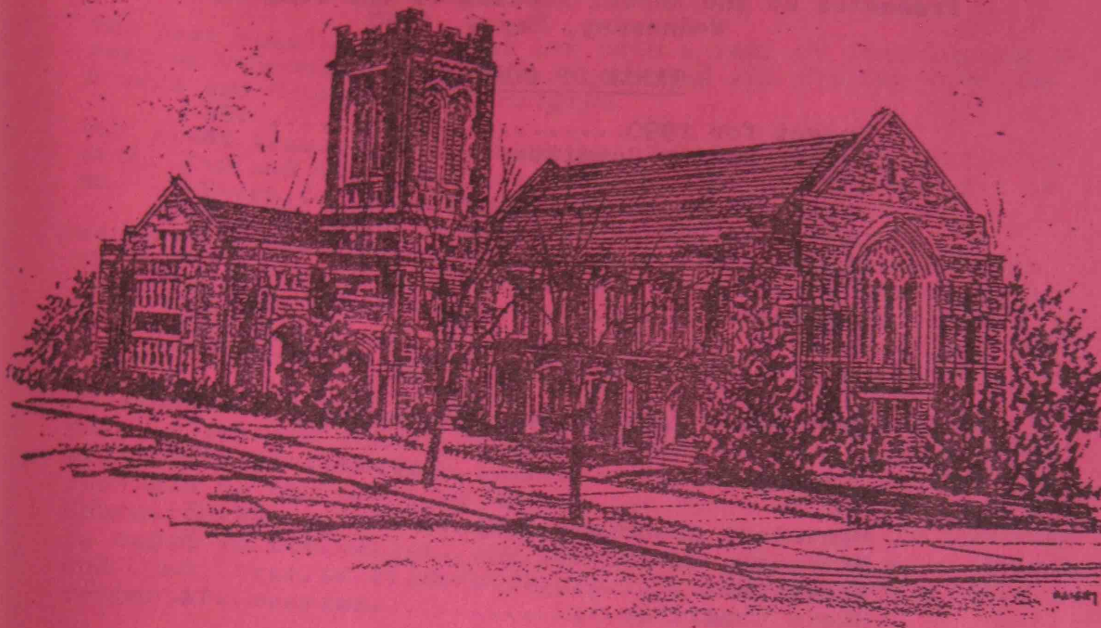


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THE ANNUAL REPORT FOR
APRIL 1, 1989 through MARCH 31, 1990
for

PILGRIM CONGREGATIONAL CHURCH (UCC)

2310 East Fourth Street
Duluth, Minnesota 55812
(218) 724-8503

ANNUAL REPORT OF PILGRIM CONGREGATIONAL CHURCH
A United Church of Christ

Presented at the Annual Meeting of the Congregation
Wednesday, May 9, 1990

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CHURCH STAFF

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

REPORT FROM

THE MODERATOR: David Zentner

The past year as Moderator has been a year of learning and a year of valuable experience in working and sharing with the Boards and Committees at Pilgrim.

Our visit from members of Central United Reformed Church in Bath, England was certainly a high point of the year for me, and I'm sure for most of us at Pilgrim Church.

We've seen the approval/adoption of the new Bylaws. Within the next month we'll have formed a new Church Council with stronger leadership required of it as a result of the new Bylaws. This will be an interesting time for all of us, that will be productive for Pilgrim Church.

Pilgrim continues and even enlarges its busy pace these days. A refugee family from the Soviet Union about to join us; the Music Committee continues to bring us a series of recitals on our new pipe organ; the Board of Christian Education has a full program; and the Diaconate is involved in expanded activities. And that's not all! The other Boards and Committees of Pilgrim Church are busy following their respective charges.

Our budget frustrations are not completely behind us. Our desire for valuable programs as an expression of our faith exceeds our pledges; as a result, we build budgets, back off from them, and approve modified programs. On the other hand, Pilgrim Church members have increased their pledge total markedly in the past decade, and there's every reason to believe that the 1990 Stewardship Campaign will continue that trend.

The Church Council has been discussing long range planning. We've not yet decided quite what to do about it. I am hopeful the Church Council will see enough value to go forward with a planning project. If we do, it will necessitate close contact with all of our members. That process will be valuable in setting the direction for the next five to 10 years in terms of fiscal management, program and membership development, and Christian Outreach, to name but a few of the many things we do at Pilgrim.

REPORT FROM

THE CLERK: Dorothy Honigman

The reported active membership of Pilgrim Congregational Church of Duluth (UCC) as of April 1, 1989..... 626

New members added during April 1, 1989-March 31, 1990:

Confession of Faith.....	7
Transferred from other churches.....	5
Reaffirmation of Faith.....	5
Transferred from Inactive Roll.....	2

Total Additions..... 19

Members lost during April 1, 1989-March 31, 1990:

Removed by death.....	9
Transferred to other churches.....	2
Removed to Inactive Roll.....	29
Dropped on request.....	4

Total Losses..... 44

Net loss in active membership during April 1, 1989-March 31, 1990:..... 25

Total active membership as of March 31, 1990..... 601

Baptisms..... 8

Adult..... 2

Children..... 6

Weddings..... 7

Since the May 10, 1989, annual meeting, there have been three (3) special meetings of the church:

October 22, 1989 - To fill vacancies in certain elective offices of the church and to present a proposed budget for 1990

January 21, 1990 - To vote on the proposed revision of the church bylaws.

February 25, 1990 - To adopt a budget for 1990.

REPORT FROM

THE SENIOR MINISTER

Jack Kemp

Our life together as a congregation has had many special moments in the past year. We have worshipped, learned, served, and had fellowship together; we have celebrated the joys of baptisms and marriages; we have shared the pain of illness, separation, and death. Hopefully, through our activities and life as a church, we've touched many of our members in caring, supportive ways, and we've reached out to our community and world beyond our doors as well.

Our usually relaxed summer schedule was enlivened by another two-week visit by friends from Central United Reformed Church of Bath, England. For the first time, visitors on this biennial exchange included families with youth and children which gave a delightful intergenerational dimension to our programs together since several of our families with children and youth participated as well.

Our worship, always enriched by our excellent choir and music staff, welcomed three special groups during the year: Valley Chorale from Stillwater, the Strikepoint Bell Choir of First United Methodist Church, Duluth, and In Celebration, the readers' theater group from First Congregational UCC of Robbinsdale. In addition, on Palm Sunday we welcomed to our pulpit and to Pilgrim Church our new Minnesota Conference Minister, the Rev. Jeffrey Stinehelfer. Former Pilgrim moderator Robert E. Heller delivered a lay sermon last June. During Lent we experienced the variety of worship traditions that enrich our United Church of Christ heritage. The chancel remodeling was completed as a memorial to the Oscar Mitchell family, making that area much more flexible for a variety of uses in worship and other events.

Other highlights of the program year included a number of successful events of our Adult Fellowship, "Caring Connections," a cluster workshop event hosted by our women; and our second organ recital series. Currently, many Pilgrim people are preparing to welcome and sponsor a refugee family from Tashkent in the Soviet Union.

I'm appreciative of all who have served faithfully on our church boards, committees, and task forces. The diversity of our life at Pilgrim reflects the efforts of many people. I am especially grateful for my staff colleagues: Em Finney, Pat Welborn, Art Bumgardner, Norma Stevlingson, Andrew Kent, and Florence Ek all share their gifts with competence, caring, and good humor.

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My participation in the wider UCC the past year has focused on my work with the United Church Board for World Ministries and its Board of Directors. Until October I served as chair of its Middle East Committee; currently I serve on the Executive Committee and on the Joint Long Range Planning Committee with the world mission board of the Disciples of Christ, a fascinating new ecumenical experience for me. In Duluth I have continued as secretary of the Duluth-Superior United Campus Ministry Board and a member of its executive committee.

In the year ahead, I look forward to continued good ministry with you. This winter we adopted revised bylaws which will change our organizational structure in some ways. For one, it encourages our expanded Church Council to explore intentional planning for our future program priorities. I hope we all will have occasion to share in that process. As always, I hope we'll also find new ways to involve ourselves in outreach ministries in our community. We're already members of Central Hillside United Ministries (CHUM) and have made initial connections with the local Habitat for Humanity project. Always, of course, we can reach out to new friends and neighbors looking for a church home; always we can work at making Pilgrim a welcoming church home for all.

REPORT FROM

THE ASSOCIATE MINISTER:

Emmajane Finney

Reviewing the past year, I recall meaningful worship, thoughtful discussions, hope-filled actions, deliberate decision-making. And I am grateful to the supportive colleagues, gifted lay leaders, eager children, responsible youth who contributed to our shared ministry.

Addressing spiritual concerns, Nancy Fitzgerald and I responded to the Circle of Prayer by sharing leadership in an overnight women's retreat at McCabe Renewal Center in October. I worked with Jean Dohm and Hattie Fredin in planning the "Caring Connection" seminar and workshops, which offered a new model of programming to our Northeast Cluster of UCC Churches in February. I continued to offer a weekly Bible investigation based on the lectionary texts. With members of the Diaconate (and alternating with Jack Kemp), I offered home communion to our homebound members. At appropriate passages in the life of our congregation, I was available for baptisms, weddings, and memorial services, celebrating the joys and sorrows which touched our lives.

In my work with youth leaders and youth to revitalize youth programming, we saw signs of hope: in the opening picnic at Park Point, coordination of the annual UNICEF Carnival, presentation of an original Christmas play by Seven-Uppers, work day at the Soup Kitchen, cooperative Confirmation program with Peace UCC and United Protestant Church, lock-ins and presence of youth as church school teachers and assistants, ushers and greeters. However, we continue to try for more cohesion among our senior highs and that sense of commitment and continuity across the program.

In other educational ministries, I led teacher training sessions for church school and Vacation Church School, helped plan and coordinate adult education offerings, worked with our librarian to discover new resources, played "tour guide" for our Bath visitors' trip to Northland College and Madeline Island.

Beyond our local congregation I have been involved in the ministries of CHUM, where I now serve as Vice-President. This ecumenical agency continues to offer both direct service and advocacy for our city's more vulnerable adults and families. I also serve on the Board of the Twin Ports Ministry to Seafarers, an international ministry which opens its doors to the crew of every ship which docks in Duluth or Superior. I helped organize the interfaith worship service held at Pilgrim to affirm pro-choice people of faith. And I have attended several training and information sessions related to the emerging Broad-based Organizing Project.

Besides reflecting on the events and programs in which I have been involved, I am eager to offer thanks to a host of talented and generous volunteers--who taught church school and Vacation Church School, who helped out with the Christmas program and the January Children's Multi-cultural Worship; who did the in-between jobs like folding the Christmas costumes, driving for special events, helping with clean-up, making phone calls, stepping in as a substitute, taking inventory, reorganizing the supply closet; who coordinated youth activities. Thanks too, to those on the Board of Christian Education, the Diaconate, and the Hospitality Committee; and to my colleague and friend Jack Kemp and our gifted staff members Pat Welborn, Florence Ek and Andrew Kent, Art Bumgardner and Norma Stevlingson.

Onward in faith!

REPORT FROM

THE BOARD OF CHRISTIAN EDUCATION:

Julie Johnson, Chair

The Board of Christian Education ably and creatively planned Christian education during the 1989-1990 church year for Pilgrims of all ages. The board used its camaraderie and spirit to discuss, problem solve, plan, dream, and execute. Appreciation goes to members Doug Britton, Molly Britton, Peggy Downing, Bob Falsani, Vickie Farrar, Bill Johnson, Bonnie Peterson, Karen Post, Lisa Pratt, Joam Semenchuk, Jane Shull, and our leader Em Finney.

Vacation Church School had as its theme: "Jesus is the Giver of New Life!" Children, ages three years to the eighth grade, spent the week of August 7 through 11 in activity, song, prayer, and praise. A special highlight of the week was a visit by the Bath, England visitors to each classroom.

The Church School used "Discipleship Alive!" as its study guide this year. This is the second of a three-year program. The church year was divided into fall and spring curriculum with the month of December devoted to Christmas activities and January centered on learning about different cultures.

Youth activities were coordinated by Doug Britton and Bob Falsani for the Seven-Uppers, and Maureen and Dale Baker for Pilgrim Fellowship. Activities included a CROP Walk, Halloween carnival, and lock-ins, as well as thought provoking discussions.

The Adult Committee responded to member requests for specific topics. Two successful series were the Just Peace Conflict Resolutions and Our Heritage of Worship.

As always, the key aspect in providing Christian education is its volunteers. A special thanks goes to all our fine Church School teachers, youth leaders, and adult presenters. You are very much appreciated for the time and talent that you share in the name of Christian education!

REPORT FROM

THE BOARD OF CHRISTIAN OUTREACH:

Laura Lamb, Chair

The Outreach Board has budgetary, organizational, and educational responsibility on behalf of the congregation in the area of outreach to others.

Deciding how Pilgrim's local outreach budget can most effectively be divided uses a large portion of the board's meeting time. Priority has been given to special programs of church-sponsored organizations such as CHUM's summer program for children, the Arrowhead Council of Churches' jail chaplaincy program, the Ministry to Seafarers, the Duluth Foodshelf, the Duluth Soup Kitchen, the Duluth Indian Church, and Habitat for Humanity. The board looks at an organization's other funding sources as well as at the program itself and the needs it is trying to meet. If the organization has a religious component in its program, we consider how well the content represents Pilgrim's expressions of faith. Occasionally, non-church related organizations have programs with unique financial needs that aren't being met by other sources that the board thinks Pilgrims would like to help. The Association of Retarded Citizens' program to help clients who have become involved in the legal system received such a contribution this year. It is very helpful if Pilgrims tell Outreach Board members of such cases of special need.

This year the board studied the possibility of sponsoring a refugee family and the response from the congregation showed that 1990 was the time to make the step. A Refugee Sponsorship Task Force was appointed and is now busy making preparations for the arrival of a family of seven adults from the Soviet Union.

The Just Peace Task Force appointed by the Outreach Board three years ago will become a free-standing committee after the 1990 Annual Meeting. Pilgrim continues to provide a team of volunteers to prepare and serve at the Duluth Soup Kitchen on every fifth-Monday-of-the-month. Tommy Thompson has accepted appointment as coordinator of this project for the next two years.

Using the "Moment of Concern" and Pilgrim News, the board tries to share information from local sources, the Minnesota Conference, and the national UCC offices, and both Homeland and World Missions.

1989-1990 Outreach Board Members: Gene Bard, David Benson, Laura Lamb, Joan Morrison, Richard Neumann, Hazel Niss, Tom Patten, Pat Rood, and Nancy Tubesing.

REPORT FROM

THE DIACONATE:

Steve Downing, Chair

The Diaconate has the responsibility of providing lay leadership in many of the spiritual activities of the church, and also serves to see that many of the routine functions of the church proceed or occur in a timely and uneventful manner. The specific functions of the Diaconate tend to fall into one of three categories: (1) worship, (2) membership nurture, and (3) membership development.

Some of the activities and specific events of the past year include:

A thorough review of the Church Bylaws, particularly with respect to the area of Diaconate responsibilities, was completed. Kay Slack also performed the first ever Inventory of Diaconate material possessions.

Jack Kemp and Em Finney led an excellent Lenten Worship Series that looked into the historical foundations of our worship services, and provided some different, informative, and enjoyable services that were well received. A successful attempt was made to broaden lay participation in ushering, and a number of youth and confirmands were incorporated into the ushering process. A precedent may have been set when our ushers appeared in tuxedos at the candlelight service Christmas Eve. Arrangements also were made to have one of our services led by a readers' theater group in April.

Significant progress has occurred in the Diaconate's project to produce a pamphlet on Death and Dying that will be made available to the congregation. It is anticipated that this will be the first of several pamphlets the Diaconate hopes to generate over the next several years that should be useful documents for our church members.

It was a good year for receiving new members (19) and on several occasions during the year new member orientations and new member receptions occurred.

The Adult Fellowship group had an excellent year, and successful social activities included a scavenger hunt, square dance, Vietnamese dinner, curling, and an anticipated progressive dinner in May.

Finally, I would like to extend special thanks to the members of the Diaconate for all of the unheralded things that they did for both the Diaconate and the Church. To the Worship Pod members, i.e., Huck Andresen, Clyde Johnson, Rick Sailstad, Gene Shull, and Kay Slack; to the Nurture Pod members, i.e., Bob Eaton, Betsy Fochs, Dorothy Gemeinhardt,

Dorothy Langager, and Jon Welles; and the Membership Development Pod, i.e., Kate Baldwin, Gloria Bouschor, Marilyn Ibey, and Bob Lindquist. Many of these individuals also carried out a number of extremely important assignments, including Coordination of Ushers (Huck Andresen), Greeters (Kate Baldwin), Communion (Kay Slack), Red Carpeteers (Marilyn Ibey), Flower Delivery (Bob Lindquist), Congratulations and Concerns (Marilyn Ibey), Flower Arrangement (Nancy Fifield), Calling Committee (Dorothy Langager), Adult Fellowship (Rick and Nancy Sailstad and Clyde Johnson), Home Visitation Coordinator (Dorothy Gemeinhardt), Music Committee Liaison (Gene Shull), Reader Coordinator (Jon Welles), and Personnel Committee Representative (Bob Eaton). I would also like to express my sincere thanks to Dorothy Langager for her thankless job as secretary of the Diaconate and her ability to make sensible minutes of what oftentimes seemed to be non-sensible meetings. In all sincerity, I extend to all of the Diaconate a warm thank you for getting me through this past year and for the important times we have spent together. It has been fun.

REPORT FROM

THE BOARD OF TRUSTEES:

John Morrison, Chair

We are pleased to report that we ended the year 1989 with expenditures less than budgeted, however, it was a disappointment to have pledge receipts fall short of pledges. Other receipts were at the budgeted level. The shortfall of \$8,771 was covered by use of prior year's accumulated interest earnings. We are debt free and our financial assets are prudently invested for the optimum combination of safety and return.

Again this year, the Trustees held all of their meeting at noon in Salter Hall. Delicious lunches were proved by "Martha's Kitchen" (Betsy Brownell, Shirley Grindy, Edith Matzke, Hazel Niss, and Peg Underdahl). We are indebted to you all. To date, a substantial number of items have been purchased for the kitchen out of proceeds from these lunches.

The past year was an eventful one for our beautiful building. The Chancel was extensively modified by removing the old choir loft, making the chancel partition moveable, lowering the carved wood screen that covered part of the Roberts window, and closing off the former organ pipe chambers to improve energy efficiency. The downstairs kitchen was brought up to code to qualify for a commercial kitchen permit. We requested an inspection by the fire Inspector. Several safety items were noted and steps have been taken to correct them. Modifications were made to the heat ducts in the upstairs classrooms which we hope corrected our cold Sunday morning problems. Finally, when our old water heater gave out, we corrected an old problem by replacing the single heater with two heaters, one smaller and nearer the kitchen and a larger one in the lower basement. An unexpected dividend, besides faster hot water, appears to be lower costs. We owe a large debt of gratitude to Wally Niss for the enormous amount of time and effort he contributed as Chair of the Building Committee.

In other property matters, we reviewed the rental rates for outside users of our building, traded the Mannheimer piano for two smaller pianos which will be of greater utility; moved to establish a House Committee to advise the Board furnishing and decor of rooms of the church and to make recommendations of acquisition and disposition of furnishings; and are recommending the sale of property in the Woodland area originally given to the organ fund. Proceeds from this sale, when complete, will go toward completion of the final four stops on the organ.

Kris Hoffman, our Financial Secretary for the past seven years, asked to be relieved of that responsibility in January. We thank Kris for a great job! Sue Britton has accepted appointment as Financial Secretary for 1990.

The financial assets of our church are quite substantial. The accounting of and reporting on these assets is time consuming and complicated. This past year, Karl Honigman, Assistant to the Treasurer, and Sara Carlson, our Treasurer, have spent countless hours setting up our accounting system on the office computer. Our thanks to both for a wonderful job.

Bob Eaton and Terry Falsani chaired our stewardship campaign this past fall. Through their efforts, that of their committee, and the support of the entire congregation, our pledged giving was increased by \$18,952. This was not enough to meet the defined needs. Reductions were made by the Boards and Committees and a second request was made to the congregation. If you were one of those who responded, thank you. As a result we were able to go forward with a budget that permits complete programs in most areas.

Members of the Board of Trustees are: Jesse Bradley, Conrad Fredin, Truss Harwood, Robert E. Heller, John D. Morrison, Wallace Niss, Robert Reichert, Shirley Swain, and Carol Tierney. Thank you all for your dedication and hard work this past year.

REPORT FROM

THE HOSPITALITY COMMITTEE

Lois Jane Heller, Chair

Committee members for the 1989-1990 year were Betsy Brownell, Jody Glendenning, Lois Heller (chair), Phyllis Johnson, Helen Anne Kohlbry, and Roy Magney. Activities for the year were again handled for the most part by the Hospitality Teams made up of congregational members assigned arbitrarily as had been done in previous years. Each committee member was assigned one or two months (September to June) to cover as coordinator for the hospitality team of that month. The Hospitality Committee provided service for three organ recitals, the December picnic, the Christmas potluck, the Annual Meeting dinner, several small group lunches and dinners, the kitchen inventory and painting project, and the after-church coffee fellowship hours each Sunday.

A special thank you goes to Roy Magney for coordinating volunteers for the coffee fellowship hours this year, to Roy and to Betsy Brownell for keeping track of and purchasing supplies as needed, to Phyllis Johnson for coordinating volunteers for funeral receptions, and to Laurel Erickson (even though she isn't a committee member) for getting us working toward establishing a group to help out at wedding receptions.

We appreciate the many members who donated cookies, bars, cakes, etc., for our many church functions, and also appreciate the generous anonymous contribution of serving utensils and knives for the kitchen by one of our church members. In addition, another special thank you goes to Em Finney for her easy-going, non-panicky, gently nudging approach in keeping us on top of our jobs.

We welcome any suggestions that may improve our service to the church.

REPORT FROM

THE MUSIC COMMITTEE

Ted Harwood, Chair

The music year of 1989-1990 was again a full and satisfying one. There were many instrumental and vocal performances from the Sunday services to special concerts.

There were four organ recitals this year, a departure from the usual three. Gunter Fest, an organist from Germany, presented a concert in September. He was followed by Nancy Lancaster from the House of Hope Presbyterian Church in Minneapolis. Robert Glasgow, Professor of Organ at the University of Michigan, presented our third concert. Our own Norma Stevlingson, from the University of Wisconsin-Superior, presented the final recital with William Bastian, tenor, closing the season in most wonderful manner. Three recitals are scheduled for the next season.

The choral year was highlighted by many events, including the weekly singing of our own choir. The Valley Chorale from Stillwater provided music for a worship service in the fall. They sang and were joined by our choir in a large work which filled the sanctuary with wonderful sound. Our choir presented Bach's Sleepers Awake during the Advent season, accompanied by a small orchestra and Norma Stevlingson.

The Easter season was marked by the second presentation of Daniel Pinkham's The Small Passion during the Maundy Thursday service. This piece, commissioned by a family in our church, was premiered by our choir last year. Benjamin Britten's "Rejoice in the Lamb" will be sung in mid-May.

Another advance in the Church's music program came when the Christian Education Board and Music Committee joined forces to employ Patrick McDonough as director of the newly organized hand bell choir. The Christian Education Board also hired a director of Children's Music, which will bring our children the joys of singing worship music.

The Mannheimer piano was exchanged for a new Kawai Grand piano and a new upright piano this past year. This was done after the Mannheimer had been offered for sale. The grand piano is on the stage in Fellowship Hall and the upright is in the Sun Room, where it is used to rehearse the choir.

The success of the music program is due to many people: our dedicated and able professional staff - Art Bumgardner and Norma Stevlingson; the soloists in the choir - Charlotte Peterson, Linda Talbot, Joseph Meidt, and Dennis Anderson; and the members of the choir. They all put in long hours of work to lead us in our worship. We of the Music Committee thank you all.

REPORT FROM

THE PERSONNEL COMMITTEE: Karen Andresen, Chair

The Personnel Committee, made up of Steve Seyfer, Jane Shull, Triss Harwood, Bob Eaton, and Chair Karen Andresen, met throughout the year. Responsibilities included making recommendations for compensation to the Board of Trustees, interviewing each staff member, evaluating and recommending changes to existing job descriptions and to the policy manual, and acting as a sounding board for staff concerns and grievances.

In the fall, we interviewed all staff and checked their present duties against existing job descriptions. We presented our recommendations for salaries/benefits to the Board of Trustees, generally following our two-year plan formulated last year. We revised the job descriptions of the Music Director and the Organist to reflect their current positions better. Our committee met with representatives of the Bylaws Committee to come to consensus on portions of Bylaws which affected our committee.

The Committee Chair attended Church Council meetings and also wrote short articles for the church newsletter on staff activities to better inform the congregation about the duties of our professional and support staff. A Pastoral Relations Committee was discussed, but no conclusions were reached.

The committee intends to conduct a mid-year appraisal with staff after Easter, which may include a member "survey" as well. We hope to complete revision of the personnel policies manual, recommending any changes to the Church Council at its next meeting.

It was our pleasure not to have to deal with any major personnel problems or grievances this year, and there was no turnover in staff. Thanks to the committee and to our excellent family of employees for a good year.

REPORT FROM

THE AD HOC BYLAWS REVIEW COMMITTEE:

Robert E. Heller, Chair

The ad hoc committee was formed by the Moderator as authorized by the Church Council in 1984. 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.

As the committee undertook this task, it became apparent that the governing documents had never had a complete revision. Therefore, the committee determined that it would be advisable to undertake a thorough examination of the documents and to seek input from all officers, boards, committees, and members of the congregation. As a result, new bylaws were drafted to replace the old constitution and bylaws.

During this last year the committee completed the draft of new bylaws and presented them to the Church Council, the various boards and committees, and to the congregation through a series of hearings held during the adult education program. Feedback was received, and a final draft was completed. The final draft was posted in accordance with the proper procedure and presented by the committee at a duly held congregational meeting. The bylaws were adopted by the congregation at the meeting held on January 21, 1990.

Our thanks go to all who sat through the many meetings and listened to our presentations, gave us valuable ideas, and treated us kindly. Our thanks also go to our ministers, Jack Fitzgerald, Liz Oettinger, Em Finney, and Jack Kemp, whose collective help made our task easier. Special thanks go to Jack Kemp who had to endure the most and patiently gave Doug Britton, Karl Honigman, and me enough time (about four years) to understand church governance and to be absolutely responsive to the wishes of the members of our congregation! Finally, thanks go to both Karl Honigman and Pat Welborn who spent much time typing the many drafts and making revisions to them during the last four years!

REPORT FROM

THE JUST PEACE TASK FORCE/PEACE AND JUSTICE COMMITTEE:

Mary Austin, Chair

With the passage of the new Pilgrim Bylaws, the Just Peace Task Force of the Board of Outreach became the Peace and Justice Committee, a standing committee, accountable to the Church Council.

To enhance communication about events and concerns, the Task Force purchased a folding screen to be used as a kiosk in Salter Hall...providing space for announcements and flyers about its own issues, and those of the Outreach and Christian Education boards.

The Task Force was among the co-sponsors of a thirteen week series, South Africa Now, broadcast on Public Television. The Task Force also joined in co-sponsorship of women from Iceland for International Women's Day. On several occasions global or environmental issues were briefly addressed during worship in the Moment of Concern. In order to understand the issues involved and to make information available to the congregation, a member of the regional office of INFACCT was invited to a meeting to discuss the GE Boycott. Members of the social action committees of other area churches were also invited to this informational meeting.

In February, a three-week series on Conflict Resolution was offered at the Adult Education sessions. Focusing on Male-Female Communication Patterns (Pat Miller), Inter-generational Conflict (Pat Stoddard), and Community Conflict (Steve Laursen), the series was well received. A video-tape of Pat Miller's presentation is available from the Church library.

Having sought suggestions about ways in which Pilgrims might participate in Earth Day, the Task Force endorsed the Izaak Walton League suggestion to change to the energy efficient compact fluorescent light bulbs and presented a memo to the Board of Trustees asking that they assess the feasibility of making such a change at Pilgrim. And, of course, there was the Earth Day Demonstration Project!

REPORT FROM

THE PLANNED GIVING COMMITTEE: David Zentner, Chair

The Planned Giving Committee has had an active year. We've met frequently to discuss communicating our purpose to our church members. The results are that you should notice in each Pilgrim News a short paragraph or two about Planned Giving, and/or our Pilgrim Endowment (Second Century Fund). We will continue to make you aware of the opportunities that exist to plan for Pilgrim after we're no longer here.

John Morrison is preparing a planned giving brochure which will be available in 1990, giving more specific information on gifts of property; arrangements that can be made through an attorney, bank, trust, et cetera; and financial advantages for both the donor and Pilgrim Church.

We will continue to seek ways to communicate to the members of Pilgrim Church on the opportunities available for giving, and in the need for and value of, planning the sharing of some assets of our members in the church at the end of their lives. We also receive information from a variety of other sources within the United Church of Christ, as well as outside our church family to assist us in this program.

For more information, please contact a committee member.

Cliff Grindy
Robert Eaton
Jack Kemp

A. Wallace Niss
John Morrison
David Zentner

Shirley Swain
Bruce Buchanan

REPORT FROM

THE REFUGEE SPONSORSHIP TASK FORCE

Carol Tierney, Sharon Kemp, and Nancy Burns, Co-chairs

Early in 1990 the Board of Christian Outreach voted to sponsor a refugee family here in Duluth. A task force, co-chaired by Sharon Kemp, Carol Tierney, and Nancy Burns, was assembled, and an enthusiastic band of Pilgrims began the planning process. We have been informed by the Episcopalian refugee organization that we will be receiving a family of adults from Tashkent in the Soviet Union: parents, two daughters, two sons, and one daughter-in-law. We expect them to arrive in April or May (1990).

In the meantime, we are identifying and gathering the necessary resources to help them establish themselves as self-supporting, contributing American citizens. We believe this project will provide an enriching experience in international and in basic human relations for all involved. The next year will be an exciting one for Russians and Americans alike.

REPORT FROM

THE STEWARDSHIP COMMITTEE:

Robert F. Eaton, Chair

The Stewardship effort in 1989 followed the modified "Pony Express" form which was first used at Pilgrim in 1988. The Committee elected to repeat the procedure since it involved more members in the physical movement of the various "pouches" from family to family or member to member in the Church.

The success of the 1989 Stewardship drive can best be described as "moderate." The amount pledged for 1990 came up short of the goal established by the Trustees. After budget revisions by the Trustees and a supplemental Church-wide appeal, the Trustees were able to submit what they believed to be a workable budget to the membership. From the experience of the Stewardship Committee, it appears essential that each individual member of Pilgrim must have sufficient and accurate information regarding the cost of operations, the Church program, and its outreach efforts. This should be an on-going process which takes place throughout the year.

The importance of Pilgrim Church to us as individuals and as family units is the basis of a successful Stewardship effort. Our thanks to all of you for your recognition of the importance of Pilgrim's presence and program.

Members of the Stewardship Committee are Bruce Buchanan, Patti Clure, Terry Falsani, John Morrison, Carol Tierney, Jon Welles, and Sheralyn Zlonis.

A special thanks must be given to Mary and Al Brain and Pat Welborn for their prompt assembling and reporting of all of the necessary records.

REPORT FROM

THE WOMEN'S FELLOWSHIP

Lauri Cushing and Judy Casserberg, Co-Chairs

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

The 1989-1990 officers were:

- Co-Chairs - Lauri Cushing and Judy Casserberg
- Secretary/Treasurer - Dorothy Honigman
- Assistant Treasurer - Ellen Harkey
- Program - Jean Dohm and Hattie Fredin
- Devotions - Shirley Grindy and Elizabeth Sylvester
- Corresponding Secretary - Janice Burgstahler
- Outreach - Mary Gemuenden
- Hospitality - Edith Potter and Helen Bray
- Luncheon - Dorothy Gemeinhardt
- Callers - Edith Matzke and helpers
- Meals-on-Wheels - Margery Broder and Jeanne Parson
- SERV - Sharon van Druten and Peggy Bard

Our Programs:

- September A slide show and narration about birds provided by Laura Erickson, the "Bird Woman."
- October Christabel Grant spoke on South African Revelations
- November This was the month of the very successful All Church Bazaar. Sales totaled \$2500. A drawing was held for the Victorian Quilt made by women of the church.
- December Musical presentation by the Lowell Music Magnet School and a Christmas story read by Helen Anne Kohlbray
- February 1990 "Caring Connections" workshop
- April A presentation by Sharon Kemp on her trip to Tanzania
- May Betty Irons gave a presentation of scarf tying.

The Fellowship Outreach Committee selected the following groups for special gifts:

Jail Chaplaincy (Christmas gifts)	126.
Virginia, Minnesota Salvation Army (fire)	100.
Union Gospel Mission (Christmas party)	50.
Church Women United	50.
Union Gospel Mission (food)	200.
YWCA	200.
Valley Youth Center	100.
Boys' & Girls' Club	100.
Aid to Victims of Sexual Assault	200.
Women's Coalition (Revolving Loan Fund)	200.

Habitat for Humanity
 Campships (United Way Clearing House)
 Twin Ports Ministry to Seafarers
 Jail Chaplaincy
 All Nations Indian Church (3rd year)
 Charles Hall Youth
 Delmo Housing Corporation
 Sunburst Homes Foundation

200.

60.

60.

50.

200.

100.

150.

100.

The Fellowship's service to others included clothing sent to Delmo and to the Transitional Housing Coalition, driving for Meals-on-Wheels, SERRV, purchase and delivery of 21 poinsettias to our home-bound at Christmas, shopping for and wrapping gifts for the children of jail inmates at Christmas, sewing at the Northwood Children's Home, and working at the Duluth Soup Kitchen.

REPORT FROM

SERRV:

Sharon van Druten and Peggy Bard, Co-Chairs

SERRV stands for Sales Exchange for Refugee Rehabilitation Vocations, established by the Church of the Brethren in the United States to help German refugees market German porcelain after World War II. Today SERRV is an ecumenical non-profit marketing organization providing income for individuals in 40 developing countries selling 1500 quality crafts.

In 1972, Pilgrim's Women Fellowship sponsored our first purchase of merchandise from SERRV. Items arrived on Christmas Eve that year and were rushed to customers who had ordered from a catalog with tiny, blurry, black and white photos.

Eighteen years later SERRV has a handsome 60-page full-color catalog and we order by an 800 number to a computer staffed by capable personnel. Orders are processed and delivered within a week.

Women's Fellowship seeded a SERRV bank account with \$600. By 1978, this was repaid from sales. Until 1987, income and sales were an even draw, always operating just a few dollars in the black. This year Pilgrim's SERRV project made possible a \$1000 gift from Women's Fellowship to One Great Hour of Sharing. SERRV profits were also used to purchase brass candle followers for our Advent wreath candles.

In 1989, Pilgrim Church established SERRV in its own room in the space formerly occupied by the church library. Currently, SERRV has an inventory of approximately \$3000 that is paid in full. For more convenient shopping, SERRV merchandise is displayed in Salter Hall and The Meeting Room on designated Sundays. SERRV also has a booth at the All Church Bazaar.

SERRV sold merchandise totaling \$4,563 in 1989-1990.

SERRV Leadership through the years:

- 1972 - Dorothy Honigman and Gertrude Jacobson
- 1973 - Dorothy Honigman, Eleanor Nichol, Genevieve Plumb
- 1974-1976 - Barbara Mauk
- 1976-1984 - Jeanne Parson
- 1984-1989 - Shirley Grindy and Sharon van Druten
- 1989-1990 - Sharon van Druten and Peggy Bard

REPORT FROM

THE PILGRIM LIBRARY

Judy Casserberg, Librarian

Of course, the exciting news from the library this year was the late summer move from the top of the stairs to the old kindergarten room off Salter Hall. The move was accomplished with the help of many volunteers of all ages and has meant better displays, more comfortable seating, and increased use. Our audio and video tapes, large-print books, magazines, and The Christian Century weekly journal all are getting more exposure and circulation.

An inventory of all books, library supplies, and furniture completed for the Board of Trustees gave us a pretty good idea of the monetary value of our library--a surprise to all concerned.

This year we have again made some significant purchases of new books. It has been one of my more difficult tasks to try to maintain a balance of books on different subjects, at different age (and reading) levels on a limited budget. I figure that a \$700 library budget will allow spending of approximately 94 cents per member/user. Part of that money is spent on upkeep of the collection and library office supplies. As I have become more experienced as a librarian, I have found better discounts available to make our library dollars go further as book prices continue to rise.

Many people of all ages have made on-going contributions to the operation of the library in labor and gifts. Library use has increased and almost every Sunday someone is plopped down in the beanbag chair while others have pulled chairs over to the shelves and are browsing. I believe the mission of our library was well-stated in the May-June 1985 issue of Church and Synagogue Libraries newsletter: "We refuse to measure the success of the library by the number of books checked out. As the library becomes a significant force by complementing the church program, it has its reason for being."

PILGRIM CONGREGATIONAL CHURCH (UCC)

02/20/90

ADOPTED 02/25/90

1990 Anticipated Income

	Proj '90	Actual '89
1990 Pledges	208,360	
Add'l 1990 pledges antic.**	3,360	
Late pymt 1988-89 pledges	3,500	3,696
Non-pledged contributions	5,500	6,384
Plate offerings	2,200	2,272
Church School offerings	150	147
Contributions for church use	6,100	6,162
Interest earnings	1,500	957
Income from Parsonage Fund	8,700	8,734
Women's Fellowship contribution	1,000	1,000
Jenks' Trust	8,800	8,845
W. Mitchell Trust	2,850	2,850
2nd Century Fund-current income	26,900	26,900
2nd Century Fund-accumulated	0	4,960
1988 earnings	7,748	
Other anticipated income		
Total anticipated income	284,668	

1990 BUDGET - PILGRIM CONGREGATIONAL CHURCH

	1990 FINAL BGT	1989 ACTUAL EXP	1989 FINAL BGT	1988 ACTUAL EXP
1. OUR MINISTRY TO OTHERS				
1. OCMW Basic Support	33,400	30,225	30,225	26,300
	(142)	(13.52)	(13.52)	
2. United Campus Ministry	2,000	1,725	1,725	1,725
3. United Theo. Seminary	1,500	1,335	1,335	1,335
4. Arrowhd. Counc./Churches	150	150	150	150
5. Spec. Community Needs	6,500	6,500	6,500	6,000
6. Northland College	600	500	500	500
7. Gerber Project-Somalia	0	0	0	299
8. CHUM	1,000	1,000	1,000	0
9. New Church Dev.-MN Conf.	950	635	650	0
TOTAL	46,100	42,070	42,085	36,309
11. OUR PASTORAL MINISTRY				
1. Sr. Min. Salary/Housing	47,218	43,431	43,431	39,645
2. Sr. Min. Annuity	6,610	6,080	6,080	5,550
3. Sr. Min. Disability	472	434	434	396
4. Sr. Min. Medical Ins	4,764	4,077	4,086	4,056
5. Sr. Min. Soc. Sec. Allow	3,612	3,262	3,262	2,977
6. A. Min. Salary/Housing	33,707	30,807	30,807	23,143
7. A. Min. Annuity	4,719	4,313	4,313	2,884
8. A. Min. Disability	337	308	308	206
9. A. Min. Medical Ins.	4,764	4,061	4,086	4,056
10. A. Min. Soc. Sec. Allow	2,579	2,314	2,314	1,738
TOTAL	108,782	99,087	99,121	84,651

THE 1990 BUDGET

	1990 FINAL BGT	1989 ACTUAL EXP	1989 FINAL BGT	1988 ACTUAL EXP
III. SERVING OUR CONGREGATION				
1. Sec./Off. Mgr. Salary	16,143	14,723	14,723	13,000
2. Sec./Off. Mgr. FICA	1,235	1,106	1,106	976
3. Sec./Off. Mgr. Med. Ins.	2,382	2,043	2,043	2,535
4. Sec./Off. Mgr. Annuity	2,260	2,061	2,061	1,584
a. Sec./Off. Mgr. Disab.	161	147	147	0
5. Sec./Off. Mgr. Educ. Exp.	200	203	200	200
6. Office Supplies	1,800	1,977	1,700	1,895
a. Computer supp./maint	500	302	600	0
7. Worship Bulletins	600	535	600	442
8. Postage	1,800	1,715	1,800	1,522
9. Printing Expenses	300	142	400	315
10. Office Equip. Maintenance	900	917	770	743
11. New Office Equipment	300	0	300	0
12. Church Literature	125	135	100	87
13. Diaconate Fund	1,500	1,439	1,885	1,833
a. Worship leadership	300	197	200	0
b. New program development	300	0	100	0
14. Stewardship/Plnd Giving	300	295	300	203
15. Offering Envelopes	200	214	130	200
16. Hospitality Expenses	1,400	1,705	1,200	938
17. Nursery/Child Care	150	182	150	116
18. Emergency Discret. Fund	200	70	200	120
19. Sr. Min. travel allow.	1,600	1,254	1,750	1,417
20. Sr. Min. Prof. Exp.	700	571	700	618
21. Sr. Min. Cont. Educ.	600	500	500	499
22. A. Min. travel allow.	1,600	641	1,500	111
23. A. Min. Prof. Exp.	700	283	340	73
24. A. Min. Cont. Educ.	600	403	376	376
25. Peace & Justice Task Force	300	119	300	283
TOTAL	39,156	33,879	36,181	30,086
IV. OUR MINISTRY OF MUSIC				
1. Music Dir. Salary	5,413	4,896	4,896	4,381
2. Music Dir. FICA	414	368	368	329
3. Music Dir. Educ. Exp.	150	150	150	250
4. Organist Salary	3,982	3,602	3,602	3,183
a. Organist Educ. Exp.	150	100	150	0
5. Organist FICA	305	253	271	243
6. Choir Stipends	5,500	4,895	5,000	4,721
7. Choir FICA	382	386	375	350
8. Summer Organist	650	400	650	665
a. Sub. Org. Spec. Events	200	400	200	0
9. Instrumentalists Stipends	600	680	700	600
10. Sheet Music	800	811	900	816
11. Organ/Piano Maint.	800	374	800	800
12. Hand Bell Choir	600			
TOTAL	19,946	17,315	18,062	16,338

V. OUR MINISTRIES OF EDUCATION

1. Church School Curriculum	2,000	1,855	2,000	1,807
2. Church School Supplies	1,200	901	1,000	952
3. Vacation Church School	400	270	750	370
4. Leadership Training	400	320	250	76
5. Adult Education	500	382	500	230
6. Pilgrim Fellowship	750	564	300	86
7. Seven Uppers	500	152	300	55
8. Church Library	700	572	500	425
9. Confirmation	300	123	100	0
10. Kids' Club	100	0	200	0
11. Children's Music	600	708	1,200	360
12. A-V Equip./Supplies	250	32	100	0
13. UCC "Faith Works" Event (Support/Pilgrim particip.)	400			

TOTAL

VI. OUR BUILDING MAINTENANCE

1. Custodian Salary	11,614	10,777	10,777	9,989
2. Custodian FICA	888	809	809	750
3. Custodian Health Ins.	2,382	3,064	4,086	4,056
4. Housekeeper Salary	4,858	4,307	4,507	3,927
5. Housekeeper FICA	372	321	338	292
6. Custodial Supplies	1,400	1,300	1,300	1,154
7. Equipment/Maintenance	500	577	500	236
8. Electricity/Water	6,200	5,697	6,500	6,097
9. Telephone	1,300	1,203	1,500	1,421
10. Fuel	13,000	11,483	12,500	11,598
11. Building Repairs	5,000	2,799	5,000	2,953
12. Insurance	9,500	9,091	10,000	9,773
13. Trash/Garbage Removal	500	297	400	288
14. Window/Carpet Cleaning	300	220	350	210
15. Bldg. Maint. Reserve	2,500	2,500	2,500	2,500

TOTAL

VII. OTHER EXPENSES

1. Per Capita Dues (@2.25)	1,420	1,429	1,420	1,254
2. Voyager-Conference Paper	275	278	250	338
3. Delegates' Expenses	75		75	0
4. Miscellaneous	500	603	500	555

TOTAL

BUDGET TOTALS

HOME EXPENSE

	1990 FINAL BGT	1989 ACTUAL EXP	1989 FINAL BGT	1988 ACTUAL EXP
TOTAL	8,100	5,879	7,200	4,361
TOTAL	60,314	54,445	61,067	55,244
TOTAL	2,270	2,387	2,245	2,147
BUDGET TOTALS	284,668	255,062	265,961	229,135
HOME EXPENSE	238,568	212,992	223,876	192,826

REPORT FROM

THE TREASURER: Sara J. Carlson

Pilgrim Congregational Church

Unaudited Summary Cash Statement for December 1989

Operating Funds :

Balances December 1989

General Fund	11-30-89	\$	(2,923.80)	
Deposits December			60,854.80	
Disbursements			24,457.24	
General Fund	12-31-89			\$33,473.76
Memorial Fund	11-30-89			
Balance in trust acct			2,955.89 *	
Balance in operating			0.00	
Deposits			0.00	
Disbursements			0.00	
Memorial Fund	12-31-89			2,955.89
Bath Fund				
(formerly called Education Fund)				
Balance in Trust acct			727.78 *	
Balance in Operating acct			0.00	
Deposit to operating			0.00	
Disbursements from operating			0.00	
Bath Fund	12-31-89			727.78
Building and Equip.				
Maintenance Fund in trust			7,407.86 *	
Amount in Operating acct			400.00	
Additions			300.00	
Disbursements			0.00	
Building and Equip.	12-31-89			8,107.86
Chancel Remodeling	11-30-89		1,441.29	
Deposits			0.00	
Disbursements			150.00	
Chancel Remodeling	12-31-89			1,291.29
Organ Fund	11-30-89		268.00	
Deposits			100.00	
Disbursements to Norwest			268.00	
Organ Fund	12-31-89			100.00
Commission Music	11-30-89		687.17 *	
Deposits			0.00	
Disbursement			0.00	
Commission Music	12-31-89			687.17

Unaudited Cash Summary Statement for 12-31-89

Organ Recital Fund 11-30-89	1,817.11*	
Amount in operating acct	2,057.92	
Deposit Operating Acct	0.00	
Disbursements	246.68	
Organ Recital Fund 12-31-89		3,628.35
Handbell Fund 12-31-89		502.19*
Balance December 31, 1989		\$ 51,474.29
Total amount held in trust acct		(14,098.00)
Unbalance with bank reconciliation		141.81
Cash Balance in Operating acct		37,518.10

*Balances are held in Trust account with First Bank

Cash Balances, December 31, 1989		
In Bank, Checking	37,483.10	
On Hand, Petty Cash	35.00	
Total Cash Balances December 31, 1989		\$37,518.10

Funds:
Segregated Deposited in First Bank Trust Account:

Education Fund: Scholarship	\$ 4,174.77
Sabbatical	2,762.45
Music Fund	578.97
Deposit from the General Fund	3,167.03
Unexpended Cont. Education 1988	476.00
Subtotal	\$11,159.22
Interest 1-1 to 4-30-89	147.72
Total	11,306.94 ***
Education Fund, Savings Certificate	1,383.93
Organ Trust	
Balance at 6-30-89 (Dreyfus)	19,788.00*
Second Century Fund	343,195.58**
Parsonage Fund	70,079.00*

*Market values from the Norwest Bank statement dated 12-31-89

**Ending balances per the First Bank Trust account statement dated 12-31-89

***Balance was transferred to First Bank Trust Department on 4-6-89 and the account is now closed.

PILGRIM CONGREGATIONAL CHURCH (UCC)
Unaudited Cash Disbursements 1989

Cash Disbursements:

1989 Budgeted Expenses:

Our Ministry to Others	\$42,070
Our Pastoral Ministry	99,086
Serving Our Congregation	33,879
Our Ministry of Music	17,315
Our Ministries of Education	5,880
Our Building Maintenance	54,445
Other Expenses	2,387

Budgeted Disbursements Total 255,062

1989 Unbudgeted Expenses

Organ Recital	4,991
Chancel Remodeling	20,353
Commissioned Music	913
Special Offerings	2,481
Other	2,646
Transfers	10,480
Bath Fund	3,390

Total 1989 Unbudgeted Expenses 45,254

TOTAL 1989 DISBURSEMENTS \$300,316

PILGRIM CONGREGATIONAL CHURCH
Unaudited Cash Statement for 1989

Cash Receipts:

1989 Budgeted Receipts

Pledged Contributions	\$179,768
Late Payment of 1988 pledges	3,696
Contributions/Gifts	6,384
Plate Offerings	2,272
Church School Offering	147
Contributions for Building Use	6,162
Interest Earnings	957
Parsonage Fund	8,734
Women's Fellowship	1,000
Second Century Fund	26,900
Jenks' Trust Income	8,845
Willey Mitchell Trust	2,050
Second Century Fund-accum earnings	4,960

1989 Total Budgeted Receipts 252,675

Advance Contributions 1990 Budget 33,112

1989 Unbudgeted Receipts:

Misc Envelopes	20
Memorial Fund	641
Organ Fund	205
The Christmas Fund	915
One Great Hour of Sharing	1,835
Neighbors in Need/CROP	1,225
Food Shelf	1,397
Other Unbudgeted Offerings/Receipts	20,743
Transfers	64,316
Chancel Remodeling	2,598

1989 Total Unbudgeted Receipts 93,895

TOTAL RECEIPTS

\$379,682

PILGRIM CONGREGATIONAL CHURCH
Treasurer's Report for January, 1990 through March, 1990 - General

Account name	Year-to date	Annual budget	Account number
SOURCES OF INCOME			
OFFERINGS	\$43,960.64	\$221,070.00	201.000
DONATIONS CHURCH USE	\$1,855.00	\$6,100.00	205.000
INTEREST	\$0.00	\$10,200.00	210.000
CHURCH ORGANIZATIONS	\$1,000.00	\$1,000.00	220.000
SECOND CENTURY FUND	\$0.00	\$26,900.00	221.000
JENKS TRUST	\$1,956.06	\$8,800.00	225.000
W. Mitchell Trust	\$0.00	\$2,850.00	227.000
1987 Budget Surplus	\$0.00	\$0.00	228.000
YEAR-END CARRYOVER	\$0.00	\$0.00	230.000
ADVANCE INCOME	\$0.00	\$0.00	235.000
2nd Cen.F. Acctn Earn	\$0.00	\$0.00	237.000
SPECIAL OFFERINGS	\$2,052.00	\$7,748.00	245.000
UNBUDGETED INCOME	\$0.00	\$0.00	250.000
TRANSFERS	\$0.00	\$0.00	255.000
MISCELLANEOUS INCOME	\$1,293.30	\$0.00	260.000
MEMORIAL FUND INC.	\$138.37	\$0.00	265.000
ORGAN FUND INCOME	\$53.19	\$0.00	270.000
CHANCEL FUND INCOME	\$0.00	\$0.00	271.000
INCOME TOTAL	\$52,308.56	\$284,668.00*	
EXPENSE ACCOUNTS			
MINISTRY TO OTHERS	\$8,349.99	\$46,100.00	410.000
PASTORAL MINISTRY	\$32,112.78	\$108,782.00	420.000
SERVING CONGREGATION	\$8,820.37	\$39,156.00	430.000
MINISTRY OF MUSIC	\$5,487.91	\$19,946.00	440.000
MINISTRY, EDUCATION	\$935.66	\$8,100.00	450.000
BUILDING MAINTENANCE	\$19,325.78	\$60,314.00	460.000
OTHER EXPENSES	\$121.70	\$2,270.00	470.000
Memorial Fund Distr.	\$0.00	\$0.00	510.000
SPEC. OFFERINGS DIST	\$0.00	\$0.00	511.000
Other Unbudget. Dist	\$387.98	\$0.00	512.000
Education Fund Dist	\$0.00	\$0.00	513.000
Transfer	\$0.00	\$0.00	514.000
Chancel Fund Distrib	\$1,582.00	\$0.00	520.000
Organ Fund Distrib.	\$147.59	\$0.00	530.000
Recital Fund Distr.	\$688.65	\$0.00	535.000
EXPENSE TOTAL	\$77,960.41	\$284,668.00*	

REPORT FROM

THE NOMINATING COMMITTEE:

Robert E. Heller, Chair

The Nominating Committee works hard, especially in the Spring, to find and propose a balanced slate of candidates for all elected church positions. For the most part, those who are asked and consent to serve willingly give much of their valued time in service to God and our church. Without this spirit of volunteerism, our worship, our programs, our building, and our church community would not continue to minister to our needs.

Let us first thank all of those who terms have ended this past year.

Sara Carlson	Treasurer
John Morrison	Trustees
Shirley Swain	Trustees
Carol Tierney	Trustees
Dorothy Gemeinhardt	Diaconate
Clyde Johnson	Diaconate
Vickie Farrar	Christian Education
Peggy Downing	Christian Education
Bonnie Peterson	Christian Education
Julie Johnson	Christian Education
Gene Bard	Christian Outreach
Nancy Tubesing	Christian Outreach
Laura Lamb	Christian Outreach
Tom Patton	Christian Outreach
Bruce Buchanan	Music
Frances Leek	Music
Tom Shefchik	Music
Karen Andresen	Personnel
Betsy Brownell	Nominating
Cindy Fochs	Nominating
Robert E. Heller	Nominating
Judy Casserberrg	Delegate
Laura Lamb	Just Peace Task Force
William Johnson	Just Peace Task Force
Warren Post	Just Peace Task Force
Don Tubesing	Just Peace Task Force

To fill these vacated positions and to conform them to the new Bylaws, the Nominating Committee submits the following slate of nominees for officers, and board and committee members:

POSITION	TERM	NAME
Moderator	3 years	David Zentner
Clerk	2 years	Dorothy Honigman
Treasurer	1 year	Peter Bagley
Christian Education	3 years	Joan Semenchuk
	3 years	Maureen Baker
	3 years	Margaret Honigman
	3 years	
	1 year	Molly Britton
	1 year	Linda Winke
Christian Outreach	3 years	Pat Rood
	3 years	John Merrill
	3 years	Dennis Falk
	1 year	Amy Kurshoff
	1 year	Harvey Anderson
Diaconate	3 years	Steve Downing
	3 years	Marilyn Ibey
	3 years	Dorothy Langager
	3 years	Nancy Fitzgerald
Trustees	3 years	Ann Anderson
	3 years	Ruth Ann Eaton
	3 years	Richard Harkey
Church Council (at large)	3 years	Gordon Amundson
	3 years	Laurel Erickson
	3 years	Charlie Bateman
	2 years	Cliff Grindy
	2 years	Patrick Labadie
	1 year	Briar Andresen
Hospitality	1 year	Beth Brown
	3 years	Lois Heller
	3 years	Helen Anne Kohlbry
Music	2 years	Roy Magney
	3 years	Jane Killough
	3 years	John Glendenning Jr.
Peace and Justice	1 year	Amy Downing
	3 years	Sharon Kemp
	3 years	Dale Baker
	3 years	Joan Setterlund
	2 years	Mary Austin
	2 years	Bob Brenning
	2 years	June Perry
	1 year	Judy Casserberg
Personnel	1 year	Mary Van Evera
	1 year	Joe Leek
	3 years	Kandi Garrison
	2 years	Steve Seyfer
	1 year	Gale Kerns

Delegate

(Alternate)

1 year	Bill Gemuenden
1 year	Mary Gemuenden
1 year	Mary Austin
1 year	Bob Baldwin
1 year	Judy Casserberg

In addition, the Church Council nominated the following persons for the Nominating Committee:

<u>TERM</u>	<u>NAME</u>
3 years	Bob Baldwin
3 years	Tom Clure
3 years	Peggy Downing

We thank all of the nominees for expressing their willingness to serve.