



The ANNUAL REPORT for
April 1, 1993 through March 31, 1994
PILGRIM CONGREGATIONAL CHURCH
(A United Church of Christ)

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ANNUAL REPORT OF PILGRIM CONGREGATIONAL CHURCH
(A United Church of Christ in Duluth, Minnesota)

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PILGRIM CHURCH STAFF

Minister: John H. Kemp

Associate Minister: Jody Ondich

Office Manager: Yvonne Schmidt Music Director: Thomas A. Bumgardner

Custodian/Housekeeper: John Yukich Organist: Norma Stevlingson

Bookkeeper: Kristyn Hoffman Children's Music Director: Jane Nelson

Church School Coordinator: Karen Post

Office phone: 218/724-8503

Mission Statement of Pilgrim Congregational Church

We, the members of Pilgrim Congregational Church, seek to fulfill our mission as Christians to carry forward the purposes of God made known through the Scriptures and the Good News of Jesus Christ.

We shall

- Provide an environment in which the worship of God is our focus as we share our spiritual life with each other;
- Nurture and educate our children, youth, and adults to live out their Christian Faith in the world;
- Honor and celebrate the diversity of our ideas, talents, ages, and backgrounds as we respond to the call to be a caring, loving, community;
- Welcome our neighbors by providing hospitality and by sharing our resources and acts of love;
- Reach out to meet the needs of all God's people everywhere, as they are part of our family.

MODERATOR

Peggy Downing

The Church Council has had a busy year. We began by having a retreat in June at the Van Evera's cabin on the Brule. In addition to having a wonderful time, we also initiated the long range planning process. This began by appointing a long range planning committee, which will present a draft of a long range plan at the annual meeting in May. The committee has worked very hard and has solicited input from all Pilgrims in developing the plan. We hope to begin implementation during Pilgrim Rediscovery Month next September.

The Church Council also worked with the Stewardship Committee and the Trustees to develop a new approach both to the stewardship campaign and the development of a budget. At our November meeting we had the difficult task of balancing the budget, and everyone was able to work together to come up with a balanced, workable budget.

In addition to long range planning and increased involvement in the budgeting process, the Church Council has also agreed to coordinate the Bazaar in the future and to work with BOND to develop an organized attempt to listen to all members of Pilgrim.

This year has also seen the arrival of Jody Ondich, our new associate minister. With about six weeks of cramming she absorbed as much information about Pilgrim as she could before Jack went on sabbatical, and she filled both jobs admirably during his absence. We are looking forward to many more years with Jody and her many talents.

Jack was finally able to take his well deserved and long postponed sabbatical. It is good to have him back sharing his many varied experiences with us.

Pat Wellborn, our office manager for the past twelve years retired in the fall and has been ably replaced by Yvonne Schmidt, who was able to take over this complex job without missing a beat.

May next year at Pilgrim prove to be an even better one than this past year.

SENIOR MINISTER John H. Kemp

A year ago at this time the Search Committee was interviewing four excellent candidates to be our Associate Minister. Their unanimous choice, Jody Ondich, likewise was called by unanimous vote of the congregation in June. She began her ministry with us August 15, and her energy and deep love for the church has been contagious since day one! I am pleased to have Jody as a colleague and friend. I'm also grateful for the half-time interim ministry of Virginia Kennedy-Bergfalk, who served with us in 1993 through July, sharing with us her sensitive spiritual gifts. Pilgrim also has been blessed richly by the skills and gracious spirit of Yvonne Schmidt, our office manager since September.

Also a year ago, a committee under Pearl Fuller's leadership was working hard planning the ten day summer visit of twenty-one friends from our partner church, Central United Reformed Church in Bath, England. Many Pilgrims shared in the hospitality of this exchange visit, held biannually for many years.

My year was highlighted by a long-awaited sabbatical, two months in the fall and one in the winter. The variety of short-term events I chose both nourished and refreshed me. Several week-long conferences on the church and ministry offered fresh insights; my two weeks at the Quakers' Pendle Hill retreat center outside Philadelphia was a rich experience in that faith tradition; three weeks as a volunteer at Biloxi's Back Bay Mission allowed me to share in the life of one of our UCC's fine homeland ministries. (Many of us heard about it through their shrimp boil which we hosted a few years ago.) During the sabbatical, Jody Ondich and our lay leaders gave us leadership in ways we all appreciate!

My report a year ago spoke of the Council's beginning a planning process. In the past year our excellent Long Range Planning Committee has carried out that process creatively and energetically. Their report to us this Annual Meeting offers a strong sense of direction as we move toward the 21st century.

Our worship life is enriched by Pilgrims of all ages! We have enjoyed the increasing participation of our children in music led by Jane Nelson. Our choir continues its fine tradition of sacred music. We continue to search for ways to include a wider variety of music, including contemporary hymns (as in the service led by our Peace and Justice Committee in January). We welcomed several pulpit guests during the year: our own Mary Van Evera (on Laity Sunday, June 13); Susan Henderson (August 8), new pastor of Central United Reformed Church in Bath, England; Ty Schroyer (October 24), Director, Domestic Abuse Intervention Project; Judy Megankia (November 11), Regional Coordinator, Kerygma Bible Study; Brooks Anderson (January 16), Pastor, Immanuel Lutheran Church, Proctor; Armin Schmidt (March 13), Executive Director, UCC Council for American Indian Ministries.

Beyond Pilgrim, I chair United Seminary's Continuing Education Advisory Committee, Co-Direct the Eastern Association UCC Make a Difference Endowment Campaign, and serve on the Arrowhead Interfaith Council and BOND Boards. Also in our Pilgrim family, Judy Casserberg was a delegate to last summer's UCC General Synod and serves on the Conference Annual Meeting Planning Committee; Quentin Roth and Jim Orman attended Synod as Minnesota youth delegates; Clyde Johnson serves on the Eastern Association Council and Mary Austin on the Minnesota Commission for United Ministries in Higher Education and as Minnesota Conference Peace and Justice Network Coordinator. Last summer Jody Ondich

completed a term on the UCC Executive Council. In community ministries, Dennis Falk serves on the Boards of United Campus Ministry and Habitat for Humanity; Jackie Falk was Treasurer of BOND; Steve Cushing and Kristyn Hoffman are on CHUM's Executive Committee, Kris as Treasurer. On April 23rd, Pilgrim hosted some 200 delegates to the UCC Eastern Association's Annual Meeting. In these ways many Pilgrims serve the church beyond our congregation.

In the coming year I look forward to the implementation of our planning goals and objectives, to new members becoming involved in our life, to more opportunities to build relationships and community in our church life. As always, pastoral care remains a priority in ministry as does the leadership of worship that offers meaning to as many Pilgrims as possible.

May God be with us all as we serve in ministry together.

MINISTERS' STATISTICAL REPORT

(* indicates church member; JK indicates Jack Kemp; JO indicates Jody Ondich; VKB indicates Virginia Kennedy-Bergfalk))

Marriages performed by the ministry of and/or at this church,

(4)

April 1, 1993 - March 31, 1994 (officiant indicated):

July 3	Scott Kimbell and Crystal Landry (VKB)
August 14	William Martz and LaDonna Martinez [JK - at United Protestant Church of Morgan Park (UCC)]
September 11	Howard Bell and Katherine Kostamo (JK)
October 2	Robert Dunsmore and Margaret Zimmer (JK)

Baptisms performed by the ministry of this church, April 1, 1993-March 31, 1994:

(7)

August 8	Ian Fifield, son of Dario Borim and *Ann Fifield-Borim (JK)
November 7	Nicole Elizabeth, daughter of Damian and *DeAnne Westermann (JO)
December 26	Alexander Ryan, son of Raymond Schwengler and Ruth Anne Johnson (JO)
	Simon Bouyea, son of Michael and *Jeannette Lang (JO)
	Ethan Andrew, son of Michael and *Jeannette Lang (JO)
	Emma Rose, daughter of Michael and *Jeannette Land (JO)
February 6	Austin Robert, son of *Robert and *Pam Tyler (JO)

Funerals/Memorial Services led by the ministry of this church, April 1, 1993-March 31, 1994:

(7)

May 6	*Willis D. Wyard (died May 4) (JK)
July 15	*Robert L. Heller (died July 11) (JK)
September 17	*Dorothy Mae Fochs (died September 15) (JK)
December 21	*Harriet Starin Fredin (died December 18) (JK)
January 18	*Bernice Brickson (died January 14) (JO)
March 2	*Lynda Strickler Asplund (died February 27) (JK)
March 21	*Orien Patch (died March 17) (JK)

ASSOCIATE MINISTER

Jody Ondich

I am a strong believer in the phrase "time flies when you are having fun". Time has gone by at the speed of light this last few months, and yes, I am having fun!

It was a bit of a baptism by fire, getting settled here. I spent the first six weeks in Duluth gathering information from Jack, Peggy Downing, the search committee people, or the staff. When I wasn't doing that, I was trying to learn names, plan an installation, and get ready for solo work.

You are all a very gracious people, and have welcomed me quite generously. I am especially grateful for the name tags, as I struggled for weeks with names and faces. I still miss on occasion, but I think that I am getting there!

The fall and early winter went very well, with much of the credit going to the chairs and faithful members of the various committees, who got used to me saying, "What has been done? Does it work? What do you need from me?"! I especially want to thank Yvonne and John, without whom the time would have been much less successful! They are great people.

And now Jack and I are working together, and learning how we complement one another. We have divided up some of the committee work, so most of the groups see one or the other of us. We are sharing pastoral care and administrative work, but I am focusing on education, peace and justice, and stewardship for the time being.

Much of the youth work done this year has been with the confirmands, and in getting ready for a senior high workcamp. The junior high youth have had a few social gatherings, but that group needs a lot more time and attention in order to solidify into a regularly meeting youth fellowship. It takes time and a lot of energy to create youth fellowships that meet the needs of the people involved. Plan on getting involved in some way. There will continue to be information in the newsletter -- stay tuned. And notice the fine education -- birth to death -- that is happening around here.

The Stewardship Committee did an excellent, and very different from the usual, campaign this last year, and are in the throes of creating something even more concise and functional this year. There will be a questionnaire from them that I sincerely hope you will fill out. If Pilgrim is to stay both solvent and committed to ministry, we need your input.

The Peace and Justice Committee had a couple of very good events this last year, and has good ideas for the next. I especially enjoyed the worship around the Martin Luther King Junior holiday -- it really fed the spirit! Stay tuned for more from them this next year, too.

I am enjoying Duluth, I am loving the people of Pilgrim church. It feels like home, and that is very nice indeed. Thank you once again for your warm welcome and energizing spirit. May this next year together be as blessed and as creative as the last 9 months have been.

CLERK David Nelson

The reported active membership of Pilgrim Congregational Church
as of April 1, 1993

New members added during the year:

Confirmation

Kyle Anderson, Andrew Falk, Erin Johnson, Andrew Langager,
Gina Mikan, Eric Winke, Noah Zlonis

Reaffirmation of Faith

Greg Gilbert, Terese Tomanek

Transfer from Another Church

Jody Ondich, Cindy Harrison, Cary Gilbert

Total Additions

Members lost during the year:

Removed by Death

Willis Wyard, Robert I. Heller, Dorothy Mae Fochs,
Harriet Fredin, Bernice Brickson, Emmons Williams Collins,
Lynda Asplund, Orien Patch

Transfer to Another Church

John Glendenning, Jolanda Glendenning, William E. Clark

Inactive by Action of Diaconate

Joel Anderson, Jill Dalbaka, William Fride, Peter Mellin,
Joan Rich, Barbara Russ, Joyce Young, Paul Beaulieu,
Lisa Austin, Hal Bradley, Josiah Fuller, Patricia Isaacson,
Paul Kemp, James Knudson, Patricia Knudson, Burton Stevens,
Gloria Singer, Judith Thomas, Linda Johannah,
Bruce Hitzeman, Susan Hitzeman

Removed by Written Request by Action of the Diaconate

Christine Austin, Phil Garrison

Total Losses

TOTAL ACTIVE MEMBERSHIP AS OF MARCH 31, 1994:

BAPTISMS

7

WEDDINGS

3

(Adults 0, Children 7)

Since the May 12, 1993 Annual Meeting there have been two special meetings of the
congregation:

June 6, 1993

December 12, 1993

To consider the call of Jody Ondich as Associate Minister

To vote on the 1994 Church Budget

CHRISTIAN EDUCATION BOARD Barb Watry

The 1993-94 year has been interesting and exciting for the Board of Christian Education. We would first like to welcome Jody aboard as our Associate Minister. Her positive influence and outlook, along with her boundless energy and dynamite ideas, have helped make this board a pleasure to be involved with.

Vacation Church School was held in July and featured a "Peace Camp" theme. The turnout was small but enthusiastic, and the children enjoyed the many activities that were held. The highlights of the week included children interviewing some senior members of our congregation about their lives and adventures as youths, as well as the day spent learning more about the Native American culture and making their own dream catchers. The board appreciates the efforts of all who made this a success, with special thanks to Joan Semenchuk and Virginia Kennedy-Bergfalk for organizing the week.

"The Whole People of God" curriculum has been used in the Sunday School program again this year, and the response again is very favorable from both teachers and students. Having added Karen Post as our Sunday School Coordinator and Jane Nelson as our Children's Music Director is tremendous for our program. The children have shared many of their songs with us during worship, and have been flourishing under Jane's guidance. A wonderful Christmas pageant was held in December. Special thanks to Dawn Silvestrini and Deb Wagner for all of their hard work in organizing the pageant. Church School Sunday will be held on May 22.

The Youth program has been having a busy year. This year our Confirmation program has changed from a one-year to a two-year program to include both 8th and 9th graders. Many youth activities have been held, including the Halloween Carnival, bowling events, and meetings. But the primary focus this year has been in fundraising for the upcoming trip to participate in a Habitat for Humanity work camp in New Orleans. Cookies have been baked, meals made, and shares of stock sold so that the youth can attend this work camp. All of the parents of youth should be commended for their encouragement and support of this project.

The Adult Education programs were fewer in number this year, but the ones that were held were excellent. They covered a variety of subjects including school issues, health care, and domestic violence. An exciting program was initiated entitled Kerygma, a Bible study course led by Jackie Falk on Sunday mornings before worship with (24?) enthusiastic participants.

CHURCH SCHOOL COORDINATOR

Karen Post

I am now completing my second year as Church School Coordinator. This year I also volunteered as a teacher in the 1st and 2nd grade class. I had planned on teaching for only one unit but I found it so enjoyable that I stayed with it for the whole year.

Teaching a class allowed me to gain some hands-on experience with our curriculum, "The Whole People of God." This was our second year using it and materials for next year have already been ordered.

Our Church School year began in July with a Peace Camp. Joan Semenchuk and Virginia Kennedy-Bergfalk headed up the coordination and many adults pitched in to help with teaching music, snacks, and guest speakers. The children learned how to interact peacefully and respect others.

Church School itself began on September 12. We have about 65 registered students with an average attendance of about 45 children. A change in grading structure will allow each group of children to stay together for most of their church school years. For example the current 1st and 2nd grade will become a 2nd and 3rd next year and a 3rd and 4th the following year. It is hoped this will develop better group cohesiveness and lead to a stronger youth group.

The annual UNICEF Carnival was held once again at Halloween. Our youth raised \$124 at the carnival and an additional \$29 was collected by children trick-or-treating for UNICEF.

Our Church School children also became more involved with Stewardship this year. The children drew pictures depicting what church means to them, these were made into buttons and passed out to the congregation for Stewardship kick-off on October 31.

Our Christmas season began with the annual Advent workshop coordinated this year by Barb Watry. A fun event where families can really work together to get into the Christmas spirit.

The Christmas program this year was coordinated by Jody Ondich, Deb Wagner, and Dawn Silvestrini. The children told the Christmas story using a variety of new songs and old favorites.

We have been privileged to hear our young people sing on many occasions this year. Under the direction of Jane Nelson, the children's singing has really developed. There are plans for perhaps starting a youth choir next year.

Easter again had the children searching for their own special egg. It is fun to see all the children in their fine Easter clothes rushing madly about in search of the true meaning of Easter!

The Church School held its annual Open House on May 1st, this year we coordinated it with a Christian Board of Publication book fair. An opportunity for the parents to meet the teachers, see the classrooms and purchase some fine books.

The Church School year ends on May 22 with Church School Sunday. This year a short musical is being planned followed by the annual planting of the flower bed out front.

I have enjoyed again my journey with you. It is a journey of hope for the future as I watch our young people grow in faith in a caring community.

Thanks to all the teachers and others who work so hard to give our children that chance. God bless. Our teachers this year: Jane Nelson (Music); Mary Jo Drilling & Bonnie Matuseski (Nursery Coordinators); Pam Tyler, Sara Lounsbury, Bonnie Matuseski, & Becca Lindquist (3 & 4 yr. olds); Allison Fochs, Lynda Parella, Vicki Farrar, & Missy Britton (PreK & Kindergarten); Karen Post (1st & 2nd grade); Dawn Silvestrini, Dorothy Langager, Barb Watry, Joyce Hidahl, & Bill Johnson (3rd & 4th grade); Deb Eberhart-Roth (5th & 6th grade); Bob Falsani & Kerry Hanlon (7th grade); Joan Semenchuk, Lynda Parella, Jeannette Lang, David Nelson, & Barb Watry (Substitutes).

CHRISTIAN OUTREACH BOARD John Merrill

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.

Nationally and internationally, Pilgrim continued its strong commitment to Our Church's Wider Mission (OCWM). These contributions help provide direct assistance to those in need around the world. Over 60% of our Basic Support remains in our Minnesota Conference to support ministries in our own state (including Duluth) and provide services to our churches.

Pilgrim continued its support of Central Hillside United Ministries (CHUM), the Twin Ports Ministry to Seafarers, United Campus Ministry, the Arrowhead Council of Churches, United Theological Seminary and Northland College.

Through the special community needs budget, the Board of Christian Outreach tries to respond to needs in Duluth. Our emphasis has been on supporting those organizations that rely on contributions from churches. Due to budget reductions the Board forwarded recommendations for funding local organizations to the Pilgrim Fund Distribution Committee. This resulted in the following local organizations being funded:

Juvenile Center Chaplaincy A.C.C.	\$1,500
Women's Transitional Housing Coalition	\$2,000
Damiano Soup Kitchen	\$1,000
Loaves and Fishes	\$2,000
CHUM Church	\$1,000
CHUM Summer Center	\$1,000
MN. Conference Pilgrim Point	\$3,000
Aid to Victims of Sexual Assault	\$1,000
United Campus Ministry	\$1,000

Using the Sunday morning **Moment of Concern** and the **PILGRIM NEWS**, the board has presented information about our ministry to others. We believe it is important for the congregation to be informed about the many outreach opportunities available to Pilgrims.

1993 special all-church offerings in 1993:

One Great Hour of Sharing	\$2,326*
Neighbors in Need	\$ 681
Strengthen the Church	\$ 259
Emergency Food Shelf (Thanksgiving)	\$ 677
Christmas Fund/Veterans of the Cross	\$1,491
Just Peace Appeal	\$ 665**

*includes \$400 contribution from Women's Fellowship SERRV earnings.

**25% of this offering was retained for use by Pilgrim Peace & Justice Committee.

1993-1994 members of the Board of Christian Outreach: Rick Agar, Harvey Anderson, Nancy Burns, Jane Erjavec, Dennis Falk, John Merrill, Joan Morrison, and Patricia Rood.

DIACONATE Kate Baldwin and Bob Lindquist, Co-Chairs

The Diaconate is a Board of Pilgrim Congregational Church that has 15 lay members. This year's membership included Huck Andresen, Kate Baldwin, Cy Brown, Paul Cutler, Betsy Fochs-Hanlon, Bill Johnson, Peg Kirsch-Lee, Bob Lindquist, Bill Mickelsen, Jane Nelson, John Clark Pegg, Jack Setterlund, Jane Shull, and Pam Tyler. Harriet Fredin served with us for five months. Steve Watry joined the roster in January.

The Diaconate is responsible for providing lay leadership for the spiritual activities of the church. In addition, the Diaconate sees that the routine functions of worship proceed in a smooth manner. The special functions of the Diaconate fall into three general categories: worship, membership nurture, and membership development.

The Stephen Ministry, begun in 1992, continues to be a strong program of the Diaconate. Pilgrim's membership receives ongoing care from a team of competent Stephen Ministers. The Diaconate appreciates the many hours that these people have donated to others. In the late Spring of 1993 a committee was formed to recruit a new Stephen Leader. The search conducted at that time was not able to find a candidate. In September at the request of the Stephen Leaders the Diaconate called a new committee. Bill Mickelsen, Jane Shull, John Clark Pegg and Kate Baldwin met with Mary Lemke and Gertrude Jacobson to write a policy book for Stephen Ministry at Pilgrim Church. This document is designed to facilitate communication, to clarify budget issues and to ensure a smooth transition of leadership. The final paper was adopted in January and will help the Diaconate as we search for a new Stephen Leader. A heartfelt thank you to Mary Lemke for three years of intensive service as a Stephen Leader. Mary resigned from the Program on April 30th to pursue her many other interests.

The Diaconate worked hard in October on its budget request. Our Church's new stewardship process requires each board to take an in-depth look at its expenditures. In an effort to cut our budget by 25% the following reductions were made: individual subscriptions to MN Conference Newsletter Voyager were canceled for our next subscription reorder, pre-printed bulletin covers were eliminated with our next reorder in June, our advertising budget was cut by \$350 and the Stephen Ministry budget was cut by \$100. It is our hope that these items can be reinstated in the future.

The biennial review of the membership rolls were completed in 1993. Letters were mailed to 22 persons; all were placed on the inactive roll.

Adult Fellowship seems to have two reliable well attended events. Our second annual Murder Mystery party was held in November at the home of Peggy and Steve Downing. almost 40 people, dressed in the style of 1930's movie celebrities, came for a wonderful evening of food, fun, and frolic. In case you haven't heard, Jane Shull's character did it! The other extremely popular event, the Progressive Dinner was held April 16th in the homes of Gerry Heller, Dave and Peg Kirsch-Lee and Jack and Sharon Kemp. A big thank you from all who attended. A Dukes baseball game was our summer gathering spot. 35-40 people boarded a bus last August to attend an evening game. We all had a swell time and came home with a souvenir glove!

The Diaconate served its usual delicious brunch during Pilgrim Rediscovery Month last September. I wish to personally thank all the Deacons for their outstanding effort and dedication. Worship and Fellowship all operate smoothly and successfully because of the commitment of all members of the Diaconate.

BOARD OF TRUSTEES

Robert Relchert

The Board of Trustees are generally responsible for maintenance of church property and matters of finance and budget. This was a good year in all of these areas of Trustee concern.

A new budget and fund-raising process was initiated. The result was a balanced budget that was adopted by the congregation prior to the beginning of the 1994 fiscal year. This significant accomplishment was achieved through commitment and hard work of many people.

Early in the process, the Trustees established goals for increased pledging and budget reductions. A new stewardship committee chaired by Pat Rood and Patricia Clure, along with a commitment of the entire congregation exceeded the fund-raising goal. All of the boards and committees responded to the need for budget reduction.

The church has significant financial assets primarily in the Second Century, Parsonage and Pilgrim Funds. The first distribution from the Pilgrim Fund was made during the past year, and a distribution for the current year has been authorized. Trustees are responsible for overall management of these funds. Daily management was transferred from Norwest Bank Trust Department to Putnam Mutual Funds held at Paine-Webber.

Several building projects were undertaken to maintain the church property in good condition. This work included painting exterior wood, including windows and doors, roof repair, disconnecting roof drains from the sanitary sewer, and reconnecting to the city storm drain, recarpeting the nursery and crib room, and entrance floor mats. Other work that is planned or underway includes a barrier-free restroom on the first floor, improvements to the parlor, Salter Hall and the main kitchen, a new phone system, and sidewalk repair on Twenty-third Avenue East. Also, the kitchen is now being inspected and licensed annually by the County Health Department. Funds for the improvements have come from a variety of sources, including bequests from Helen G. Ramshaw and Caroline Marshall, a distribution from the Pilgrim Fund, memorials, and personal contributions.

I want to thank the Stewardship Committee, all of the Boards and Committees, and the entire congregation for the excellent response to the need to produce a balanced budget in a timely manner. Peter Bagley has done an outstanding job as Treasurer for the past four years. His work has been greatly appreciated by the Trustees.

I have appreciated the opportunity and challenge of serving as Chair of the Trustees for the past year. I also want to thank Bob Heller who preceded me as Chair of the Trustees for all of his hard work as both Bob and I complete our terms on the Board.

Other members of the Board of Trustees are: Jesse Bradley, Doug Britton, Patricia Clure, Triss Harwood, Gay Lynne Liebertz, Rick Sailstad, and Marge Whitney. My thanks to all for your dedication, hard work and a good year.

TREASURER

Peter Bagley

Income Statement for period ending March 31, 1994

<u>Revenue</u>	<u>Receipts to 3/31/93</u>	<u>1993 budget to 3/31/93</u>
Pledges	\$60,134.46	\$ 90,000.00
Offerings	\$ 2,280.15	\$ 1,625.01
Miscellaneous Income	\$ 0.00	\$ 1,000.00
Church Use	\$ 2,592.00	\$ 2,625.00
Interest Income	\$ 707.65	\$ 375.00
Outside Trust Income	\$ 1,848.29	\$ 7,974.99
Parsonage Fund Income	\$ 1,084.30	\$ 1,250.01
Second Century Income	\$ 6,533.45	\$ 6,735.51
Total Revenues	\$75,180.30	\$111,585.52
<u>Expenses</u>	<u>Expenses to 3/31/93</u>	<u>1993 budget to 3/31/93</u>
Outreach-OCWM	\$ 7,500.00	\$ 7,500.00
Outreach-Special Needs	\$ 100.00	\$ 0.00
Outreach-Designated	\$ 0.00	\$ 1,425.00
Total Outreach	\$ 7,600.00	\$ 8,925.00
Music-Supplies	\$ 103.71	\$ 50.01
Music-Maintenance	\$ 98.95	\$ 125.01
Total Music	\$ 202.66	\$ 175.02
Deacons-Stephen Ministry	\$ 442.40	\$ 99.99
Deacons-General Expense	\$ 70.55	\$ 368.76
Deacons-Literature	\$ 27.00	\$ 37.50
Deacons-Special Expenses	\$ 50.00	\$ 50.01
Total Deacons	\$ 589.95	\$ 556.26
Christian Ed-Library	\$ 50.95	\$ 137.49
Christian Ed-Curriculum	\$ 241.00	\$ 324.99
Christian Ed-Supplies	\$ 51.77	\$ 137.49
Christian Ed-Programs	\$ 467.24	\$ 474.99
Total Christian Education	\$ 810.96	\$ 1,074.96
Special BOND	\$ 1.30	\$ 237.51
Special-Peace & Justice	\$ 5.60	\$ 0.00
Special - Per Capita	\$ 1,442.25	\$ 0.00
Special-Hospitality	\$ 110.13	\$ 200.01
Total Special Programs	\$ 1,559.28	\$ 437.52
Building-Supplies	\$ 552.35	\$ 324.99
Building-General Repairs	\$ 784.56	\$ 300.00
Building-Utilities	\$ 9,635.60	\$ 8,900.00
Building-Insurance	\$ 4,576.00	\$ 4,000.00
Building-Major Repairs	(\$ 718.00)	\$ 624.99
Building-Reserves	\$ 0.00	\$ 0.00
Total Building	\$ 14,830.51	\$ 14,149.98
Office-General Expenses	\$ 322.52	\$ 712.50
Office-Postage	\$ 329.00	\$ 462.51
Office-Equip./Maintenance	\$ 40.75	\$ 275.01
Total Office	\$ 692.27	\$ 1,450.02

<u>Expenses</u>	<u>Expenses to 3/31/93</u>	<u>1993 budget to 3/31/93</u>
Salary-Ministers	\$12,735.52	\$ 12,785.49
Salary-Housing	\$ 7,800.00	\$ 7,800.00
Salary-Minis' Soc. Sec.	\$ 1,574.76	\$ 1,626.00
Salary-General Staff	\$10,491.98	\$ 10,419.99
Salary-Worship Staff	\$ 4,736.62	\$ 4,329.51
Total Staff	\$37,338.95	\$ 36,960.99
Benefits-Church FICA	\$ 1,128.11	\$ 1,115.25
Benefits-Medical Expense	\$ 9,054.00	\$ 9,054.00
Benefits-Annuity	\$ 7,521.58	\$ 7,523.00
Benefits-Disability	\$ 501.69	\$ 509.00
Total Benefits	\$18,205.38	\$ 18,201.25
Expense-Worker's Comp.	\$ 0.00	\$ 375.00
Expense-Travel	\$ 624.10	\$ 750.00
Expense-Professional	\$ 222.21	\$ 350.01
Expense-Continuing Ed.	\$ 304.00	\$ 350.01
Expense-Search Committee	\$ 0.00	\$ 0.00
Expense-Sabbatical	\$ 0.00	\$ 0.00
Total Staff Expenses	\$ 1,150.31	\$ 1,825.02
Miscellaneous	\$ 82.94	\$ 99.99
Total Expenses	\$83,063.21	\$ 83,856.01
Net Income	<u>(\$ 7,882.91)</u>	<u>\$ 27,729.51</u>

BALANCE SHEET AS OF MARCH 31, 1994

<u>Assets</u>		
Liquid Assets		
Petty Cash	\$ 35.00	
Office Checking Account	\$ 525.00	
Cash in Checking	\$ 12,389.13	
Trust Income Due	\$ 0.00	
Money Market Account	\$ 66,459.57	
Total Liquid Assets		\$ 79,408.70
Trust Assets		
Parsonage Fund Principal	\$ 64,000.00	
Parsonage Fund Accrued	\$ 1,055.84	
2nd Century Fund Principal	\$ 384,940.44	
2nd Century Fund Accrued	\$ 22,534.00	
Pilgrim Fund Principal	\$ 632,196.19	
Pilgrim Fund 1993	\$ 15,000.00	
Total Fixed Assets		\$1,119,726.47
Total Assets		<u>\$1,199,135.17</u>
<u>Liabilities and Capital</u>		
Liabilities		
Designated Payable	\$ 14,922.70	
Bath Visit Fund	\$ 376.56	
Cont. Ed. (Sr. Min)	\$ 0.00	
Educational Scholarship	\$ 4,174.77	
Emergency-Disc. Fund	\$ 100.00	
Handbell Fund	\$ 882.50	
Martha's Kitchen	\$ 1,000.00	
Music-Commissioned	\$ 787.17	
Music-Memorial Fund	\$ 198.66	

31/93

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Pew Bible Fund	\$ 0.00
Milton Prince Fund	\$ 3,000.00
Sabbatical Fund	\$ 351.98
Habitat Work Camp	\$ 100.17
Other	\$ 3,950.89
Refugee Fund	\$ 2,399.14
Building Fund Accrued	\$ 8,609.04
Flower Fund Accrued	\$ 463.03
Hospitality Fund Accrued	\$ 2,322.60
Just Peace Fund Accrued	\$ 444.55
Memorial Fund Accrued	\$ 9,576.55
Marshall Legacy	\$ 15,000.00
Outreach	\$ 1,100.00
Ramshaw Legacy	\$ 3,690.14
Organ Recital Fund Accrued	\$ 3,704.57
Stephen Ministry Fund Accrued	\$ 3,970.66

Total Liabilities

\$ 66,202.98

Capital

Capital gifts	\$1,140,815.10
Prepaid Pledges	\$ 0.00
Retained Earnings	\$ 0.00
Net Income	(\$ 7,882.91)

Total Capital

\$1,132,932.19

Total Liabilities & Capital

\$1,199,135.17

Income Statement for period ending December 31, 1993

<u>Revenue</u>	<u>1993 Receipts</u>	<u>1993 Budget</u>
Pledges	\$ 200,021.47	\$ 194,503.00
Offerings	\$ 6,801.29	\$ 6,600.00
Miscellaneous Income	\$ 3,183.12	\$ 2,700.00
Church Use	\$ 12,239.72	\$ 8,900.00
Interest Income	\$ 2,126.85	\$ 1,300.00
Outside Trust Income	\$ 35,418.17	\$ 21,900.00
Parsonage Fund Income	\$ 4,664.66	\$ 5,500.00
Second Century Income	\$ 20,583.80	\$ 22,000.00
Total Revenues	\$ 285,039.08	\$ 263,403.00
<u>Expenses</u>	<u>1993 Expenses</u>	<u>1993 Budget</u>
Outreach-OCWM	\$ 35,710.00	\$ 35,710.00
Outreach-Special Needs	\$ 2,000.00	\$ 2,000.00
Outreach-Designated	\$ 6,750.00	\$ 6,750.00
Total Outreach	\$ 44,460.00	\$ 44,460.00
Music-Supplies	\$ 104.85	\$ 450.00
Music-Maintenance	\$ (200.50)	\$ 500.00
Total Music	\$ (95.65)	\$ 950.00
Deacons-Stephen Ministry	\$ 1,148.72	\$ 1,700.00
Deacons-General Expense	\$ 1,127.92	\$ 1,950.00
Deacons-Literature	\$ 344.50	\$ 450.00
Deacons-Special Expenses	\$ 242.80	\$ 200.00
Total Deacons	\$ 2,863.94	\$ 4,300.00

<u>Expenses</u>	<u>1993 Expenses</u>	<u>1993 Budget</u>
Christian Ed-Library	\$ 531.37	\$ 650.00
Christian Ed-Curriculum	\$ 580.94	\$ 1,400.00
Christian Ed-Supplies	\$ 697.72	\$ 850.00
Christian Ed-Programs	\$ 1,746.27	\$ 1,750.00
Total Christian Education	\$ 3,556.30	\$ 4,650.00
Special-BOND	\$ 1,250.00	\$ 1,250.00
Special-Delegate Expense	\$ 40.00	\$ 75.00
Special-per Capita	\$ 1,489.00	\$ 1,440.00
Special-Peace & Justice	\$ 75.00	\$ 200.00
Special-Hospitality	\$ 1,200.00	\$ 1,200.00
Total Special Programs	\$ 4,054.00	\$ 4,165.00
Building-Supplies	\$ 4,130.28	\$ 1,300.00
Building-General Repairs	\$ 1,374.49	\$ 1,500.00
Building-Utilities	\$ 19,752.88	\$ 20,400.00
Building-Insurance	\$ 7,405.78	\$ 8,000.00
Building-Major Repairs	\$ 3,378.83	\$ 5,000.00
Building-Reserves	\$ 2,499.96	\$ 2,500.00
Total Building	\$ 38,542.22	\$ 38,700.00
Office-General Expenses	\$ 3,560.81	\$ 2,550.00
Office-Postage	\$ 2,026.51	\$ 1,850.00
Office Equip./Maintenance	\$ 1,033.87	\$ 2,100.00
Total Office	\$ 6,621.19	\$ 6,500.00
Salary-Ministers	\$ 46,672.98	\$ 47,559.00
Salary-Housing	\$ 24,062.49	\$ 25,200.00
Salary-Minis' Soc. Sec.	\$ 5,921.93	\$ 5,566.00
Salary-General Staff	\$ 43,586.51	\$ 46,434.00
Salary-Worship Staff	\$ 16,719.05	\$ 18,267.00
Total Salaries	\$ 136,962.96	\$ 143,026.00
Benefits-Church FICA	\$ 4,576.47	\$ 4,812.00
Benefits-Medical Expense	\$ 15,591.85	\$ 15,585.00
Benefits-Annuity	\$ 13,764.11	\$ 13,915.00
Benefits-Disability	\$ 1,039.25	\$ 922.00
Total Benefits	\$ 34,971.68	\$ 35,234.00
Expense-Worker's Comp.	\$ 925.00	\$ 2,000.00
Expense-Travel	\$ 2,752.30	\$ 3,200.00
Expense-Professional	\$ 1,938.09	\$ 1,400.00
Expense-Continuing Ed	\$ 739.46	\$ 1,100.00
Expense-Search Committee	\$ 6,664.18	\$ 6,000.00
Expense-Sabbatical	\$ 600.00	\$ 600.00
Total Staff Expenses	\$ 13,619.03	\$ 14,300.00
Miscellaneous	\$ 504.80	\$ 500.00
Total Expenses	\$ 286,060.47	\$ 296,785.00
Net Income	(\$ 1,021.39)	(\$ 33,382.00)

BALANCE SHEET AS OF DECEMBER 31, 1993

Assets		
Liquid Assets		
Petty Cash	\$	35.00
Office Checking Account	\$	525.00
Cash in Checking	\$	57,401.70
Money Market Account	\$	63,751.05
Trust Income Due	\$	4,740.83
Total Liquid Assets		
Trust Assets		\$ 126,453.58
Parsonage Fund Principal	\$	64,000.00
Parsonage Fund Accrued	\$	4,027.22
2nd Century Fund Principal	\$	396,372.09
2nd Century Fund Accrued	\$	22,534.00
Pilgrim Fund Principal	\$	649,151.51
Pilgrim Fund 1993	\$	15,000.00
Total Fixed Assets		
Total Assets		<u>\$1,151,084.82</u>
Liabilities and Capital		<u>\$1,277,538.40</u>
Liabilities		
Designated Payable	\$	12,362.76
Bath Visit Fund	\$	376.56
Cont. Ed. (Sr. Min)	\$	0.00
Educational Scholarship	\$	4,174.77
Emergency Disc. Fund	\$	100.00
Handbell Fund	\$	882.50
Martha's Kitchen	\$	1,000.00
Music-Commissioned	\$	787.17
Music-Memorial Fund	\$	198.66
Pew Bible Fund	\$	0.00
Milton Prince Fund	\$	3,000.00
Sabbatical Fund	\$	351.98
Stephen Ministry Fund	\$	0.00
Habitat Work Camp	\$	100.17
Other	\$	1,390.95
Refugee Fund	\$	2,399.14
Building Fund Accrued	\$	8,609.04
Flower Fund Accrued	\$	373.03
Hospitality Fund Accrued	(\$	9.27)
Just Peace Fund Accrued	\$	519.55
Memorial Fund Accrued	\$	8,196.55
Marshall Legacy	\$	15,000.00
Outreach	\$	1,300.00
Ramshaw Legacy	\$	16,869.63
Organ Recital Fund Accrued	\$	2,136.65
Stephen Ministry Fund Accrued	\$	3,970.66
Total Liabilities		\$ 71,727.74
Capital		
Capital gifts	\$	1,151,704.83
Prepaid Pledges	\$	33,682.21
Retained Earnings	\$	21,445.01
Net Income	(\$	1,021.39)
Total Capital		<u>\$1,205,810.66</u>
Total Liabilities & Capital		<u>\$1,277,538.40</u>

1994 BUDGET INCOME PROJECTION for
PILGRIM CONGREGATIONAL CHURCH

<u>Area</u>	<u>1993</u>	<u>1994</u>
Pledges received	\$ 180,503*	\$ 198,000**
Anticipated additional 1993+ 1994* pledges	5,000	--
Late payment previous pledges	9,000	--
Non-pledged contributions	4,500	4,500
Plate offerings	2,000	2,000
Church School offerings	100	--
Building Use	8,900	10,500
Interest	1,300	1,500
Stephen Ministry Fund	1,700	--
Women's Fellowship	1,000	1,000
Parsonage Fund	5,500	5,000
Jenks Trust	8,900	8,900
W. Mitchell Trust	3,000	3,000
Whiteside Trust	10,000	20,000
2nd Century Fund	22,000	26,942
Budgeted surplus forward (1992)	3,100	--
Current Anticipated Income	\$266,503	\$281,342
From accumulated surpluses	<u>30,282</u>	<u>--</u>
Total projected income	\$296,785	\$281,342
<u>1993 Budget</u> - Current 1993 budget, as revised	\$296,785	
<u>1994 Budget</u>		\$281,342

* Received by 3/17/93

** Received by 11/22/93

12/1/93

1994 BUDGET (WITH COMPARISON)

Area	1993 final budget	1994 proposed budget
CHRISTIAN OUTREACH		
1. OCWM Basic Support	\$ 35,710	\$ 30,000
	(14.1%)	
2. United Campus Ministry	2,000	2,000-
3. United Theological Seminary	1,600	1,600-
4. Arrowhead Council/Churches	150	150-
5. Community Ministries	2,000	700-
6. Northland College	600	600-
7. Twin Ports Seafarers	1,000	1,000-
8. CHUM	1,100	1,100-
9. New Ch Dev. MN Conf @1.5mbr	300	300-
10. Peace & Justice	200	150

TOTAL

44,660 37,600(1,750)=
35,850

- BCO will decrease its budget \$1,750. They will reduce it themselves from the areas marked with the (-).

PASTORAL MINISTRY

1. Sr. Min. Salary/Housing	\$52,342	\$52,342
2. Sr. Min. Annuity	7,328	7,328
3. Sr. Min. Disability	523	523
4. Sr. Min. Medical Insurance	5,754	6,036
5. Sr. Min. Soc. Sec. Allowance	4,004	4,004
6. Sr. Min. travel allow.	1,600	1,500
7. Sr. Min. professional exp.	700	700
8. Sr. Min. continuing ed.	600	600
9. Sr. Min. Sabbatical Exp.	800	--
10. Assoc. Min. Salary/Housing	--	30,000
11. Assoc. Min. Annuity	--	4,200
12. Assoc. Min. Disability	--	315
13. Assoc. Min. Medical Insurance	--	6,036
14. Assoc. Min. Soc. Sec. Allow	--	2,500
15. Assoc. Min. travel allow.	1,600	1,500
16. Assoc. Min. professional exp.	700	700
17. Assoc. Min. continuing ed.	--	600
NOTE: Interim Min items and partial year assoc. min. items from 1993 deleted in 1994.	35,119	--

TOTAL

111,070 118,884

1994 BUDGET CONTINUED

Areas	1993 final budget	1994 proposed budget
SERVING OUR CONGREGATION		
1. Off. Mgr. salary	\$19,500	\$18,000
2. Off. Mgr. FICA	1,492	1,380
3. Off. Mgr. Medical Insurance	2,877	3,018
4. Off. Mgr. annuity	2,730	2,520
5. Off. Mgr. disability	195	180
6. Off Mgr. educational expense	200	200
7. Bookkeeper salary	3,328	3,328
8. Bookkeeper FICA	255	258
9. Off supp./bulletins/printg	2,550	2,500
10. New eqpt/eqpt maint/softw.	2,100	1,100
11. Postage	1,850	1,850
12. Diaconate Fund	1,600	1,475
(Diaconate/General)		
13. Worship leadership & prog. dev.	500	100
14. Stephen Ministry	1,700	400
15. Church Literature	125	150
16. Stew/plnd giving/off. env.	350	350
17. Hospitality expenses	1,200	800
18. Emergency Discret. Fund	200	100
TOTALS	\$41,552	\$37,709
MINISTRY OF MUSIC		
1. Music Director salary	\$ 6,107	\$ 6,107
2. Music Director FICA	467	467
3. Music Director educ. exp.	150	0
4. Organist salary	4,641	4,641
5. Organist FICA	355	355
6. Organist educ. exp	150	0
7. Choir stipends	5,820	5,670
8. Choir FICA	445	445
9. Summer organist	700	550
10. Sub organist spec. events	200	200
11. Instrumentalists' stipends	300	150
12. Sheet Music	450	200
13. Organ/piano maintenance	500	500
TOTALS	\$20,285	\$19,285

1994 BUDGET CONTINUED

Areas	1993 final budget	1994 proposed budget
OUR MINISTRY OF EDUCATION		
1. Church School Curriculum	\$ 1,200	\$ 1,200
2. Church School Supplies & AV/Eq.	650	450
3. Church School Coordinator	2,752	2,754
4. Church School Coordinator FICA	210	210
5. Children's Music	200	100
6. Children's Music Director	960	960
7. Children's Music Director FICA	73	73
8. Vacation Church School	200	100
9. Leadership Training	200	200
10. Confirmation	250	300
11. Jr. High Youth Worker	1,764	0
12. Jr. High Youth Worker FICA	140	0
13. Sr. High Youth Worker	840	0
14. Sr. High Youth Worker FICA	64	0
15. Youth Program - Jr., Sr., UCC	700	700
16. Intergenerational Activities	200	200
17. Adult Education	400	350
18. Kerygma	0	150
19. Church Library	650	550
<u>TOTALS</u>	11,453	8,295
OUR BUILDING MAINTENANCE		
1. Custodian salary	16,640	16,640
2. Custodian FICA	1,273	1,273
3. Custodian Health Insurance	2,877	3,018
4. Custodian Annuity	998	998
5. Custodial Vacation Coverage	500	0
6. Custodial Vac. Coverage FICA	38	0
7. Custodial Supplies	1,300	1,300
8. Equip. Maint./Trash Removal	1,500	1,200
Window-Carpet Cleaning		
9. Electricity/Water	7,300	7,300
10. Telephone	1,600	1,300
11. Fuel	11,500	13,500
12. Building Repairs	5,000	2,500
13. Insurance	10,000	9,500
14. Building Maintenance Reserve	2,500	0
<u>TOTAL</u>	63,026	58,529

1994 BUDGET CONTINUED

Areas	1993 final budget	1994 proposed budget
OTHER EXPENSES		
1. Per Capita Dues (640 @ 2.25)	1,440	1,440
2. <u>Voyager</u> - Conference paper	325	0
3. Delegates Expenses	75	0
4. BOND Project	1,250	950
5. Miscellaneous	500	400
<u>TOTAL</u>	3,590	2,790
TOTAL BUDGET	296,785	281,342

THE PILGRIM FUND

Julie Johnson

During 1993, The Pilgrim Fund was established as a fund under the direction and responsibility of the Board of trustees. The mission of this fund is to enhance the commitment of Pilgrim Church to the priorities of the congregation in its ministries to its membership and to the wider community. The annual distribution amount is between 5% and 10% of the principal and accumulated funds.

The Pilgrim Fund Distribution Committee consisted of seven members. They were Marjorie Whitney, Joel Labovitz, John Morrison, Roy Magney, Shirley Swain Lundberg, Robert Heller, and Julie Johnson. This committee developed an application form and advertised throughout the church for individuals or groups to submit projects for consideration.

Following two application rounds and much contemplation, the following projects were recommended for approval to the Church Council:

Organ Recital Series	\$ 1,000
Juvenile Center Chaplaincy A.C.C.	\$ 1,500
Women's Transitional Housing Coalition	\$ 2,000
Damiano Soup Kitchen	\$ 1,000
Loaves and Fishes	\$ 2,000
CHUM Church	\$ 1,000
CHUM Summer Center	\$ 1,000
MN Conference Pilgrim Point	\$ 3,000
Handicapped Accessible Bathroom	\$15,000
Aid to Victims of Sexual Assault	\$ 1,000
United Campus Ministry	<u>\$ 1,000</u>
Total	\$29,500

STEWARDSHIP COMMITTEE

Karl Honigman

Thanks to all who participated (pledged) and supported (worked hard) on our rejuvenated stewardship drive '1994 Campaign for Pilgrim' conducted in November 1993. Overall giving through pledges increased an average 8.6% with total pledges of \$198,513.

In last year's report, Robert E. Heller noted that, "It is apparent that the stewardship of the Church needs to be re-examined and rejuvenated if Pilgrim is to be able to meet its obligations in the future." To that end, an ad hoc committee on stewardship was formed in April 1993 facilitated by Kay Slack. The committee met two times in April and submitted eight recommendations to the Board of Trustees and the Church Council.

Marge Whitney, Chair of the Trustee's Finance Committee, formed the stewardship committee in June 1993. Members of the committee are Patricia Clure, Pat Rood, Karl Honigman, Carol Tierney and Cliff Grindy. The committee began meeting in July to prepare for the '94 campaign. Using the ad hoc committee's recommendations we developed a strategy for a successful campaign. Our strategy was to take the campaign to the Church leadership, boards and committees first and then to the general membership. Only one campaign would be run over one month taking the results as the 1994 budget cap. That is, the budget was to be finalized based on the results of the drive, not the other way around. The Trustees developed straightforward information about the Church finances and this became part of the campaign literature. We personalized the letters to members through the use of the office computer system and the most able help of Yvonne Schmidt, the Office Manager. And we followed up each pledge with a post card acknowledgment.

We could not have run a successful campaign without the involvement of the Church office. Yvonne prepared the materials, received the pledges and tabulated and reported the results. We also wish to thank others who supported the campaign: Mary Brain for preparing a list of potential givers; those who made follow up phone calls; those who prepared the celebration; the ministers for their wisdom and support; and those who provided the board and committee displays during the campaign.

The stewardship committee shall continue to refine its strategy to address the needs and concerns we became aware of during the campaign, so we can maintain a positive high quality campaign in 1994. We are also developing a long range plan to enable stewardship to work in concert with the church vision, mission, and long range plan.

Thanks again to all involved with the '94 campaign. We'll be back to you in the fall with the '95 drive.

HOSPITALITY

Susie Britton

As the time comes for most Pilgrim Boards and Committees to wind their year to a close, I wonder how many people realize that the Hospitality Committee continues to be responsible for events throughout the entire year. The Bath dinner last August, Organ concerts, the Christmas potluck, annual dinner, and several funeral receptions were just some of the events hosted. To all the people who helped with our activities, I would like to thank you. To those who were unable to "answer the call," I hope that perhaps next year you will be able to say yes.

Thanks to everyone on the committee this year: Jeanine Bjerkle, Bill Taylor, Mike Hillmeyer, Nancy Sailstad, and Pauline Schroeder. You have all been wonderful to work with. A special thank you to Pauline, who has spent countless hours taking inventory, making sure there is enough coffee, organizing the kitchens, setting up for funeral receptions, and, in fact, assuming responsibility for seven of the twelve months of funeral receptions.

Last, but not least, a big thank you to custodian John Yukich for all his setting up, cleaning up, polishing, and in general, just being there to pick up after all of us. Thanks John.

MUSIC COMMITTEE

Peg Johnson and Kathy Welles

The Music Committee again expresses its thanks and appreciation to Director of Music Art Bumgardner Organist Norma Stevlingson and our section leaders for their outstanding leadership. Art's report describing this year's activities follows.

The Committee struggled, as did all Pilgrims, with meeting budget constraints for next year, and we will be looking to new sources for funding the bulk of our sheet music and instrumentalists' stipends. We also will be calling for volunteers to provide music for our services this summer - please contact Art, a choir member or committee member if you would like to be part of the summer music ministry.

Last summer the Committee conducted a survey of the Congregation to discover what they like about what we have in place and what additions they would like to see to our current programs. Pilgrims strongly indicated that they would like to see the quality of our music program continue, but would also enjoy some occasional variety (spirituals, gospel, etc.) in music. In response to this and hand in hand with the Long Range Planning Committee, look for some new opportunities to be part of the music program to be coming next season.

Committee members include Kim Keelor, John Morrison, Bill Van Evera, Kathy Welles, Mike Zlonis, and Nancy Tubesing.

MUSIC DIRECTOR Art Bumgardner

The Pilgrim Choir continued its tradition of providing choral music for Sunday worship services and other special events during the last year. Daniel Moe's "Cantata of Peace for Choir, Organ, Trumpet, and Narrator" was performed in May. Norma Stevlingson performed the organ part, Earl Saleminck played the trumpet, and Jack Kemp served as narrator. In October, the Choir and Norma provided music for Jody Ondich's Installation Service. In December, Johann Christoph Bach's cantata "The Childhood of Christ" was performed by the Pilgrim Choir, Orchestra, and soloists. During the winter and spring, music was offered during the Maundy Thursday Tenebrae Service and the Good Friday Community Service held at Pilgrim.

The 1993-94 Pilgrim Organ Recital Series was highlighted by the return of Marie-Claire Alain for a recital on March 8. Other programs on this year's series included a duo recital by Norma Stevlingson and Daniel Jacckel in October and a recital by David Tryggstad in January.

PEACE AND JUSTICE

Del Johnson

This year the Peace and Justice Committee continued to work on its goal to promote, educate and lift up opportunities for peace and justice action.

In January the committee planned the service for Peace and Justice Sunday. The service included a guest speaker, multicultural readings and music, including a jazz pianist.

A three part inter-generational education series, "Good Touch, Bad Touch" was presented in February.

PERSONNEL COMMITTEE Bill Mickelsen

The Personnel Committee is composed of Dale Baker, Kenneth Pride, Doug Britton, Joan Morrison, Barb Watry, and Bill Mickelsen.

Our responsibilities include interviewing each employee twice each year, 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.

We said a reluctant good-by to Pat Welborn and worked with the Trustees to fill the vacancy in the office manager position last summer. We welcomed Yvonne Schmidt to that position.

The committee was in consultation with the search committee concerning the job description for the Associate Minister.

The members of the committee had meetings with each staff member to review their work. We regret that due to budget constraints we were unable to offer salary increases to the staff in 1994. For the same reason we determined that there was no funding for junior high or senior high youth workers in 1994.

The committee also worked with the Senior Minister as he developed his sabbatical plans.

The committee commends to the congregation the very competent staff of Pilgrim Church.

LONG RANGE PLANNING COMMITTEE Steve Downing

This is a summary of a much longer report that the Long Range Planning Committee has submitted to the Church Council for its consideration.

The Church Council, during a retreat held in the Summer of 1993, determined that there was a need for Pilgrim Congregational Church to develop a long range plan that would help guide the church in its decision making processes and serve to focus the church and its members on specific goals over the next five to seven years. The Council then identified seven individuals (Kate Baldwin, Nancy Burns, Steve Downing, Denny Falk, Clyde Johnson, Peg Johnson, and Joan Morrison) willing to serve on a Long Range Planning Committee. The charge to this committee and these individuals was to develop a Long Range Plan and present that plan to the Church Council for its consideration. The Church Council asked that the report be available for the Church Annual Meeting in May of 1994.

The Long Range Planning Committee tried very hard to listen and be open to the ideas and thoughts of all members of Pilgrim Church. Early in the process all of the various Church Boards were invited to submit to the committee their 'wish lists' of things they would like to see occur. Input from church members with respect to their long range hopes for Pilgrim was actively solicited throughout the planning process. An all church retreat was held on February 26, 1994 to help the committee identify those areas that would be particularly useful for Pilgrim to focus on. Using the input from the church membership at large, the various church boards, and an analysis of Pilgrim's strengths at the Long Range Planning Retreat, the Long Range Planning Committee recommends that the Church Council and Pilgrim Church seriously consider adopting the following four goals as the core components of any long range planning initiative that the Church Council and Pilgrim embark upon over the next 5-7 years:

1. Pilgrim Congregational Church will expand its outreach role in the community by developing concrete missional objectives and by visibly participating in selected community outreach activities.
2. Pilgrim Congregational Church will offer a wider variety of dynamic worship opportunities to praise God and to foster a sense of belonging to a community of faith. We will maintain the quality and enrich the variety of the music program.
3. Pilgrim Congregational Church will systematically maintain, enhance, and develop relational groups which enable members of the congregation to experience a sense of belonging.
4. Pilgrim Congregational Church will develop a plan to maintain and enhance the church building and its surrounding property to facilitate the congregation's mission and to improve the church's visibility.

At a mini-retreat held on April 10, 1994 the committee and individuals that had participated in the all church retreat worked on setting objectives for each goal. The outcome of the mini-retreat was the establishment of specific objectives that have measurable outcomes and defined target dates for objective fulfillment. By fulfilling the objectives within the stated time frame each of the 4 long range goals can be met.

Finally, the Long Range Planning Committee believes that the suggested goals and accompanying objectives clearly fall within the context of the Mission Statement of Pilgrim Congregational Church (see page 2 of this report) and, indeed, reflect the intent and spirit of that mission statement.

BOND

Patricia Clure and Jackie Falk

The purpose of BOND remains two-fold: first, strengthen community by strengthening member institutions internally; and second, to build community across organizational lines to effectively address community visions and concerns, thereby developing community leadership.

Our purposes and goals remain the same. We are getting a better picture of what addressing those needs looks like in Duluth as opposed to the higher level of immediate need in the inner city. Nick Smith, active in local and national economic development, shared his perceptions of some of Duluth's needs when speaking about economic development, and while his remarks were directed to that issue his ideas have broader application. He spoke of how the American Dream in a sense has become a nightmare for everyone. A nightmare for those who have not achieved it, because of what they are forced to do without, e.g. adequate health care. And a nightmare for those who have achieved it because of the burden it becomes to sustain it. As we at Pilgrim continue to define self-interest, perhaps the question is not "Of what are we deprived?" but rather "What burdens us?"

This month begins a Pilgrim-designed Outreach Listening Process that will bring a team of 8-10 listeners to listen to the congregation over the course of three years. What we learn in general terms we will take back to the Council who will determine what concerns might require action, then prioritize and delegate them.

Three task forces are active in the community:

The Health Care Task Force seeks stabilized funding for the highly successful Health Care Access office, formed over a year ago through the efforts of BOND.

The Housing Task Force has been working in alliance with the Homeless Organizing Project to convert Lakeside School into low and moderate income housing.

The newly-formed Economic Development Task Force is meeting with local independent banks to explore the creation of a locally-responsive, socially-responsible development fund through which we could obtain banking services and our money would stay in local use.

Due to Pilgrim's budget cuts, only part of our BOND dues were paid out of the budget. The BOND Core Team has committed to raise the balance of the dues by participating in the fall All-Church Bazaar. We will count on your support!

STEPHEN MINISTRY Mary Lemke and Gertrude Jacobson, Leaders

Stephen Ministers for all or part of this year included: Mardi Bagley, Kate Baldwin, Harriet Fredin, Gerry Heller, Dorothy Honigman, Roy Magney, Peg Mickelsen, and Charlie Nichol.

The Congregation has understood and accepted our program much better during the past year. Requests for care have come to us from Congregation members as well as from clergy. Favorable comments from care receivers about the nature and quality of care given by Stephen Ministers and Leaders have increased considerably as we've had opportunity to serve more people.

Mardi Bagley, Stephen Minister, gave a good summary when she commented that, "the number of hours we spend in Stephen Ministry is irrelevant compared to the amount of good we do." Keeping this in mind, we'll also share some statistics. From the beginning of our care-giving in May, 1992 to March, 1994, Stephen Ministers completed a total of 258 care-giving visits and 220 caring phone calls, amounting to a total of 308 hours of service. This is in addition to attending supervisory meetings twice a month after completion of training. In one year's time, our current group of 9 ministers and leaders will contribute more than 324 hours to peer supervision of care-giving assignments, and in related continuing education. With the exception of planned vacation time or absence due to major family emergencies, there has been a record of "perfect attendance" at all supervisory meetings and training sessions since the beginning of the program. This is a good testament to the high motivation of persons who chose to serve the Stephen Ministry program, and also underscores the value of both the initial training and on-going supervisory process.

The present strong demand for our service indicates the need to train an additional group of Stephen Ministers. Also, new leadership is called for, as this responsibility needs to be rotated and shared by more Church members to keep the program viable. Gert and Mary have recommended that the Church select two new Stephen Leaders to be trained this summer, to begin immediate service after completion of training. Mary Lemke, whose term as Stephen Leader was to have expired June, 1993, will terminate her services as Leader on April 30, 1994. Gert Jacobson, who stayed beyond her July, 1993 term of service, will finish her Leadership duties in September, 1994.

Funding for the program during 1993 was provided by gift funds. In 1994, money for Stephen Ministry was included in the Stewardship drive and has already been supplemented by more than \$270.00 in cash paid by Stephen Ministers and Stephen Leaders who contributed their own funds in support of continuing education opportunities.

The Stephen Ministers and Leaders are most grateful for the support and encouragement of the Congregation and the cooperation of the clergy. We especially thank Jack Kemp, who continues to give significant amounts of his time in support to Stephen Ministry, and exceptional caring attention to the pastoral care needs of all members of the Congregation. As a trained Stephen Leader, he has continued to be the key to the success of the program from its beginning to the present.

THE WOMEN'S FELLOWSHIP

Women's Fellowship Board Members

Pilgrim Women's Fellowship met four times during the 1993-1994 year.
The Programs:

- September 8: Jackie Falk and Patricia Clure served a delicious lunch featuring "a Healthier Way of Eating", which was the theme of their program.
October 23: Church Bazaar.
December 8: Christmas Luncheon. Bill Bastian and Christine Crockett presented a beautiful Christmas concert in the sanctuary.
March 2: Jody Ondich spoke on the history of the UCC and the forthcoming Make a Difference Capital Fund campaign.
April 27: Spring salad luncheon. Judy Kraeg told of her trip around Lake Superior and of the great restaurants along the way.

Clothing was again sent to Delmo Housing Corporation Thrift Shop in Lilbourn, Missouri

Women's Fellowship Outreach Budget, 1994 (proceeds from the Bazaar)

1.	Women	
	Program for Aid for Victims of Sexual Assault	\$100
	Women's Coalition (Revolving Loan Fund)	\$150
	Women's Transitional Housing	\$ 75
2.	Children and Teens - Local	
	Y.W.C.A.	\$150
	Boy's and Girl's Club	\$ 75
	Valley Youth Center	\$ 75
3.	Community	
	Union Gospel Mission (food)	\$125
	Habitat for Humanity	\$100
	Loaves and Fishes	\$100
4.	Pilgrim Congregational Church	<u>\$1,000</u>
	TOTAL	<u>\$1,950</u>

SERRV Special Gifts

OGHS	\$400
Life House	\$200
CHUM Church	\$200
TOTAL	<u>\$800</u>

Women's Fellowship Board Members:

Co-Presidents: Ellen Harkey, Janice Burgstahler, Gerry Heller, and Jean Dohm
Treasurer: Dorothy Honigman, and Mary Brain
Recording Secretary: Nancy Lee
Corresponding Secretary: Jeanne Parson

Standing Committee Chairs:

Harriet Fredin, and Jean Dohm (Program); Shirley Grindy (Worship); Gerry Heller and Joyce Swenson (Outreach); Edith Matzke (Calling); Sharon van Druten, and Peggy Bard (SERRV); Patricia Clure and Jackie Falk (Luncheon); Vera Dunbar, and Helen Ann Kohlbray (Set Up and Table Decorations); Dorothy Waldo (Publicity); Nancy Fifield (Visitation); A Steering Committee (Bazaar)

RETIRING CHURCH OFFICERS

We express our appreciation to all those who are completing their terms this Spring:

Treasurer	Peter Bagley
Church Council-at-large	Beth Brown
Board of Christian Education	Robert Falsani
	Cheryl Krocak
	Jeannette Lang
Board of Christian Outreach	Harvey Anderson
	Amy Kurshoff
	Joan Morrison
Diaconate	Huck Andresen
	Jane Nelson
	Robert Lindquist
Trustees	Robert Reichert
	Robert E. Heller
Hospitality Committee	Michael Hillmeyer
Music Committee	John Morrison
Nominating Committee	Gene Shull
	Julie Johnson
	Joyce Hidahl
Peace & Justice	Melissa Britton
Personnel	Kenneth Pride

NOMINATING COMMITTEE
PILGRIM CONGREGATIONAL CHURCH
 Joyce Hidahl
 April 1994

<u>Position</u>	<u>Class</u>	<u>Name</u>
Church Treasurer	1997	Rick Sailstad
Church Council	1997	Joe Leek
	1997	Clyde Johnson
	1995	Peg Johnson
Christian Education	1997	Joyce Hidahl
	1997	Cindy Harrison
	1997	Sara Lounsbury
	1997	Doris Pride
	1996	Rikka Johnson
Christian Outreach	1997	Carol Burton
	1997	Steve Cushing
	1997	Terese Tomanek
	1995	Dorothy Langager
Diaconate	1997	Jane Shull
	1997	Peg Kirsch Lee
	1997	Joan Semenchuk
	1997	John Erjavec
	1997	Steve Watry
	1996	
Trustees	1997	Wally Niss
	1997	Karl Honigman
	1997	Marge Whitney
	1996	Jon Welles
Hospitality	1997	Susie Britton
	1997	Margo Zentner
Music	1997	Kim Keelor
	1997	Lyn Clark Pegg
	1995	Roy Magney
Personnel	1997	Karen Andresen
	1995	Robert Eaton
Peace & Justice	1997	Judy Casserburg
	1997	Greg Gilbert
	1997	Sharon Kemp
	1996	David Fraser
	1996	Nancy Heller
Nominating Committee(nominated by Church Council)		
	1997	Jane Killough
	1997	Robert Reichert
	1997	Joan Semenchuk
	1996	
Delegates	1995	Clyde Johnson
	1995	Julie Johnson
	1995	Peter Bagley
	1995	
Alternate Delegate	1995	Dennis Falk