



THE ANNUAL REPORT FOR
APRIL 1, 1990 THROUGH MARCH 31, 1991
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 in Duluth, Minnesota

Presented at the
Annual Meeting of the Congregation
Wednesday, May 15, 1991 - 7:00 P.M.

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CHURCH STAFF

MINISTERS: John H. Kemp John Clark Pegg (Interim Assoc.)
OFFICE MANAGER: Patricia Welborn
BOOKKEEPER: Kristyn Hoffman
MUSIC DIRECTOR: Thomas A. Bumgardner
ORGANIST: Norma Stevlingson
HAND BELL CHOIR DIRECTOR: Patrick McDonough
INTERIM CE COORDINATOR: William Johnson
CHILDREN'S MUSIC DIRECTOR: Kim Peterson
CUSTODIAN: John Yukich HOUSEKEEPER: Florence Ek

REPORT OF: SENIOR MINISTER
JOHN H. KEMP

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In many ways this has been a significant year in Pilgrim's life. We welcomed the largest group of new members (48) in many years, initiated new ministries within our congregation and beyond, and touched the wider church in important ways. We've shared the joy of births and marriages and the pain of sickness, separation, and death. We've celebrated our faith in worship, explored ideas in our learning, enjoyed our church family in fellowship, and reached out to others in ministry.

We felt the loss of Em Finney deeply when she left our staff in October. Her ministry at Pilgrim touched many lives with warmth and caring. She was an able colleague in ministry. Nevertheless, we have been served well by John Pegg's excellent interim ministry and Bill Johnson's fine work as Interim Christian Education Coordinator. We also welcomed to our staff this year custodian John Yukich and bookkeeper Kris Hoffman. Pat Welborn continues to serve us as office manager with consummate skill and a ready smile. Art Bumgardner and Norma Stevlingson bring excellence in music to our worship life and other special times together. Florence Ek celebrated her twentieth year as Pilgrim's housekeeper.

In our worship together this year sermons were given by fellow members Peter Bagley (June 10) and Jackie Falk (November 11) and by pulpit guests Mel Frank, Minister Emeritus of First Congregational Church, La Crosse, and long-time Pilgrim friend (July 29); Norbert Mokros, Director of Twin Ports Ministry to Seafarers (August 19); Lorenzo Genotiva, a bishop of the United Church of Christ of the Philippines (March 10); and Jeff Nichols, Minnesota Conference Associate Minister (April 28).

Last fall's Thanksgiving Service (shared with Peace Church) re-created a colonial service with participants wearing Pilgrim garb. The Tenebrae Service of Lights on Maundy Thursday remains a moving time of worship for all who participate. This year in our Sunday worship the Lord's Prayer was moved to the time of our children's message to give them another important opportunity to participate before leaving for their classes. Our intergenerational handbell choir shared in our worship several times.

Our Church Council's decision to participate in the Duluth Broadbase Organizing Project in 1990 and 1991 offered us new opportunity to serve both our membership and community. Through personal interviews last fall of nearly a hundred members, we discovered perceived strengths and needs of our church and city. Our boards and council are developing program goals for next year in response to this data, and we actively participate in this impressive ecumenical project in our community.

Our Diaconate has begun the process of developing a trained lay ministry program at Pilgrim to offer further caregiving support to our members.

Our Board of Christian Outreach opened our hearts to the wider world throughout the year, especially through two special events: a September shrimp boil introducing us to a homeland ministry, the Biloxi Back Bay Mission; and five days in March introducing us to global partners in faith, Lorenzo and Amelita Genotiva, missionaries from the UCC (Philippines) to our Minnesota conference this year. Unfortunately, the momentum of an enthusiastic Refugee Task Force last spring was lost when our Soviet family vanished "in the pipeline" and was never traced down. This project remains on hold.

This year I participated in six weddings and eight funerals or memorial services. Pastoral care remains an important part of my ministry. I also gave significant time to several major projects and activities beyond those described above: the confirmation program, our Associate Minister Search Committee, the Personnel Committee as it reviewed and rewrote our church personnel policy and job descriptions, and the Trustees' Finance Committee as it assessed its investment management policy. I'm grateful for all Pilgrims who serve on our boards, committees, council, and task forces. The committed effort of many makes Pilgrim the diverse, active church family it is.

My participation in the wider UCC has concentrated on my service on the Directorate and Executive Committee of the United Church Board for World Ministries; in that capacity I co-chair a Joint Long Range Planning Committee with the world mission agency of the disciples of Christ. This committee is developing a model for a Common Program Board uniting the total overseas programs of the two denominations, a pioneering effort in the church. In Minnesota this year I served on the Support Committee for the Genotivas' visit to our conference and as chair of the Continuing Education Advisory Committee at United Seminary. In Duluth I am a director of the Broadbase Project.

In the coming year, I look forward to Pilgrim putting our planning efforts to good work. The development of the Stephen lay ministry will be exciting as well as, of course, the anticipated fruition of our Search Committee's endeavor to call a new colleague in ministry. I trust we will continue to nurture ways we can better serve our members and our wider community and world as an inclusive people in the Spirit of Jesus, in whose name we are gathered. We have been blessed with great opportunities for ministry together. May God always be with us in our Pilgrim journey!

REPORT

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REPORT OF: THE INTERIM ASSOCIATE MINISTER
JOHN CLARK PEGG

I am pleased to be able to share with you some of my observations and reflections on the past five months as your Interim Associate Minister. Though I resigned as Pastor of Peace Church last summer because I felt the need for a break from full-time parish work, I have discovered that my half-time ministry at Pilgrim has been a very satisfying and rewarding experience thus far. I have enjoyed getting to know better my sister and brother Pilgrims and find that there are many wonderful, caring, and talented members here. I also have appreciated the support and collegiality of all the other capable and dedicated staff members. I believe that sharing mutually in ministry with other professionals is critical in providing much needed nourishment and stimulation for all of us who engage in church related vocations.

My duties at Pilgrim have included preaching and worship leadership, local community outreach, pastoral care and counseling, some committee work and administrative responsibilities and, of course, taking my part in our covenantal relationship with the wider United Church of Christ. While I am relieved not to have the sole responsibility for worship leadership Sunday after Sunday, I have enjoyed the opportunity to share with you from the pulpit and have appreciated the affirmation I have received from you.

My community outreach ministries have included active involvement in the leadership of several service organizations that are critical for the health and well-being of our community as a whole. Central Hillside United Ministry is one such agency as it seeks directly to serve the needs of the poor and disadvantaged. CHUM currently is in a time of significant transition as it seeks to evaluate its own mission, structure, and staffing and possibly move in some new directions. The Duluth Broad Based Organizing Project is another important new organization in our community that is seeking through the collaboration of its seventeen or so member organizations to engage in advocacy for change on issues of common concern. I also serve on the Executive Committee of United Way, Chair its newly founded Community Problem Solving Committee, and serve on its Fund Distribution Committee. In all these organizations - CHUM, the Broadbased Project, and United Way - I am proud to serve with other dedicated members of Pilgrim Church who generously give of their time and energy.

In terms of pastoral care and counseling, I have greatly valued being able to deepen relationships with a number of Pilgrims and have appreciated the opportunity to share in some of your personal struggles. One particularly meaningful forum for growth and relationship building has been our Tuesday morning study group. I find that it has provided an important occasion for expanding inner awareness, sharing of our experiences and perspectives, and building community with one another.

I offer my heartfelt thanks for being able to share in ministry with you during this interim period!

REPORT OF: MODERATOR
DAVID ZENTNER

The present year has been busy with several major occurrences to reflect on. The immediate major concern, of course, was the untimely loss of Emmajane Finney as our full time Associate Minister and the need to get involved in another search process at Pilgrim. As I prepare this report, things seem to be doing very well under the circumstances. John Pegg is serving as Interim Associate Minister most capably. He is providing excellent ministry and I believe he and Jack Kemp are working very well together. Additionally, Bill Johnson is doing an outstanding job as our Interim Christian Education Coordinator, and our Search Committee is capably executing their charge. We hear there may be some outstanding candidates and look forward eagerly to a date, perhaps in late summer 1991, when this will all culminate in a replacement for Em.

I would pick as my second major reporting subject that of the Broadbase Project. Under the leadership of Patty Clure and Jackie Falk and numerous other Pilgrims, a lot happened with the Broadbase Project in the past year. That includes the organization of the Outreach Listening Team, the execution of their duties, and the preparation of a report, financial support for the Broadbase Project, attendance at Broadbase activities, and now at our annual meeting some discussions about our priorities and goals for the coming year.

Let me conclude by indicating that generally speaking, our meetings on the Church Council have been well attended. Our agendas are full. We have difficulty conducting our business in the hour and a half allotted. The cooperation I've received has been outstanding.

REPORT OF: CLERK
DOROTHY HONIGMAN

The reported active membership of Pilgrim Congregational Church of Duluth (UCC) as of April 1, 1990.....601

New members added during April 1, 1990 - March 31, 1991:

Confession of Faith.....13
(including 11 by confirmation)
Transferred from other churches.....15
Reaffirmation of Faith.....19
Transferred from Inactive Roll.....01

Total additions.....48

Members lost during April 1, 1990 - March 31, 1991:

Removed by death.....08
Transferred to other churches.....05
Removed to Inactive Roll.....00
Dropped by request.....00

Total losses.....13

Net gain in active membership during April 1, 1990 - March 31, 1991.....35

Total active membership as of March 31, 1991.....636

Baptisms (children).....06
Weddings.....11

Since the May 9, 1990 Annual Meeting, there have been two (2) special meetings of the church:

December 16, 1990 - To consider the report of the Special Committee to nominate a Search Committee for the search for our current pastoral vacancy, to hear a report from the Church Council on our staff leadership model, and to hear a report on the Broadbase Organizing Project.

January 27, 1991 - To adopt a budget for the year 1991

REPORT OF: TREASURER
PETER BAGLEY

During the past year, a number of changes were made in the handling of the Treasurer's books. The books were computerized, the checks were also and a new reporting format was given to the Trustees. In addition, I attended each of the Trustee meetings, numerous Finance Committee meetings and worked in the office.

Previously, the books had been a combined hand written version and a computerized version. I suggested to the Trustees that since we had the computer software, we should use it to its fullest. Working with Karl Honigman, we verified the amounts listed on the computer and began to use the check writing feature. This has led to a reduction in the time needed to post exkponses and payments. We no longer have to duplicate or triplicate entries.

Each month, the Trustees receive a written report of important factors and a comparison of budget income versus budget expense. At the end of the year, they receive a summary of income cash flow to expenses. Some of these reports are in this Annual Report, while others are in the office for your inspection.

During the first six months of my tenure, I worked close to 50 hours per month as your Treasurer. This was necessary to understand the computer and to be accurate in the reporting. This was time spent beyond formal meetings. With the addition of a bookkeeper and smoother running of the computer program, the time spent in the last few months has been reduced.

FINANCIAL REPORT:

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PILGRIM CONGREGATIONAL CHURCH (UCC) YEAR-END FUND BALANCES - DECEMBER 1990

General Fund 1st Bank	
Pre-paid Pledges	\$15,365.66
Memorial Fund	36,336.03
Cont Ed Fund (Sr Minister)	5,429.26
Bath Exchange Fund	842.00
Bldg & Maintenance Fund	727.78
Organ Fund Checking	6,861.32
Organ Recital Fund	313.37
Hospitality Fund	2,367.68
Flower Fund	521.51
Handbell Fund	255.55
Commissioned Music Fund	882.50
Education Scholarship Fund	687.17
Sabbatical Fund	4,174.77
Music Memorial Fund	2,762.45
Just Peace Fund	198.66
Office Petty Cash	138.00
Office Checking Account	35.00
Dorothy Belt Fund - Youth	525.00
Organ Fund Trust	1,383.93
2nd Century Fund (Market value)	14,489.25
2nd Century Fund (unexpended inc)	288,903.75
Parsonage Fund (Base value)	23,109.00
Parsonage Fund Int/Mkt Change	64,000.00
	7,289.00

TOTAL

\$477,598.64

1990 SPECIAL GIFTS TO OTHERS (UNBUDGETED)

One Great Hour of Sharing	\$ 2,978.00
Neighbors in Need	1,885.00
Strengthen the Church	272.00
Just Peace Appeal	414.00
Christmas Fund/Veterans of the Cross	1,552.00
Duluth Emergency Foodshelf (spec gifts)	1,193.00
UNICEF (Pilgrim Fellowship youth)	240.00

\$8,534.00

TOTAL

FINANCIAL REPORT continued. . .

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PILGRIM CONGREGATIONAL CHURCH (UCC)

	1990 Antic.	1990 Actual	1990 % '90 Antic.	1991 Antic.
Current pledges	\$209,720.	203,944.	(97%)	219,641.
Late pymt prev pldgs	3,500.	2,054.	(59%)	5,000.
Non-pldgd contrib	5,500.	4,806.	(88%)	5,000.
Plate Offerings	2,200.	3,421.	(156%)	3,400.
Church School Offer.	150.	88.	(59%)	100.
Contrib. bldg use	6,100.	6,601.	(108%)	6,600.
Interest earnings	1,500.	904.	(60%)	1,000.
Women's Flshp. contrib	1,000.	1,000.	(100%)	1,000.
Parsonage Fund earn.	8,700.	6,388.	(73%)	6,400.
Jenks' Trust earnings	8,800.	8,368.	(95%)	8,300.
W Mitchell Trst earn	2,850.	3,000.	(105%)	3,000.
2 Cent Fund cur ic	26,900.	33,098.	(123%)	26,500.
"FAITH INCOME"	7,748.	0	(0%)	4,076.
Total	\$284,668	273,672	(96%)	290,076

1991 BUDGET - PILGRIM CONGREGATIONAL CHURCH

	1989 ACTUAL EXP	1990 FINAL BGT	1990 ACTUAL EXP	1991 FINAL BGT
I. OUR MINISTRY TO OTHERS				
1. OCWM Basic Support	30,225 (13.5%)	33,400 (14%)	33,400 (14%)	34,600 (14.5%)
2. United Campus Ministry	1,725	2,000	2,000	2,000
3. United Theo. Seminary	1,335	1,500	1,500	1,500
4. Arrowhd. Counc./Churches	150	150	150	150
5. Community Ministries	6,500	6,500	6,500	6,500
6. Northland College	500	600	600	600
7. Twin Ports Seafarers Min.				1,000
8. CHUM	1,000	1,000	1,000	1,000
9. New Ch Dev MN Conf \$1.5/mbr		950	910	950
TOTAL	42,070	46,100	46,060	48,300
II. OUR PASTORAL MINISTRY				
1. Sr. Min. Salary/Housing	43,431	47,218	47,218	49,579
2. Sr. Min. Annuity	6,080	6,610	6,610	6,941
3. Sr. Min Disability	434	472	463	496
4. Sr. Min. Medical Ins	4,077	4,764	4,765	5,754
5. Sr. Min Soc. Sec. Allow	3,262	3,612	3,612	3,793
6. A. Min. Salary/Housing	30,807	33,707	30,518	*36,158
7. A. Min. Annuity	4,313	4,719	4,411	
8. A. Min. Disability	308	337	288	
9. A. Min. Medical Ins.	4,061	4,764	3,848	
10. A. Min. Soc. Sec. Allow	2,314	2,579	2,043	3,000
11. Search Committee				
TOTAL	99,087	108,782	103,776	105,721

*This amount includes funding for part-time Interim Assoc. Minister, Interim Christian Ed Coordinator, and moving expenses and compensation for new Associate Minister.

	1989 ACTUAL EXP	1990 FINAL BGT	1990 ACTUAL EXP	1991 REVISED BGT
III. SERVING OUR CONGREGATION	14,723	16,143	16,143	17,280
1. Sec./Off. Mgr. Salary	1,106	1,235	1,235	1,322
2. Sec./Off. Mgr. FICA	2,043	2,382	2,382	2,880
3. Sec./Off. Mgr. Med. Ins.	2,061	2,260	2,260	2,419
4. Sec./Off. Mgr. Annuity	147	161	158	173
a. Sec./Off. Mgr. Disab.	203	200	199	200
5. Sec./Off. Mgr. Educ. Exp.				2,500
6. Bookkeeper				190
7. Bookkeeper FICA	1,977	1,800	1,853	2,000
8. Office Supplies	302	500	493	500
a. Computer supp./maint	535	600	472	500
9. Worship Bulletins	1,715	1,800	1,836	2,150
10. Postage	142	300	370	150
11. Printing Expenses	917	900	671	900
12. Office Equip. Maintenance	0	300	176	300
11. New Office Equipment	135	125	216	125
13. Church Literature	1,439	1,500	1,486	1,600
14. Diaconate Fund	197	300	135	250
a. Worship leadership	0	300	280	250
b. New program development	295	300	151	200
15. Stewardship/Planned Giving	214	200	147	150
16. Offering Envelopes	1,705	1,400	1,400	1,200
17. Hospitality Expenses	182	150	80	150
18. Nursery/Child Care	70	200	100	200
19. Emergency Discret. Fund	1,254	1,600	1,312	1,600
20. Sr. Min. Travel Allow.	571	700	724	700
21. Sr. Min. Prof. Exp.	500	600	600	600
22. Sr. Min. Cont. Educ.	641	1,600	666	1,134
23. A. Min. Travel Allow.	283	700	376	496
24. A. Min. Prof. Exp.	403	600	478	425
25. A. Min. Cont. Educ.	119	300	152	250
26. Peace & Justice Task Force				
TOTAL	33,879	39,156	36,551	42,794
IV. OUR MINISTRY OF MUSIC				
1. Music Dir. Salary	4,896	5,413	5,413	5,684
2. Music Dir. FICA	368	414	414	435
3. Music Dir. Educ. Exp.	150	150		150
4. Organist Salary	3,602	3,982	3,982	4,181
a. Organist Educ. Exp.	100	150	150	150
5. Organist FICA	253	305	305	320
6. Choir Stipends	4,895	5,500	5,378	5,500
7. Choir FICA	386	382	390	382
8. Summer Organist	400	650	600	650
a. Sub. Org. Spec. Events	400	200	15	200
9. Instrumentalists Stipends	680	600	460	200
10. Sheet Music	811	800	824	500
11. Organ/Piano Maint.	374	800	240	600
12. Handbell Director Salary		600	806	900
13. Handbell Director FICA			41	70
TOTAL	17,315	19,946	19,018	19,922

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	1989 ACTUAL EXP	1990 FINAL BGT	1990 ACTUAL EXP	1991 REVISED BGT
V. OUR MINISTRIES OF EDUCATION				
1. Church School Curriculum	1,855	2,000	1,657	1,600
2. Church School Supplies	901	1,200	585	900
3. Vacation Church School	270	400	51	100
4. Leadership Training	320	400	184	200
5. Adult Education	382	500	444	500
6. Sr. Hi. Program	564	750	349	160
6a. Sr. Hi. Youth Worker				1,040
6b. Sr. Hi Worker FICA				80
7. Jr. Hi. Program	152	500	383	160
7a. Jr. Hi. Youth Worker				1,040
7b. Jr. Hi. Worker FICA				80
8. Church Library	572	700	747	700
9. Confirmation	123	300	218	300
10. Kids' Club	0	100	0	100
11. Children's Music	708	600	441	800
12. A-V Equip./Supplies	32	250	100	250
13. UCC "Faith Works" Event		400	0	0
14. Youth Music Director			468	
15. Youth Music FICA			43	
TOTAL	5,879	8,100	5,670	8,010
VI. OUR BUILDING MAINTENANCE				
1. Custodian Salary	10,777	11,614	11,674	11,648
2. Custodian FICA	809	888	893	891
3. Custodian Health Ins.	3,064	2,382	2,382	2,880
4. Housekeeper Salary	4,307	4,858	4,472	5,101
5. Housekeeper FICA	321	372	324	390
6. Custodial Supplies	1,300	1,400	1,246	1,300
7. Equipment/Maintenance	577	500	154	500
8. Electricity/Water	5,697	6,200	6,158	6,500
9. Telephone	1,203	1,300	1,463	1,400
10. Fuel	11,483	13,000	9,886	13,000
11. Building Repairs	2,799	5,000	5,000	5,000
12. Insurance	9,091	9,500	9,756	10,000
13. Trash/Garbage Removal	297	500	508	750
14. Window/Carpet Cleaning	220	300	319	300
15. Bldg. Maint. Reserve	2,500	2,500	2,500	2,500
TOTAL	54,445	60,314	56,735	62,160
VII. OTHER EXPENSES				
1. Per Capita Dues (@2.25)	1,429	1,420	1,365	1,430
2. Voyager-Conference Paper	278	275	331	350
3. Delegates' Expenses		75	40	75
4. Broad-based Organiz. Proj.				750
4. Miscellaneous	603	500	389	500
TOTAL	2,387	2,270	2,125	3,105
BUDGET TOTALS				
	252,675	284,668	269,935	290,017
HOME EXPENSE				
	212,992	238,568	223,875	241,697

REPORT OF: BOARD OF CHRISTIAN EDUCATION
JOAN SEMENCHUK, CHAIR

The Board of Christian Education had a successful and interesting 1990-1991 year but one that was not without problems and frustrations. As the Board strived to provide Christian Education to Pilgrims of all ages, it was only through co-operation and hard work that many good programs came about. Appreciation and many thanks go to Board members Maureen Baker, Doug Britton, Molly Britton, Bob Falsani, Margaret Honigman, Bill Johnson, Karen Post, Lisa Pratt, Jane Shull, Randy Wagner, Linda Winke, and our ministers Em Finney and Jack Kemp.

Vacation Church School had a new twist last year as, in lieu of a fixed curriculum, the children were offered an opportunity to share and learn through a variety of activities. Many people shared their talents with children of all ages in activities ranging from camping to quilting and including calligraphy, cooking, spinning, knitting, poetry writing, bird watching, arts and crafts, or a sampler of the above. Everyone felt this to be a great success and we plan to continue with the program this summer.

The Church School completed the third year of using "Discipleship Alive" as its curriculum. A review of this and a look at new curricula will be done before ordering next year's material. As in the past, the Church School was divided into fall and spring sessions with the month of December devoted to the Christmas program and January to a program of "Wellness of Mind, Body and Spirit."

Youth activities had an up and down year. A leader was hired for the Senior Youth but this did not work out. Once again we are looking for someone to fill that position. Senior Youth activities were led by Doug Britton and John Merrill, the highlight being a Spook House at the Halloween carnival. Our Seven-Uppers are led by John and Cindy Fochs and Dale and Maureen Baker. Activities included the Halloween Carnival, a sleigh ride and a lock-in. Some of our youth attended a UCC regional fun-filled weekend at First Congregational Church in Grand Marais.

The Adult Committee held two successful series: one pertaining to mental health and one on the Middle East. Several individual programs were held on topics requested by members of the congregation.

In October Em Finney left us leaving a big void on the CE Board. To help fill this vacancy Bill Johnson took a leave of absence from the Board to assume the position of Interim Christian Ed Coordinator. Bill's duties included co-ordinating the Christmas program, January Wellness Month, teacher recruitment, children's moments, and the Easter Discovery. On behalf of the Board--Thanks, Bill!

Now a very special thank you to all the Christian Education volunteers! Who are you? Church school teachers, youth leaders and adult presenters, to name a few. Also our thanks to Jack Kemp for being with us at our board meetings. Everyone's time and talents are much appreciated and we will continue to strive to make Christian Education a priority at Pilgrim Church.

PILGRIM CHURCH SCHOOL EDUCATORS IN 1990 - 1991

NURSERY COORDINATOR: Vicki Farrar

Nursery Helpers: Allison Fochs and Lynda Parrella

3 and 4 YEAR OLDS: Karen Post, Mary Jo Drilling, David Nelson

PRE-K and KINDERGARTEN: Amy Kurshoff and Molly Britton

GRADES 1 and 2: Pam Benson, Debbi Wagner, Penny Agar

GRADES 3 and 4: Jean Walters

GRADES 5 and 6: Linda and Pat Winke, Sue and Harvey Anderson,
Jackie and Dennis Falk

GRADES 7 and 8: Dale and Maureen Baker

CONFIRMATION: Jack Kemp

ADVENT WORKSHOP COORDINATORS: Barb Watry, Joan Setterlund

SEVEN-UPPERS: Cindy Fochs, Maureen Baker, Jackie Falk

PILGRIM FELLOWSHIP: Doug Britton, John Merrill, Mike Hillmeyer

ADULT ED COORDINATORS: Jane Shull, Joan Semenchuk, Bob Falsani

JANUARY PROGRAM HELP: Julie Johnson, Bonnie Peterson

LIBRARIAN: Judy Casserberg

VACATION CHURCH SCHOOL: Jackie Falk, Julie Johnson, Bonnie Peterson, Dennis Falk, Kitty Reichert, Lauri Cushing, Dorothy Langager, Jean Walters, Tara Falsani

CHILDREN'S MUSIC: Kim Peterson

REPORT OF: BOARD OF CHRISTIAN EDUCATION continued. . .
PILGRIM LIBRARY, JUDY CASSERBERG

With the new facility and the addition of new books on timely subjects the library has experienced an increase in use. Both the number of people using the library and the frequency of use has increased. Coupled with this increase in use are increases in demand.

The larger size means that there is more space to keep orderly. More time is spent keeping shelves and displays in order. It would help if the library user were conscious of this. Also if parents would supervise their children and instruct them in proper library etiquette.

Another increase in demand is on budget. Because we are a diverse people we have diverse needs and diversity is expensive. The library budget covers necessary materials as well as books. Books are increasingly expensive and unlike public or school libraries, church libraries do not receive large discounts. This is why the library usually has only one copy of any single book. To further increase the effectiveness of the library's ministry suggestions on titles, authors, and subjects are welcome.

We also have reevaluated our lending procedure. The easiest system to manage with the fewest hours devoted to book circulation, the honor system, puts a greater responsibility on the borrower. Please be considerate of this when you use the library and return your books in a timely fashion--also periodically check your home shelves for Pilgrim library books. They have a way of hiding and taking root, even with the best of intentions.

The ministry of a church library has a different impact on individuals at different times in their lives. Sometimes it is easier for us to deal with the written word than the spoken. Sometimes the autonomy of a book is a welcome refuge. As with all ministry, there may be a need for confidentiality. The Pilgrim Library staff recognizes this as part of the library's mission and honors this principle.

The library continues to operate on the principle of the Church and Synagogue Library Association, "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." We can't help but conclude that the increased use is attributed to this complement of program that is now more visible in our beautiful new facility.

REPORT OF: BOARD OF CHRISTIAN OUTREACH
DAVID BENSON, CHAIR

The Board of Christian Outreach has budgetary and organizational responsibility for Pilgrim's outreach to others. The board is also responsible for interpreting the work of the wider United Church of Christ to our congregation, and for educating our membership about needs in our local and global community.

Pilgrim gives money to a number of worthy organizations, including Central Hillside United Ministries (CHUM), the Twin Ports Ministry to Seafarers, United Campus Ministry, the Arrowhead Council of Churches, United Theological Seminary, Northland College, and the Minnesota Conference New Church Development Fund.

At the 1990 Minnesota Conference gathering, Pilgrim received an award of a banner for our contributions to Our Church's Wider Mission (OCWM). The banner hangs in the sanctuary this year. We also received recognition at the April 20, 1991, Eastern Association Meeting.

Through the Special Community Needs budget, the Board of Christian Outreach tries to respond to needs in Duluth. The needs are much greater than our response, but in the past year, we have given money to the Soup Kitchen, the Jail Chaplaincy, Duluth Indian Church, the Pilgrim Refugee Committee, Habitat for Humanity, the Emergency Food Shelf, and the Women's Transitional Housing.

Using the Sunday morning "Moment(s) of Concern" and the Pilgrim News, the board has presented information about our ministry to others. That information came alive in two special visits by UCC missionaries this past year. In September, Karlyn and David Stephens from the Back Bay Mission in Biloxi, Mississippi, put on a shrimp boil along with an engaging presentation about their work. In March, Lorenzo and Amelita Genotiva of the Philippines spent a week with us as a part of their year-long trip through the Minnesota Conference. The Board of Christian Outreach organized their visits and contributed money to the Back Bay Mission and to the Genotivas' Visit Fund.

The members of the board worked especially hard this year on these projects, and on a concentrated effort to learn more about the groups we support in hopes of making better-informed decisions.

1990-1991 Board members: Harvey Anderson, David Benson, Dennis Falk, Amy Kurshoff, John Merrill, Joan Morrison, Dick Neumann, Hazel Niss, and Pat Rood.

REPORT OF: 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 smooth manner. The specific functions of the Diaconate tend to fall into any of three categories: (1) worship, (2) membership nurture, and (3) membership development.

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

After considerable discussion, the Diaconate decided to eliminate the PODs as an internal organizational scheme. In looking back over the year, elimination of PODs does not seem to have adversely affected the way the Diaconate functions.

On April 22 (1990) the Diaconate helped organize and bring the Readers' Theater Service to Pilgrim Church. This group from the Robbinsdale Church put on a wonderful and unique service as part of the regular Sunday morning worship.

Additional progress has also been made in the Diaconate's efforts to produce a pamphlet on Death and Dying to be made available to the congregation. It should be finalized soon.

We were pleased to welcome 48 new members into Pilgrim Church. On several occasions during the year new member orientations and new member receptions occurred. With respect to membership, the Diaconate currently is reviewing the membership list to identify those individuals who may have moved away, become inactive, or changed churches. This review of the membership is a Diaconate responsibility as outlined in the bylaws.

The Adult Fellowship group has had mixed response, but a Progressive Dinner, Game Evening, Movie Night, and Curling provided fun for participants.

The Diaconate has embarked on two rather ambitious projects that have not yet culminated but should enrich the life of our church considerably. One of these projects is to provide Pew Bibles in the sanctuary. The Diaconate already has received significant contributions earmarked for the purchase of these Pew Bibles, and is confident that by fall we will be able to purchase 130 Bibles for the pews. The second project the Diaconate has embarked upon is more ambitious: the establishment of a group of trained lay ministers who can help serve the congregation. Although we are in the very early stages of this project, the Diaconate is enthusiastic about how the establishment of a lay ministerial program could enhance the spiritual life at Pilgrim and contribute to membership nurture.

Finally, I would like to thank members of the Diaconate for all of the unheralded things they have done for the Diaconate and Pilgrim Church. To Ann Anderson, Huck Andresen, Kate Baldwin, Gloria Bouschor, Bob Eaton, Nancy Fitzgerald, Betsy Fochs-Hanlon, Marilyn Ibey, Dorothy Langager, Mary Lemke, Bob Lindquist, Rick Sailstad, Gene Shull, Kay Slack, and Jon Welles I extend a sincere thank you and my deep appreciation.

REPORT OF: BOARD OF TRUSTEES
ROBERT E. HELLER, CHAIR

The first item for this report is to express the board's thanks to Peter Bagley who as Treasurer of Pilgrim Church has done a terrific job keeping the board informed, offering many constructive suggestions and pointing us in the right direction.

The Board of Trustees is pleased to report that the church financial picture for 1990 was excellent. The expenditures were about \$11,000 less than budgeted, primarily due to savings as a result of the resignation of Emmajane Finney. Our final budget for 1991 is \$290,017, which is less than a one percent budget increase over 1990. The Stewardship Committee, co-chaired by Terry Falsani and Jon Welles, are to be thanked for their hard work and dedication in achieving a 2.3% increase in pledges for 1991! This situation does not mean that we should lose sight of the inflationary pressures that strain our budget.

Some notable events occurred during the past year. Through the generosity of many of our congregation, two new stops, a Positif Trompette and a Recit Diapason, were added to the organ. The board has authorized the purchase of a special book and cabinet for recognition of those who contributed funds for the organ construction. We should not forget John Dalton, whose initial bequest made the purchase of the organ easier.

A plaque was installed in recognition of the contribution of Margaret Mitchell to the remodeling of the chancel area in memory of her family.

A new duplicating machine (a Risograph) was purchased for the office. Also, electric heaters were purchased and installed in the second floor classrooms. At the suggestion of the fire marshall, panic bars have been placed at the appropriate exits.

Our thanks go to Suzy Britton who volunteered as our financial secretary during 1990. Keeping track of all pledges and Sunday offerings is a time-consuming and thankless task, especially with a congregation as large as ours. The Trustees have authorized the employment of a part-time staff person as church bookkeeper to perform these duties.

Members of the Board of Trustees are: Gordon Amundson, Jesse Bradley, Ruth Ann Eaton, Conrad Fredin, Richard Harkey, Triss Harwood, Robert E. Heller, Wallace Niss, Robert Reichert. All of these persons have contributed greatly to the board. Special thanks go to Mack Fredin who is finishing his sixth and final year (two years as secretary) on the board.

REPORT OF: HOSPITALITY COMMITTEE
LOIS HELLER, CHAIR

Many thanks to committee members for the past year: Betsy Brownell, Jody Glendenning, Phyllis Johnson, Helen Anne Kohlbry and Roy Magney. Each committee member was responsible for overseeing the hospitality activities of the church for two months of the year and for organizing the teams of church members assigned to those months. Our thanks also to all those who contributed of their time and talents (washing dishes, setting tables, making coffee, baking cookies, etc.,).

This year's activities mainly involved providing food and/or coordinating set-up and clean-up activities for a variety of church events including the Russian Dinner, September Brunch, Em Finney's farewell brunch, three organ recital receptions, a December picnic and Christmas potluck, a brunch for the Genotivas and our Annual Meeting dinner. In addition, several small group meals and gatherings as well as the coffee fellowship each Sunday were coordinated by committee members.

Special thanks to Betsy Brownell who inventoried and purchased supplies as needed, to Roy Magney, coordinator of the Sunday Coffee Fellowship, and to Phyllis Johnson, Funeral Reception Coordinator.

Suggestions for improving Pilgrim's hospitality efforts will be appreciated.

REPORT OF: PEACE & JUSTICE COMMITTEE
DALE BAKER, CHAIR

Members: Mary Austin, Judy Casserberg, Joan Setterlund, Sharon Kemp, Joe Leek, Bob Brenning, June Perry, Mary Van Evera and Dale Baker.

In its first full year as a committee, the Peace & Justice Committee began its programming with a retreat at the Van Evera's cabin on the Brule River. This proved to be the right location to set priorities for the year. After discussion about the many issues facing our society, the committee decided on Human Diversity as the theme for our 1990-1991 year, focusing its efforts on African Americans, Native Americans, and homosexuals.

Though unable to predict the Persian Gulf War, we brought this issue of concern to the congregation on a number of occasions. The committee sponsored a Lenten series on Native American Spirituality and developed four Adult Education classes during April on African American and Native American racism. The committee also worked with other churches in Duluth to co-sponsor a support group for Parents and Friends of Lesbians and Gays (PFLAG).

REPORT OF: MUSIC COMMITTEE
MICHAEL ZLONIS, CHAIR

Music continued to play an important role in the life of Pilgrim Church during the past year. Under the competent direction of Art Bumgardner, the choir enhanced our worship service throughout the year. The choir's three major presentations this year were Saint-Saens' "Christmas Oratorio," Roger T. Petrkich's Choral Variations on "Ah, Holy Jesus," and Mozart's "Vesperae Solennes de Confessore."

Norma Stevlingson's fine performance as organist was augmented by the addition of two new stops to the organ. We are planning to add additional stops to complete the organ in the near future.

The Pilgrim Organ Recital Series continued this year with three well-received concerts by David Craighead of the Eastman School of Music, Lawrence Archbold of Carleton College accompanied by the Gregorian Singers of the Twin Cities, and John Finney of Boston.

The handbell choir under the direction of Patrick McDonough was active throughout the year and performed in several services.

REPORT OF: PERSONNEL COMMITTEE
RICK SAILSTAD, CHAIR

The Personnel Committee, made up of Doug Britton, Kandi Garrison, Triss Harwood, Gale Kerns, Joan Morrison and Chair Rick Sailstad met throughout the year.

Responsibilities included interviewing each employee, recommending employee compensation to the Board of Trustees, evaluating and recommending changes to existing job descriptions, creating job descriptions for new positions, updating the policy manual, and acting as a sounding board for employee concerns and grievances.

With Em Finney's departure last fall, we participated in the search for an Interim Associate Minister, assisted in the writing of a job description for that position, recommended a compensation package, and helped write a contract between the Church and the Interim Associate Minister. During this same time, we conducted interviews of all employees, revised their job descriptions as needed, and recommended compensation for each employee.

In December, Andrew Kent, our custodian, left our employment and we needed to find a replacement. Again, we participated in the search for a custodian, updated the custodian's job description, recommended a compensation package, and helped write the final contract.

Just prior to spring, we assisted, in the same manner, the Trustees in filling of the new position of Bookkeeper.

Throughout the year, the committee met and had many long and thoughtful discussions in an attempt to complete a revision of the Church's employment policy manual. We finally can say that the task is completed. The final draft, which includes all up-to-date job descriptions, was presented to the Church council at their April meeting for their approval. We were able to put the new manual into a computer. As revisions become necessary, they will be easier to incorporate into the Church's manual.

The Personnel Committee had a busy year. Many thanks to the committee members who diligently showed up for the many scheduled and unscheduled meetings that were necessary.

REPORT OF: BROADBASE ORGANIZING PROJECT TASK FORCE
PATRICIA CLURE & JACKIE FALK, CO-CHAIRS

In 1990-1991 we saw the Broadbase Organizing Project move from a vision and hope to a well-defined structure and action-oriented body whose purpose is to help strengthen membership-based organizations, to build community across organizational lines, to effectively address community visions and concerns and to develop grassroots community leadership.

Pilgrim began participating with the planning and building of the project in the spring of 1990. Over the summer nine people met as a task force to prepare for the Outreach Listening process to be conducted in the fall. Twenty-three Pilgrims trained in September and conducted the outreach listening visits in September and October. Ninety-three visits were completed. A final report of affirmations and concerns for Pilgrim and our community learned in those interviews was written and is available at this meeting or through the church office.

In January of 1991 we made our formal financial one-year commitment to membership in the Broadbase Organizing Project along with 18 other churches, community groups and unions at the Issues Assembly. Four people: John Pegg, Jack Kemp, Jackie Falk and Patricia Clure were named to the Board of Directors as Pilgrim's representatives.

Seventeen members of Pilgrim attended the Issues Assembly at which the following areas of community concern were chosen for action: health care, affordable housing, and education/youth. A task force was formed to research each of these areas and develop a plan of action. The next step of the community-wide process will be a public meeting on May 13, 1991 to request specific action from officials responsible in each of these areas with the hope of change by fall of 1991.

In April the process was begun to recruit and prepare a Core Team at Pilgrim to continue the in-reach and out-reach process of the Broadbase Organizing Project.

REPORT OF: REFUGEE TASK FORCE
JACKIE ASCHENBRENNER

In early March of 1990, the Refugee Task Force held the first meeting at Pilgrim Church. Co-chairs were Carol Tierney and Sharon Kemp; nine other members headed committees on Housing, Translators, Home Furnishing, Food, Transportation, Budget and Finance, Clothing, and Applications/Paper Work.

In subsequent meetings a budget was presented, plans were made for a fund-raiser, and a family of seven Soviet adults from Tashkent were expected to arrive in four to six weeks.

On June 4, our Silent Auction and Russian Dinner filled Fellowship Hall with energetic bidders and enthusiastic eaters and our GLASTNOST GALA was a huge success, earning about \$2,000 for the project.

However, as spring turned into summer and summer into fall, no word was heard of our prospective family. Evidently they were lost in the refugee pipeline when the Bush administration revised its immigration procedures. Their names have not to this date turned up on any refugee lists, here or abroad.

At this time the Refugee Task Force is in limbo, awaiting word of a different Russian family that might need our aid or deciding on another on another type of sponsorship.

REPORT OF: STEWARDSHIP COMMITTEE
TERRY FALSANI AND JON WELLES, CO-CHAIRS

This year our Stewardship effort celebrated our greatest gift to each other--sharing this community of faith--with the theme of "Where your treasure is, there will your heart be." As in the past two years, church members and friends participated in the fundraising drive by passing our pledge packets "hand to hand" throughout our church family.

Our success was adequate; a total of 212 giving units pledged \$219,641.00 to support the operating budget of Pilgrim Church. A greater effort was made this year to acquaint church members and friends with the wide array of programs funded by our Stewardship Campaign. These eight program areas include: Ministry, Worship and Spiritual Life; Building, Maintenance and Office Staff; Christian Education; Music; Peace & Justice; Christian Outreach; and Friendship and Caring.

Two special services in October and November of 1990 focused on the theme of sharing our treasures. Special thanks to Laurel Erickson and Pearl Wilcox, who worked hard to provide an informative program and colorful banners for the memorable 1991 Stewardship Campaign kickoff. Special thanks, too, to Sheralyn Zlonis and Patti Clure whose terrific organizing and painstaking planning made our packet circles so successful. We are also very grateful to the 30+ conductors who gave their time to make sure our pledge packets made their way back to Pilgrim. Finally, we wish to recognize the efforts of Mary and Al Brain and Pat Welborn. Their prompt recording and counting of the pledges and records allowed us to keep accurate track of the status of our 1991 drive.

Finally, our gratitude to all of you who responded promptly and generously to the very real financial needs of our Pilgrim Church family. As we begin to look toward autumn, we welcome your suggestions, concerns and, of course, we invite you to join with us in our 1992 Stewardship effort.

Members of your Stewardship Committee:

Terry Falsani and Jon Welles, Co-chairs
Al and Mary Brain Patti Clure
Laurel Erickson Cliff Grindy
Robert Rhode Patrick Winke

Robert Eaton
Gerry Heller
Sheralyn Zlonis

REPORT OF: WOMEN'S FELLOWSHIP
LAURI CUSHING AND JUDY CASSERBERG, CO-CHAIRS

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

In addition to our monthly luncheons accompanied by an interesting program we planned and executed the church bazaar. The quilting and knitting groups provided crafts for the bazaar. The proceeds fund our extensive outreach budget. We provide clothing for Delmo and to the women in Transitional Housing. We drive for Meals-on-Wheels, mend clothing at the Northwood Children's Home and work at the Soup Kitchen. At Christmas we buy and deliver poinsettias for the homebound as well as provide wrapped gifts for the children of jail inmates.

Our SERRV Shop (Sales Exchange for Refugee Rehabilitation Vocations) had a banner year thanks to the congregation's enthusiastic support, approximately doubling sales and inventory from previous years. The Sunday before Christmas we capitalized on a Duluth News-Tribune article inviting the public to our Sunday sale and sold \$2,200 worth of goods. (Normal sales for this Sunday total \$600-\$800.) Merchandise sold during 1990-1991 amounted to \$9,668.00. Income this year was used to build inventory which is worth about \$6,360.00; cash on hand, \$799.00.

As we participate in these activities together we grow closer to each other and share in the satisfaction that comes from helping others.

WOMEN'S FELLOWSHIP OUTREACH BUDGET, 1990-1991

Pilgrim Church	\$1000	Church Women United	\$ 50
PCC Stephen Ministry	500	Aid to Victims of	
OGHS	400	Sexual Assault	200
Jail Chaplaincy	50.....	& Christmas Gifts	35
Union Gospel Mission	200.....	& Mission Christmas party	50
Church Women United	50	Women's Coalition	
YWCA-Kids' Corner	200	(Revolving Fund)	200
Valley Youth Center	100	Habitat for Humanity	200
Boys' & Girls' Club	100	Twin Ports Ministry	
Charles Hall Youth	100	CHUM Church Camperships	60
Sunburst Homes	100	Delmo Housing Corp.	150
Loaves & Fishes	100	All Nations Indian Church	200
Transitional Housing	100		

Total Cash Gifts amount to \$4,155. Clothing and other goods were given to Transitional Housing, Delmo and Goodwill.

RETIRING CHURCH OFFICERS

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We express our appreciation to all those whose terms have ended this past year:

Board of Christian Education:	Molly Britton, Jane Shull
Board of Christian Outreach:	none
Church Council:	Briar Andresen, Laurel Erickson
Delegates to Association/Conference Annual Meetings:	Bill and Mary Gemuenden, Bob Baldwin
Diaconate:	Gene Shull, Marilyn Ibey, Gloria Bouschor, Kay Slack
Hospitality:	Betsy Brownell, Phyllis Johnson
Music Committee:	Ted Harwood, Amy Downing
Nominating Committee:	Triss Harwood, Pat Labadie, Ruth Amundson
Peace & Justice Committee:	Joe Leek, Mary Van Evera
Personnel Committee:	Steve Seyfer
Trustees:	Conrad Fredin, Gordon Amundson

REPORT OF: NOMINATING COMMITTEE
PEG DOWNING AND TRISS HARWOOD, CO-CHAIRS

To fill these vacated positions, conforming to the Bylaws of Pilgrim Church, the Nominating Committee submits the following slate of nominees for officers, board and committee members, and delegates to the Eastern Association and Minnesota Conference Annual Meetings:

POSITION	CLASS OF:	
Treasurer	1994	Peter Bagley
Christian Education Board	1994	Robert Falsani
	1994	Linda Winke
	1994	Cheryl Krocak
	1994	Judy Kreag
Christian Outreach Board	1994	Harvey Anderson
	1994	Amy Kurshoff
	1994	Joan Morrison
Diaconate	1994	Charles Andresen
	1994	Jane Shull
	1994	Jane Nelson
	1994	Robert Lindquist
	1994	Peg Kirsch Lee
	1993*	Cyrus Brown
Trustees	1994	Robert E. Heller
	1994	Robert Reichert
	1994	Marjorie Whitney
	1993*	Gay Lynne Liebertz
Church Council at Large	1994	Beth Brown
	1994	Clyde Johnson
	1993*	Mary Gemuenden
Hospitality Committee	1994	Jody Glendenning
	1994	Michael Hillmeyer
	1992*	Pauline Schroeder
Music Committee	1994	Kim Keelor
	1994	John Morrison
Nominating Committee	1994	Gene Shull
	1994	Julie Johnson
	1994	Joyce Hidahl
Personnel Committee	1994	Kenneth Pride
	1992*	Gale Kerns
Peace & Justice Committee	1994	Melissa Britton
	1994	Judy Casserberg
	1994	Loren Erickson
Delegates to Association and Conference Annual Meetings	1992*	Mary Austin
	1992*	Judy Casserberg
	1992*	Clyde Johnson
(alternate)	1992*	Julie Johnson
	1992*	Gertrude Jacobson

*Delegates are elected to one-year terms; others are to fill out an existing three-year term.