



The ANNUAL REPORT for

April 1, 1994 through March 31, 1995

**PILGRIM CONGREGATIONAL CHURCH
(A United Church of Christ)**

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

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

Table of Contents

Balance Sheet - December 31, 1994	16
Balance Sheet - March 31, 1995	17
BOND - Jack Kemp	24
Christian Education Board - Barb Watry	8
Christian Outreach Board - John Merrill	9
Clerk - David Nelson	7
Diaconate - Jack Setterlund and Joan Semenchuk	10
Hospitality Committee - Susie Britton	22
Income and Expense Statement	13
Minister, Associate - Jody Ondich	6
Minister, Senior - Jack Kemp	4
Ministers' Statistical Report	5
Mission Statement	2
Moderator - Peggy Downing	3
Music Director - Art Bumgardner	23
Nominating Committee - Jackie Falk and Cindy Fochs	27
Peace & Justice Committee - Joan Setterlund	22
Personnel Committee - Bill Mickelsen	22
Pilgrim Fund - Julie Johnson	19
Retiring Church Officers	26
Stewardship Committee - Patricia Clure	21
Treasurer - Rick Sailstad	12
Trustees, Board of - Patricia Clure	11
Women's Fellowship - Jean Dohm & Dorothy Honigman	25

PILGRIM CHURCH STAFF

Ministers: John H. Kemp and Jody Ondich
Office Manager: Yvonne Schmidt Music Director: Thomas A. Bumgardner
Custodian/Housekeeper: John Yukich Organist: Norma Stevlingson
Children's Music Director: Jane Nelson
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

This has been another year full of activities and some new beginnings for the Church Council.

In November, the first all church bazaar was held, with the Council taking the leadership role at the request of the Women's Fellowship. Each board and committee was in charge of a booth, which resulted in many new people being involved with the bazaar this year -- even some men! The bazaar was a great success and many new ideas were suggested for next year.

At our fall retreat, we outlined a plan for implementation of the long range plan, and that has been moving along smoothly this year. There are four working groups addressing each one of the goals: outreach, worship, fellowship and building issues. These groups should have their recommendations to the congregation by the beginning of the summer. In addition some activities, such as an informal choir and a number of fellowship opportunities have already occurred.

The Council has appointed a committee to plan for the 125th Anniversary celebration which will be kicked off at the bazaar next November. There will be many different events throughout the year, with a formal celebration coming on January 21.

At the request of the Trustees, the Stewardship Committee will now be under the auspices of the Council rather than the Trustees, so that we might broaden the focus of Stewardship at Pilgrim.

I look forward to an exciting time next year as we celebrate our 125th anniversary and continue with implementing our long range plan. Many thanks to all of those who have made all of this possible.

SENIOR MINISTER

John H. Kemp

This has been a year with many highlights and a good spirit of looking ahead. New programs have been tried and adopted; old traditions such as the annual Bazaar have been adapted to meet changing times. The Long Range planning process has continued with four working groups developing specific programs and priorities for the years ahead in our worship, our fellowship and relational life, our mission outreach, and our building needs. Suggestions are surfacing to examine our organizational structure and how we can improve it to make the best use of our members' time and priorities. I'm sure that will be on our future agenda.

An active 125th Anniversary Planning Committee has been working hard to create an exciting, memorable anniversary year in 1995-96.

Two new Stephen Leaders, Kate Baldwin and Joan Semenchuk, have been trained and commissioned, succeeding Mary Lemke and Gertrude Jacobson, whose terms of excellent service were completed in May 1994 and January 1995, respectively; Gertrude continues helping in the leadership of the program. A new class of Stephen Ministers was recruited and now are in their fifty hours of training; they will be commissioned in the fall and will join our six continuing Stephen Ministers.

Our worship life is enriched by many participants. Our children and young people are an important part of our worship time; their presence and wonderful singing bring the Spirit alive with us! We're grateful for Jane Nelson's music leadership and will miss her (and the entire Nelson family) as they move this summer.

I'm thankful for the loyalty and fine music of our Pilgrim Choir under Art Bumgardner's leadership and Norma Stevlingson as organist. With the decision made following our hymn-sing Sunday in March, I look forward to our acquiring a full set of the UCC's *New Century Hymnal* this summer and its greatly enriching and broadening our singing experience in worship.

We welcomed several pulpit guests in the past year: Cynthia Marxen, Director of Congregations Concerned for Children (June 12), Peter Monkres (pastor of First Congregational UCC, Grand Marais, in a pulpit exchange June 26), Paul Borrmann, Director of BOND, and Chris Correia, Director of CHUM (September 25), and Robin Jensen, Professor of Church History, Andover Newton Theological School (January 8).

My ministry has focused on worship leadership, pastoral care and visitation, and working with Boards, Committees and the Council in developing our programs and ministries. I'm especially grateful for my partnership in ministry and friendship with Jody Ondich and the many gifts she offers us all. Thanks to staff colleagues Yvonne Schmidt, John Yukich, and through the end of last year, Kris Hoffman, for their excellent work and support. Last summer my continuing education time included a week in Moorhead at a conference on the Jesus Seminar, featuring several current, very thoughtful New Testament scholars searching out the historical Jesus in the Gospel accounts.

In the wider church, I completed service chairing United Seminary's Continuing Education Advisory Committee, continued as Eastern Association co-coordinator of the UCC Make a Difference Capital Fund campaign, served on the BOND Board of Directors and as President of the Arrowhead Interfaith Council. In other capacities, I portrayed Pilgrim's founding pastor, C.C. Salter, in the centennial re-enactment of the "marriage" of Duluth and West Duluth; participated in last summer's Coast Guard

Reunion Dinner; and, for pure fun, last fall enjoyed a brief stint at the Duluth Playhouse in "Arsenic and Old Lace."

In the past year we were saddened by the deaths of several much-loved and respected senior members of our Pilgrim family. Other Pilgrims have moved away from Duluth. At the same time, we've welcomed the arrival and involvement of our new members who already offer much to our church life. (For instance, three of our five Stephen Ministry trainees are new members in the past year!) Meanwhile, many, many Pilgrims share in the variety of our life. May God lead us as we seek to live out our faith as Pilgrims.

Together, in this coming anniversary year, let us celebrate who we are as Christ's people, and let us search out ways we can be ever more faithful to that rich calling!

MINISTERS' STATISTICAL REPORT

(* indicates church member, JK indicates John Kemp, JO indicates Jody Ondich)

MARRIAGES officiated by the ministry of this church, April 1, 1994 - March 31, 1995:

June 18	Shawn Beaupre and *Elisabet Casserberg	(JK)
July 24	James Pankow and *Megan Bard	(JK)
October 15	Patrick O'Connell and *Angela Sill	(JK)
December 31	*Eric Nelson and Cynthia Busch	(JK)
January 7	Eric Thomas and *Sarah Harwood	(JK)

BAPTISMS administered by the ministry of this church, April 1, 1994 - March 31, 1995:

October 30	Tamara Meyer (adult baptism)	(JO)
	Clarissa Jane Booth, daughter of Rodney Booth and *Tamara Meyer	(JO)
	Hannah Jean Booth, daughter of Rodney Booth and *Tamara Meyer	(JO)
December 25	Kaleb Lawrence Monson, son of *Kevin and *Kristen Monson	(JK)
	Elizabeth Rose Zelen, daughter of *John and *Amy Zelen	(JK)

FUNERAL/MEMORIAL SERVICES led by the ministry of this church, April 1, 1994 - March 31, 1995:

April 14	*Jonathan Spencer (died April 10)	(JK)
May 10	*Valworth Plumb (died May 6)	(JK)
May 21	*Edith Maynard Potter (died May 17)	(JK)
June 4	Robert Starkey	(JO)
July 14	Carl Frederick Liebertz (died July 11)	(JO)
July 15	Roy Halverson (died July 12)	(JO)
July 21	Priscilla Coll (died May 4)	(JK)
December 3	*Julia Marshall (died December 1)	(JK)
March 4	*Grace Morrison (died March 1)	(JK)

ASSOCIATE MINISTER Jody Ondich

I am pleased and amazed to be finishing my second year here at Pilgrim Congregational Church. I still have days when it feels as though I moved in yesterday, but the truth is, this is home, and it feels good to affirm that.

It has been a busy year, as always, with a lot of energy and creativity being generated in all areas of the church. I am enjoying all of the planning and thinking, especially as it involves the Long Range Planning Committees and their dreams and goals for this congregation into the next century. I anticipate that their work will mean good things for us for years to come.

I continue to put considerable effort into the worship, which I love, and into the educational and community-building efforts of the church. Working with the Christian Education Board and the Diaconate has been a pleasure -- the people are dedicated and creative, and things go well with their leadership. I am also looking forward to increasing Stewardship education and involvement, as we look at the financial and spiritual needs of the next few years. I am hoping to be able to spend a bit more time in the areas of outreach and peace and justice ministries this next year. I have been involved with a group looking at issues of domestic abuse and sexual violence in Duluth, and with the Violence Free Duluth clergy group. We have held three workshops here at Pilgrim co-sponsored by Congregations Concerned for Children looking at violence and sports, media, and in school, specifically around the bullies in our children's lives. These are areas of special interest for me, and I look forward to continuing in them. I have also been chairing the Annual Meeting Planning Committee for the Minnesota Conference. We have some very good things going on there, and I have one more year in my term as chair. In 1996 the Annual Meeting will be much like the national Faith Works events -- centered on worship, workshops, and fellowship. Think about attending as a visitor next year!

A number of events that have happened here at Pilgrim have been of special delight to me: the New Orleans workcamp that the Senior High participated in, the increased involvement of the church members in the bazaar preparation and execution, the strong stewardship efforts, the increased awareness of the seasons of the church year, the new fellowship and community building opportunities, the outstanding work in the children's music area that Jane Nelson has carried out, the increasing involvement of children in the life of the church, the new Stephen Ministry leaders and class, the beginnings of a middle school youth group, the upcoming Bath and Honduras groups -- and dozens of other things that give life and light and meaning to our community here at Pilgrim.

There is movement and direction forming here and we will see more of that over the next year as the Long Range groups begin to act on their plans, and as we celebrate 125 years of life together in Duluth. The Anniversary Committee is hard at work, and have exciting plans for us in the next program year.

I want to thank Yvonne and John for being the best staff I can imagine working with, and Jack for all his friendship and warmth. They are great colleagues, and I am grateful to God for each of them.

It is a privilege to work here with you all. There is nothing that I can tell you that you don't already know yourselves, I anticipate continued joy as we strive to be about the work of God's church, and I thank you for the opportunity to do that work with you. May God's grace be with us all.

CLERK David Nelson

The reported active membership of Pilgrim Congregational Church
as of April 1, 1994

New members added during the year:

617

Confirmation

8

Glen Andresen, Sara Baldwin, Kristen Bjorkman, Kelly Falsani
Rikka Johnson, Peter Sailstad, Daniel Walters, Kate Zlonis

Reaffirmation of Faith

6

John and Amy Zelen, David Camenga, Marcia Hermann Courtney
Milton and Audrey Monicken

Transfer from Another Church

10

John and Gloria Syck, Hugh, Hazel, and Anna Sangster,
Charles Walters, Steven and Mary Decatur, Kevin and Kristen Monson

Total Additions

24

Members lost during the year:

Removed by Death

6

Jonathan Spencer, Valworth Plumb, Edith Potter,
Julia Marshall, Elizabeth Sylvester, Grace Morrison

Transfer to Another Church

9

Richard Neumann, Marilyn Ibey, David and Pamela Benson,
William Seitz, Deanna Euritt, Randy and Deborah Wagner,
Megan Bard-Pankow

To Inactive Roll by Written Request by Action of Diaconate

2

Patrick and Linda Winke

Removed by Written Request by Action of the Diaconate

4

Anne Brandt, Michelle Hurst,
William vanDruten, Edward Applequist

Total Losses

21

TOTAL ACTIVE MEMBERSHIP AS OF MARCH 31, 1995:

620

BAPTISMS

5

WEDDINGS

5

(Adult 1, Children 4)

Since the May 11, 1994 Annual Meeting there has been one special meeting of the
congregation:

December 4, 1994

To vote on the 1995 Church Budget

CHRISTIAN EDUCATION BOARD

Barb Watry

The 1994-95 year for the Board of Christian Education has been a productive and successful one at Pilgrim Church. Our Board is responsible for the Christian educational development of the entire church, and covers the church Sunday School program, youth programs, and adult educational programs. We are also responsible for the operation of the Church Library and the Youth Choir.

Our Sunday School program had a very successful year. We had an enrollment of ninety-six (96) children in the preschool through 7th grade. Our curriculum was "The Whole People of God," and was a continuation of the program that was used last year. The Sunday School provided us with a program on Church School Sunday at the end of May in 1994 and an annual Christmas Pageant held in December. One of our board's goals this year was to try to incorporate the children into more aspects of our church's life, and one of the things we did towards this goal was to hold our Christmas Pageant during church services and offer a brunch afterwards. This was a very successful format and one which we are planning on using in 1995. Our wonderful Church School Director, Karen Post, completed her term in December 1994. She did a tremendous job and we miss her leadership.

The youth programs at Pilgrim also had a wonderful year. The highlight of the youth activities was a workcamp trip that thirteen (13) Pilgrim youth took in the summer of 1994 to Habitat in New Orleans. A middle school group of youth was started, and that group had some fun-filled outings including a midnight bowling event, swimming party, and a planned trip to Valleyfair this spring. Eight (8) of Pilgrim's youth were confirmed in 1994. The 1994-95 confirmation class was a merger of 8th and 9th graders and we expect to confirm four (4) youth in 1995.

We started a new program this year by having a Pilgrim Youth Choir under the leadership of Jane Nelson. The choir is composed of about a dozen Pilgrim youth grades 4 - 7, and has turned into a wonderful experience for all. The youth practice on Wednesdays, with their parents providing a meal for them on a revolving basis. This has truly built into a wonderful learning and fellowship experience for this group. They have graced our services with music many times this year, and Jane Nelson is to be congratulated for her accomplishments with the youth. We are sorry to say that Jane Nelson will be moving to the Cities at the end of the school year due to a job transfer. Her enthusiasm, thoughtfulness and abilities will be missed by all of us, and we wish her well in her new endeavors.

Our adult education program this year focused on the Kerygma Bible Study Group. Approximately 30 enthusiastic people participated in this before-church bible study. We thank Jack, Jody, and Jackie Falk for their attention and devotion to this group. Our adult education group sponsored the annual Advent Workshop in December, with about 125 people attending. In February we tried a first-ever Lenten Workshop which was also very successful - drawing from 80 - 100 participants. We ended our year reviewing the Adult Education program at Pilgrim and considering different alternatives for our wants and needs. 1995-96 should prove to be interesting in the further development of this offering.

The Church Library was recently reorganized and repainted. Our thanks go to Jean Walters, Jody Ondich, Cindy Harrison and Barb Watry for all of their efforts. Stop in and check it out! The Board of Christian Education members for the 1994-95 year were: Cindy Harrison, Allison Fochs, Rikka Johnson, Jim Langager, Kerry Hanlon, Deb Wagner, Doris Pride, Sara Lounsbury, Joyce Hidahl, Bonnie Matuseski, Jean Walters and Barb Watry (chair).

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 direct support of Central Hillside United Ministries (CHUM), the Twin Ports Ministry to Seafarers, United Campus Ministry, the Arrowhead Interfaith Council, 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:

Habitat for Humanity (excavation for new home project)	\$1,700
Women's Transitional Housing Coalition	\$2,000
(Downpayment for house for homeless families)	
Damiano Soup Kitchen	\$1,000
CHUM Church	\$2,000
CHUM Drop-In Center	\$1,000
CHUM Telecare/friends	\$2,000
PAVSA - Building for Women	\$6,000

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.

1994 special all-church offerings in 1994:

One Great Hour of Sharing	\$1,508
Neighbors in Need	\$1,952
Strengthen the Church	\$ 156
Emergency Food Shelf (Thanksgiving)	\$1,341
Christmas Fund/Veterans of the Cross	\$1,578
Just Peace Appeal	\$ 377*

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

1994-1995 members of the Board of Christian Outreach: Rick Agar, Patricia Rood, Jane Erjavec, Dennis Falk, John Merrill, Dorothy Langager, Carol Burton, Steve Cushing, and Terese Tomanek.

DIACONATE

Jack Setterlund and Joan Semenchuk, Co-Chairs

The Diaconate consists of 15 laymembers and is responsible for "providing lay leadership for the spiritual activities of the Church." The members of the Diaconate include: Kate Baldwin, Cy Brown, Sara Carlson, John Clark Pegg, Paul Cutler, John Erjavec, Betsy Fochs-Hanlon, Bill Johnson, Peg Kirsch Lee, Bill Mickelsen, Joan Semenchuk, Jack Setterlund, Jane Shull, Pam Tyler, and Steve Watry.

The work of the Diaconate generally falls into three categories: 1) worship, 2) membership nurture, and 3) membership development. In addition to monthly meetings, Diaconate members take responsibility for a wide range of assignments including arranging for ushers, greeters, communion, flower delivery, calling committee, lay reader recruitment, pulpit supply, adult fellowship, and advertising.

The Stephen Ministry continues to be a caring and supportive program of the Diaconate. The Diaconate sent Kate Baldwin and Joan Semenchuk to Texas for two weeks of very intensive training as our new Stephen Leaders. Gertrude Jacobson "retired" this winter as a full-time Stephen Leader but continues to support the ministry in many ways. We are grateful for her contributions.!

As part of the budget cut, the congregation-wide subscription to the Voyager was canceled although individuals were encouraged to pay for subscriptions directly. We also saved \$1,000 per year by using UCC Sunday bulletins instead of Pilgrim bulletins.

The Diaconate continued to display its many talents by hosting, cooking, and cleaning up for the Pilgrim Rediscovery brunch. The Diaconate approved the purchase of a new microphone/sound system which is currently being tested and refined. The Diaconate also tabulated the time and talent sheets to have an updated list of individuals willing to help with various aspects of church life. The Diaconate sponsored an adult fellowship which consisted of a progressive dinner and a murder mystery based upon a 1920's theme. We again hosted the bakery booth at the all church bazaar which is a very challenging job since the Diaconate workers usually want to purchase and eat all of the baked goods on the spot. The Diaconate also did a review of the membership list to make a determination regarding active/inactive status. The Long Range Worship and Music Working Group will also be reporting to the Diaconate regarding their recommendations.

BOARD OF TRUSTEES Patricia Clure

The Board of Trustees are generally responsible for maintenance of church property and matters of finance and budget. In response to that call this year the Trustees have been busy with the following projects:

1. Completion of Salter Hall and Parlor redecoration and the barrier-free rest room. Our thanks to Triss Harwood, Hazel Niss, Ruth Ann Eaton, Peter Bagley and Wally Niss for their good work on these projects. Also to the Pilgrim Fund and memorial gifts for funding of these projects.

2. Sidewalk repair, boiler repair, limestone parapet repair in back of building and masonry repair in front of building. Regrading around the N.E. corner of the building plus some roof and window leaking repair are projects yet to be done this spring/summer. All of this work has been competently initiated and overseen by Wally Niss as well as painting work days.

3. An internal audit committee has been set up in order to develop internal control recommendations and review compliance in its first year. It is our hope that by having sound and well implemented procedures in place that we can greatly reduce the costly expense of an audit for which we are long overdue. Karl Honigman, David Nelson, and Wally Niss are members of this committee.

4. An ad hoc kitchen committee headed by Doug Britton has met several times to set up guidelines for kitchen use including sign-up and check-off sheets, to clean and organize the kitchen, and to make recommendations regarding the kitchen. This committee has recommended to the Trustees that a new dishwasher for the downstairs kitchen be purchased and that the downstairs stove either be repaired to full working order or replaced. No action by the Trustees has been taken at this time. Thank you to Doug Britton, Susie Britton, Hazel Niss, Wally Niss, and Peg Johnson for their attention to our kitchens.

5. An ad hoc office committee is in the process of looking at the equipment, space and furnishing needs of our very overcrowded office. Patricia Clure, Rich Sailstad, Karl Honigman, Mary Olin, John Morrison are on this committee along with some very good help from Rebecca Lindquist and Bob Lindquist.

The Trustees are delighted with and excited by the work of the Long Range Planning Building Committee headed by Trustee Jon Welles and also represented by Trustee Triss Harwood. The Trustees hope to have help from this committee in developing a building fund to adequately fund the on-going maintenance needs of our building. Currently and historically we have not be able to fund these needs through the operating budget and have relied on gifts outside the operating budget for funding. Our needs have grown to overwhelming levels because of this. We welcome the energy brought to our building and programs by this committee.

The Trustees could not function without the able and dedicated work of our Treasurer, Rick Sailstad. Not enough thanks can be given for his ever positive ideas and cheerfulness along with the hours he gives. Our thanks also to Yvonne Schmidt, John Yukich, Jack Kemp, and Jody Ondich. You serve us well.

Special thanks to Triss Harwood and Jesse Bradley, both of whom have participated well and are leaving the Board.

TREASURER**Rick Sailstad**

The following Treasurer's Report consists of:

1. Comparative Income and Expense Reports showing 1993 and 1994 Budgets and Actual Income and Expenses. Also shown is the Final Budget for 1995. The right two columns represent the Budgeted amounts for the first three months of 1995 and the Actual amounts received and spent during the first three months of 1995.
2. Balance Sheet for the year ended December 31, 1994.
3. Balance Sheet for the first three months of 1995 ending March 31, 1995.

Pilgrim ended 1994 with a \$2292 shortfall mainly due to decreases in expected income from building use and outside trust income. Expenses were slightly less than budgeted. The Trustees elected to eliminate the shortfall rather than carry it forward into the next year by transferring \$2292 of Major Building Repair Expense to the Building Fund. Thus, the year end Balance Sheet for 1994 shows zero excess or loss.

Looking at the first three months of 1995, pledges are below expectations, but that is due to the timing of a few larger pledges. It is anticipated that those pledges will be received. Building use and outside trust income are down from anticipated. Expenses are slightly less than budgeted at this point. Each Committee should be thanked for insuring that their expenditures have been and are within budgeted amounts.

If you have questions about these reports or any other Pilgrim financial matters, please ask or leave a note in the Treasurer's mailbox in the office.

INCOME
Pledges
Prior Year Pled
Non-Pledged
Plate Offering
Church School
Building Use
Interest
Women's Fello
Jenks Trust Inc
W. Mitchell Tr
Whiteside Tru
2nd Century
2nd Century
Miscellaneous
TOTAL INCO

OUTFLOW

SERVING OI
Office Mand
Office Mand
Office Mand
Office Mand
Office Mand
Office Mand
Senior Minist
Senior Minist
Senior Minist
Assoc. Minist
Assoc. Minist
Assoc. Minist
Bookkeeper
Bookkeeper
Office Suppl
New Equipm
Postage
Stewardship
Bank Charge
Diaconate C
Worship Lea
Stephen Min
Church Liter
Emergency
Sunday Bule
Hospitality E

INCOME AND EXPENSE STATEMENTS
as prepared by Rick Sailstad, Treasurer

PILGRIM CONGREGATIONAL CHURCH

CONGREGATIONAL CHURCH								
		Budget	Actual	Budget	Actual	Budget	1995 Budget	1995 Actual
INCOME		1993	1993	1994	1994	1995	Thru 3/31/95	Thru 3/31/95
Pledges	Trustees	194,503	200,021	198,000	201,032	206,300	62,300	45,997
Prior Year Pledges Received	Trustees	0	0	0	0	0	0	2,025
Non-Pledged Contributions	Trustees	4,500	3,908	4,500	2,304	4,500	1,125	1,752
Plate Offerings	Trustees	2,100	2,893	2,000	2,568	2,000	500	453
Church School Offering	Trustees	0	0	0	0	0	0	28
Building Use	Trustees	8,900	12,240	10,500	8,532	9,000	2,250	1,572
Interest	Trustees	1,300	2,127	1,500	1,756	1,500	375	666
Women's Fellowship	Trustees	1,000	1,000	1,000	1,000	0	0	0
Jenks Trust Income	Trustees	8,900	8,528	8,900	7,432	8,900	2,225	1,701
W. Mitchell Trust Income	Trustees	3,000	3,000	3,000	3,000	3,000	0	0
Whiteside Trust Income	Trustees	10,000	23,890	20,000	16,633	20,000	0	0
2nd Century Parsonage Fund Income	Trustees	5,500	4,665	5,000	3,861	5,000	1,250	905
2nd Century Fund Income	Trustees	22,000	20,583	26,942	27,092	30,000	7,500	5,953
Miscellaneous and Non-Recurring Income	Trustees	35,082	2,184	0	0	759	0	0
TOTAL INCOME		296,785	285,039	281,342	275,210	290,959	77,525	61,051
OUTFLOW								

INCOME AND EXPENSE STATEMENTS

as prepared by Rick Sailstad, Treasurer

		Budget 1993	Actual 1993	Budget 1994	Actual 1994	Budget 1995	Budget Thru 3/31/95	Actual Thru 3/31/95
MINISTRY OF MUSIC								
Music Director Salary	Personnel	6,107	6,107	6,107	6,107	6,232	2,077	2,077
Music Director FICA	Personnel	467	467	467	467	477	159	159
Music Director Educational Allowance	Personnel	150	0	0	0	100	25	25
Organist Salary	Personnel	4,641	4,641	4,641	4,641	4,766	1,589	1,589
Organist FICA	Personnel	355	355	355	355	365	122	122
Organist Educational Allowance	Personnel	150	0	0	0	100	25	25
Choir Section Leaders	Personnel	5,820	4,896	5,670	4,929	5,670	1,734	1,630
Choir FICA	Personnel	445	375	445	377	445	148	129
Summer Organist	Personnel	700	600	550	350	550	0	0
Substitute Organists/Special Events	Personnel	200	240	200	108	200	50	0
Special Instrumentalists	Music	300	379	150	400	500	0	0
Sheet Music	Music	450	105	200	207	400	100	0
Organ/Plano Maintenance	Music	500	201	500	252	500	125	265
Licensing Fee	Music	0	0	0		125	31	51
Sub-Total		20,285	17,964	19,285	18,193	20,430	6,185	6,020
OUR MINISTRY OF EDUCATION								
Church School Coordinator	Personnel	2,752	1,968	2,752	1,188	0	0	0
Church School Coordinator FICA	Personnel	210	151	210	91	0	0	0
Children's Music Director	Personnel	960	572	960	740	1,700	425	216
Children's Music Director FICA	Personnel	73	44	73	57	149	37	17
Church School Curriculum	BCE	1,200	581	1,200	618	800	200	323
Church School Supplies & AV Equipment	BCE	650	698	450	558	550	137	19
Children's Music Supplies	BCE	200	0	100	0	200	50	12
Vacation Church School	BCE	200	166	100	89	0	0	0
Leadership Training	BCE	200	166	200	263	200	50	0
Confirmation	BCE	250	207	300	349	400	100	434
Jr. High Youth Worker	Deleted	1,764	560	0	0	0	0	0
Jr. High Youth Worker FICA	Deleted	140	43	0	0	0	0	0
Sr. High Youth Worker	Deleted	840	0	0	0	0	0	0
Sr. High Youth Worker FICA	Deleted	64	0	0	0	0	0	0
Youth Program-Jr., Sr., UCC	BCE	700	579	700	283	1,000	250	48
Intergenerational Activities	BCE	200	166	200	180	200	50	13
Adult Education	BCE	400	329	350	340	350	87	0
Kerygma Adult Bible Study	BCE	0	133	150	128	150	38	112
Church Library	BCE	650	531	550	576	600	150	50
Sub-Total		11,453	6,894	8,295	5,460	6,299	1,575	1,243
OUR BUILDING MAINTENANCE								
Custodian Salary	Personnel	16,640	16,640	16,640	16,640	17,472	4,368	4,368
Custodian FICA	Personnel	1,273	1,273	1,273	1,273	1,337	334	334
Custodian Medical Insurance	Personnel	2,877	2,877	3,018	3,018	3,093	1,547	1,547
Custodian Annuity	Personnel	998	998	998	998	1,048	524	524
Custodial Vacation Coverage	Deleted	500	0	0	0	0	0	0
Custodial Vacation Coverage FICA	Deleted	38	0	0	0	0	0	0
Custodial Supplies	Trustees	1,300	4,130	1,300	1,256	2,000	500	800
Equip. Maint./Trash/Window & Carpet Clean	Trustees	1,500	1,374	1,200	3,047	3,000	750	988
Electricity	Trustees	7,300	5,875	7,300	6,672	6,600	1,650	1,727
Telephone	Trustees	1,600	1,876	1,300	1,148	1,300	325	148
Fuel Oil, Gas & Water	Trustees	11,500	12,002	13,500	12,806	14,000	8,200	6,103
Major Building Repairs	Trustees	5,000	3,379	2,500	3,669	2,500	625	1,090
Building & Liability Insurance	Trustees	9,000	7,406	8,500	9,152	9,200	4,600	2,441
Workman's Compensation Insurance	Trustees	1,000	925	1,000	2,433	3,000	0	1,622
Building Maintenance Reserve	Trustees	2,500	2,500	0	0	0	0	0
Sub-Total		63,026	61,255	58,529	62,112	64,550	23,423	21,693

INCOME AND EXPENSE STATEMENTS as prepared by Rick Sailstad, Treasurer

		Budget	Actual	Budget	Actual	Budget	Budget	Actual
		1993	1993	1994	1994	1995	Thru	Thru
							3/31/95	3/31/95
BOARD OF CHRISTIAN OUTREACH								
OCWM Basic Support	BCO	35,710	35,710	30,000	30,000	31,500	7,875	7,875
Basic Support as a % of Total Budget Less Total Outreach		14.15%	14.78%	12.21%	12.39%	12.44%	9.90%	10.27%
United Campus Ministry	BCO	2,000	2,000	1,600	1,600	1,600	0	0
United Theological Seminary	BCO	1,600	1,600	1,280	1,280	1,280	0	0
Arrowhead Council of Churches	BCO	150	150	120	120	120	0	0
Community Ministries	BCO	2,000	2,000	300	0	750	0	0
Northland College	BCO	600	600	480	480	480	0	0
Twin Ports Seafarers	BCO	1,000	1,000	800	800	800	0	0
CHUM	BCO	1,100	1,100	880	880	880	0	0
New Ch Dev. MN Conf @ 1.5mbr	BCO	300	300	240	240	240	0	0
Sub-Total		44,460	44,460	35,700	35,400	37,650	7,875	7,875
PASTORAL MINISTRY								
Senior Minister Salary/Housing	Personnel	52,342	52,342	52,342	52,292	53,774	13,443	13,443
Senior Minister Annuity	Personnel	7,328	7,328	7,328	7,327	7,528	3,764	3,764
Senior Minister Disability	Personnel	523	606	523	523	538	269	269
Senior Minister Medical Insurance	Personnel	5,754	5,754	6,036	5,282	3,093	1,547	1,547
Senior Minister Social Security Allowance	Personnel	4,004	4,004	4,004	4,004	4,114	1,028	1,029
Senior Minister Sabbatical Expenses	Personnel	800	600	0	0	0	0	0
Assoc. Minister Salary/Housing	Personnel	0	11,250	30,000	30,000	33,400	8,350	8,350
Assoc. Minister Annuity	Personnel	0	1,575	4,200	4,200	4,676	2,338	2,338
Assoc. Minister Disability	Personnel	0	131	315	300	334	167	167
Assoc. Minister Medical Insurance	Personnel	0	2,084	6,036	6,036	6,186	3,093	3,093
Assoc. Minister Social Security Allowance	Personnel	0	861	2,500	2,295	2,555	639	639
Interim Minister Expenses	Personnel	35,119	18,002	0	0	0	0	0
Sub-Total		105,870	104,537	113,284	112,259	116,198	34,638	34,638
OTHER EXPENSES								
Per Capita Dues-MN Conference	BCO	1,440	1,489	1,440	1,442	1,420	1,420	0
Voyager-MN Conference Paper	BCO	325	325	0	0	0	0	0
Delegate Expenses	BCO	75	40	0	0	400	0	0
Peace & Justice	P&J	200	75	150	57	150	38	0
BOND Project	Council	1,250	1,250	950	951	950	0	0
Miscellaneous	Trustees	500	852	400	276	400	100	155
Sub-Total		3,790	4,031	2,940	2,726	3,320	1,557	155
TOTAL OUTFLOW		296,836	286,060	281,342	277,502	290,959	87,392	84,542
NET TOTAL OF INCOME - OUTFLOW		-51	-1,021	0	-2,292	0	-9,867	-23,491
SUMMARY BY COMMITTEE		Budget	Actual	Budget	Actual	Budget	Budget	Actual
		1993	1993	1994	1994	1995	Thru	Thru
							3/31/95	3/31/95
Trustees		47,450	46,341	42,200	45,085	47,350	18,087	16,703
Personnel		187,003	182,823	192,127	188,205	192,939	57,573	57,150
Diaconate		4,725	3,615	2,825	1,756	3,125	781	907
Hospitality		1,200	1,200	800	363	1,000	250	580
Music		1,250	283	850	859	1,525	256	317
BCE		7,458	4,159	4,300	3,384	4,450	1,112	1,011
BCO		46,300	46,314	37,140	36,842	39,470	9,295	7,875
P&J		200	75	150	57	150	38	0
Council		1,250	1,250	950	951	950	0	0
TOTAL OUTFLOW		296,836	286,060	281,342	277,502	290,959	87,392	84,542

Balance Sheet
December 31, 1994

ASSETS

Liquid Assets	\$	35.00
Petty Cash		500.20
Office Checking Account		29,018.97
Cash in Checking		77,710.04
Money Market Account		9,591.96
2nd Cent. Income		

Total Liquid Assets

Trust Assets		
Prepaid Expenses		8,130.55
2nd Cent. Parsonage Principal		64,000.00
2nd Cent. Parsonage Prior Yrs.		1,055.84
2nd Cent. Fund Principal		369,639.14
2nd Cent. Fund Prior Yrs.		22,534.00
Pilgrim Fund Principal		614,823.62

Total Trust Assets

Total Assets

116,856.17

1,080,183.15

\$ 1,197,039.32

LIABILITIES AND CAPITAL

Liabilities

Designated Payable Fund	\$	11,509.40
Refugee Fund		2,399.14
Building Fund		11,041.25
Flower Fund		459.99
Hospitality Fund		1,927.41
Just Peace Fund		535.38
Memorial Fund		4,060.02
Marshall Legacy Fund		17,561.65
Board of Christ. Outreach Fund		280.00
Stewardship (Ramshaw) Fund		2,075.61
Organ Recital Fund		3,526.40
Stephen's Ministry Fund		1,143.66
Pil. Fund, '93 Projects Fund		2,443.47
Parlor/Salt. Hall Project Fund		2,205.94
Computer Equipment Fund		3,000.00
Youth Choir Start Up Fund		1,058.13
Draper Fund		10,000.00
Speaker System Fund		1,956.20
Sr. Minister Cont. Ed. Fund		295.00

Total Liabilities

Capital

Capital Gifts		1,092,922.95
Prepaid Pledges		26,277.72
Prepaid General Income		360.00
Net Income		0.00

Total Capital

Total Liabilities & Capital

77,478.65

1,119,560.67

\$ 1,197,039.32

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Pilgrim Congregational Church
Balance Sheet
Report Date: March 31, 1995

Fiscal Year 1995 Fiscal Period 3

SETS

Current Assets

Petty Cash	\$ 35.00
Office Checking Account	500.00
Norwest Checking Account	2,380.01
Money Market Account	52,926.18
2nd Century Income	6,857.50
Total Current Assets	

\$ 62,698.69

Other Assets

Prepaid Expenses	0.00
Certificate of Deposit	10,000.00
2nd Cent. Parsonage Principal	64,000.00
2nd Cent. Parsonage Prior Inc	1,055.84
2nd Century Principal	391,914.26
2nd Cent. Prior Income	22,534.00
Pilgrim Fund Principal	648,413.24
Discounts	0.00
Total Other Assets	

1,137,917.34

TOTAL ASSETS

\$ 1,200,616.03

LIABILITIES AND FUND BALANCES

Current Liabilities

Accounts Payable	\$ 0.00
Federal W/H Tax Payable	0.00
State W/H Tax Payable	0.00
FICA Taxes Payable	0.00
Medicare Taxes Payable	0.00
Total Current Liabilities	

\$ 0.00

TOTAL LIABILITIES

\$ 0.00

Fund Balances

Restricted Funds	
Christmas Fund	1,440.87
Make a Difference Fund	0.00
Food Shelf Fund	125.00
Just Peace Offering Fund	525.00
Neighbors In Need Fund	0.00
OGHS Fund	0.00
Strengthen The Church Fund	0.00
Bath Fund	376.56
Educational Scholarship Fund	4,174.77
Handbell Fund	882.50

Pilgrim Congregational Church
Balance Sheet
Report Date: March 31, 1995

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Fiscal Year 1995 Fiscal Period 3

Martha's Kitchen Fund	1,282.00	
Music Commissioned Fund	787.17	
Music Memorial Fund	198.66	
Prince Fund	37.89	
Sabbatical Fund	44.84	
Habitat Work Camp Fund	213.91	
UNICEF Fund	0.00	
Bazaar Fund	200.00	
Refugee Fund	2,399.14	
Building Fund	10,161.25	
Flower Fund	817.99	
Hospitality Fund	1,999.88	
Pilgrim Just Peace Fund	535.38	
Memorials Fund	4,560.02	
Marshall Legacy Fund	17,561.65	
Board of Christ. Outreach Fun	280.00	
Stewardship (Ramshaw) Fund	1,019.10	
Organ Recital Fund	1,430.40	
Stephen's Ministry Fund	928.34	
1995 Pilgrim Fund Projects	0.00	
Parlor/Salter Hall Fund	1,713.99	
Computer Equipment Fund	5,123.47	
Youth Choir Start Up Fund	567.86	
Draper Building Fund	10,000.00	
Speaker/PA System Fund	742.10	
Sr. Min. Cont. Ed. Fund	295.00	
Long Range Planning Fund	220.18	
125th Anniversary Fund	220.18	
Hymnal Fund	0.00	
Default Fund	0.00	
Total Restricted Funds	70,865.10	
General Fund		
Capital Gifts	1,148,787.49	
Prepaid Pledges	4,454.72	
Prepaid General Income	0.00	
Beginning Balance	0.00	
Current Surplus(Deficit)	(23,491.28)	
Total General Fund	1,129,750.93	
TOTAL LIABILITIES & FUND BALANCES	\$ 1,200,616.03	

THE PILGRIM FUND

Julie Johnson

The mission of the Pilgrim 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. All funded projects must be sponsored in writing by at least one member of Pilgrim Church. Following the receipt of applications, the Distribution Committee carefully considers each and makes recommendations to the Church Council. Upon Council approval of the slate, the Trustees fund recommended projects. During the 1994-95 church year the following projects were funded:

1. Women's Transitional Housing Coalition (\$2,600)

The Coalition was seeking funds to make an initial payment of \$2,600 to St. Louis County to acquire an abandoned house for rehabilitation into three units of permanent housing for homeless families.

2. Churches United in Ministry or CHUM (\$2,000)

CHUM requested \$2,000 for funding expenses of CHUM Church, a ministry of worship, religious education, fellowship and advocacy for adults with developmental disabilities.

3. Churches United in Ministry or CHUM (\$1,000)

CHUM's request for \$1,000 will go toward meeting the operating budget of their Drop-In-Center. This center responds to the physical and social needs of some of Duluth's most vulnerable, hurting and alienated residents. The store-front center provides socialization, recreation, information, referral, counsel and assistance from staff and volunteers in an informal, non-threatening, and chemical-free environment.

4. Churches United in Ministry or CHUM (\$2,000)

CHUM requested \$2,000 to meet their Telecare/Friends expense budget. Telecare/Friends program is a contact and reassurance program for homebound, isolated, and frail older adults, and for some non-senior persons with disabilities. This kind of telephone or visitation contact is integral to the isolated, homebound older adult being able to continue to live independently and safely in their own home.

5. PAVSA Building for Women (\$6,000)

Program for Aid to Victims of Sexual Assault asked for \$6,000 in support of The Building for Women capital campaign. This organization plans to provide affordable, accessible office, meeting, conference space to non-profit, not-for-profit organizations who primarily serve women and children.

6. Damiano Center Soup Kitchen (\$1,000)

The Damiano Center Soup Kitchen was awarded \$1,000 for the purchase of food for use in their Soup Kitchen. Food previously received from the federal commodity distribution program has been severely cut back.

7. Habitat for Humanity - Duluth (\$1,700)

Habitat for Humanity - Duluth received \$1,700 for use in excavation of a Highland Street property in West Duluth. This home will eventually house a family with two children.

8. Board of Trustees (\$1,000)

The Pilgrim Board of Trustees requested \$1,000 for partial funding of a computer and software for the Church office. The computer and software will enhance the quality of the Stewardship Committee, Nomination Committee, paid staff and volunteers.

9. Music Committee (\$1,200)

The Pilgrim Music Committee asked for \$1,200 for expenses for the 1994-95 Pilgrim Organ Recital Series. The purpose of the Pilgrim Organ Recital Series is to offer people in the Twin Ports region the opportunity to hear the best organists from around the world, as well as local and regional organists, perform on the premiere organ in this region.

10. Board of Christian Education (\$926.98)

The Pilgrim Board of Christian Education requested \$926.98 for funds to purchase a desk and work area unit and two additional bookshelves for the church library. Such a purchase would make the library more attractive and provide space that is needed for supplies and books.

11. Board of Christian Education (\$1,596)

The Board of Christian Education received \$1,596 to create a youth choir at Pilgrim Church. A youth choir would provide a challenging music program for middle school aged children, increase church attendance and participation, and lay a cornerstone for a full-fledged weekly youth program.

12. Board of Trustees (\$11,430)

The Pilgrim Board of Trustees asked for \$11,430 for funding toward the completion of a project to renovate the Pilgrim Church parlor and Salter Hall. This amount is approximately the cost of carpeting and painting both rooms in an effort to make both spaces brighter and more comfortable.

The amount of \$32,458 was allocated by the Board of Trustees this year for Pilgrim Fund distribution. All proposals were consistent with the purpose and mission statement of the Pilgrim Fund. The Church Council approved all 12 projects for funding at their June meeting.

THE PILGRIM FUND

Julie Johnson

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STEWARDSHIP COMMITTEE Patricia Clure

Thanks to all who participated (pledged) and supported (worked hard) the "1995 Campaign for Pilgrim" conducted in October 1994. Overall giving through pledges met our goal of a 5% increase with total pledges of \$202,812.

At the 1994 Annual Meeting, the Stewardship Committee conducted a written evaluation and survey of our 1994 Stewardship Campaign. The results were overwhelmingly favorable and based on that we ran our 1995 campaign in much the same way as the previous year. Both campaigns were based on: 1) a definite goal (1995's was a 5% increase); 2) a strong leadership campaign among boards and committees; 3) a good educational process to show how Pilgrim money is spent and where it comes from; and 4) personalized letters to each member. As in the 1994 campaign, we met our goal.

Our Stewardship Committee believes that consistent staff involvement is the continuous thread from which an otherwise volunteer campaign can be run from year to year. To that end, we purchased new computer software for greater ease of recordkeeping, analysis, and the personalization of campaign letters. Yvonne Schmidt, we now believe, could run a campaign on her own! Jack and Jody put together a great annotated budget along with other materials and helped our committee with timelines and deadlines. Our committee made timelines, drafted letters, visited boards and committees for the leadership campaign and made follow-up phone calls. Staff and volunteers were a good team.

These two successful campaigns and having the process soundly in place would not have happened without the expert leadership of Pat Rood. We will miss her leadership as she leaves the Stewardship Committee and like a good leader, she has left us many good tools. Karl Honigman, Skip Silvestrini, Carol Tierney, Cliff Grindy and Patricia Clure made up the rest of the volunteer committee. (We were good support people to Pat!)

Whereas stewardship has been the responsibility of the Trustees in the past, this year it has moved to the Council. No formal by-law changes have yet been made as it is anticipated there will be other by-law changes resulting from long-range planning and all changes will be made at one time. This change will give stewardship greater ownership by being under a larger, more representative body of the Church. The Church operating budget comes from the boards and committees which the Council represents and which the pledged monies fund.

I look forward to the Council's educating themselves as to different stewardship philosophies and setting new directions and energies to this important aspect of our church life.

HOSPITALITY **Sue Britton**

As the year comes to a close, the Hospitality Committee wishes to thank everyone who baked, poured coffee and punch, and helped serve at the many events we hosted.

A special thanks goes to the committee members who have spent many hours calling volunteers and organizing each event..

Members of the Hospitality Committee are: Pauline Schroeder, Margo Zentner, Janine Bjerklie, Nancy Sailstad, Sue Britton, and Bill Taylor, who will be retiring from the committee this year.

PEACE AND JUSTICE **Joan Setterlund**

The Peace and Justice Committee has met each month during the past year (except December). Two major projects have been completed: 1) An Adult Education session was held in October on "Cuba", featuring two representatives from Pastors for Peace and their slides taken during the last visit to the country. 2) A book study, on *Meeting Jesus Again for the First Time* (Marcus Berg).

The function of the Peace and Justice Committee and the Board of Christian Outreach seem to overlap extensively and the distinctions between them are blurred. Therefore the attending members of this committee recommend that it be dissolved. A possible alternative would be to combine the Peace and Justice and Christian Outreach groups.

PERSONNEL COMMITTEE **Bill Mickelsen**

The Personnel Committee was able to recommend compensation increases for the church staff for 1995 that were within the budget constraints. The staff had no increases during 1994.

The church staff was reduced by two positions effective 1 January, 1995.

The committee is presently working to formulate a sexual mis-conduct/harassment policy for Pilgrim Church that will include church staff and volunteers.

We will be conducting staff interviews during the next two months.

MUSIC DIRECTOR

Art Bumgardner

The Pilgrim Choir has a busy and productive season during 1994-95. In addition to the anthems, responses, and solos presented during morning worship, the choir performed three cantatas. For the advent season, J. S. Bach's *Cantata Number 61, Come Thou Savior of the Nations*, for soprano soloist, choir, organ and orchestra was presented. On May 7, the choir performed two cantatas by Felix Mendelssohn, *In Deep Despair I Call to Thee*, and *Hear My Prayer*, both with organ accompaniment. The choir also performed special music for the Maundy Thursday Communion and Tenebrae service.

On February 18, the Pilgrim Choir and our organist Norma Stevlingson assisted Theo Wee from St. Olaf College in the presentation of music from the *New Century Hymnal* which the Church Council voted to purchase for use in worship beginning next fall.

On Easter Sunday, Norma Stevlingson performed the first of three organ works written by Duluth composer Bradley Bombardier on commission from Pilgrim Church. This commission was made possible by a generous gift from Dick and Dorothy Nelson.

On April 4, the choir and organist Norma Stevlingson presented special music during the Memorial Service for Bill Van Evera. Bill and Mary were members of the Pilgrim Choir for over thirty years, and he will be greatly missed by all of us.

The 1994-95 Pilgrim Organ Recital Series featured three of the country's finest organists: Richard Heschke and Steven Hamilton, both concert and church organists from New York City, and James Higdon, professor of organ at the University of Kansas. Dr. Higdon is in the process of recording the complete organ works of Jehan Alain on the Jaekel Organ at Pilgrim Church. The first volume is complete and available on compact disk for purchase. Contact Art Bumgardner if you would like to own your own copy. Proceeds from the sale of these recordings go to support the Pilgrim Organ Recital Series.

Our Pilgrim Youth Choir, under the direction of Jane Nelson, has been active this year. These young people have presented introits, anthems, and other special music during the morning worship on several occasions, and performed with the adult choir during the advent season. We appreciate the contribution the Youth Choir is making to the musical life of Pilgrim Church and the leadership that Jane has provided during the past year.

BOND

Jack Kemp

The Pilgrim delegates to BOND (Broadbased Organizing for a Newer Duluth) are appointed annually by the Church Council. This year's delegates have been Patricia Clure, Deb Eberhart-Roth, Mack Fredin, Greg Gilbert, Triss Harwood, and Jack Kemp.

In the community, BOND's major achievement has been the creation of a Designated Investment Fund (DIF) in a Duluth bank which offers account (checking, savings, CD) holders the opportunity to have their money invested directly in local endeavors such as small business development and affordable housing. After hosting an all-day seminar last fall for Duluth bankers on such Funds, Park State Bank indicated its readiness to initiate such a program with a community advisory committee offering assistance. The DIF program has been underway since January with considerable deposits already made and the first loan applications pending. Two Pilgrim members have played important roles in the creation of DIF: former delegate Jackie Falk initiated the BOND economic development priority and current delegate Greg Gilbert helped negotiate the DIF model with the bank and now serves on its community advisory committee.

In addition, BOND, coordinating with other organizations, has continued its efforts to contain prescription drug prices in Minnesota. It also continues its advocacy of the Community Health Care Access Office, initiated by BOND two years ago. BOND currently is working with several churches that have indicated an interest in membership.

In Pilgrim, the BOND core team this winter, working with members of the Nominating Committee, interviewed persons who had joined the church in the past three years. The core team sees one of its roles to facilitate one-on-one visits with different groups of Pilgrim members to help develop our relational life as a church family.

THE WOMEN'S FELLOWSHIP Jean Dohm

Pilgrim Women's Fellowship had seven Board meetings and four Luncheon/Dessert gatherings during the year.

The Programs:

- September 14 - Barbara Watry served a delicious dessert, Cindy Marxen, The Director for Congregations Concerned for Children and Kid's Network was the speaker.
- November 5 - All Church Bazaar.
- December 7 - Barbara Watry and Patricia Clure served a luncheon of Greek Foods. The East High School Choralaires presented an outstanding concert in the Sanctuary.
- March 1 - A dessert was served followed by a talk on "The History of Mitten Making" given by Laurie Cushing.
- May 20 - A Tea is planned for "All Women from Birth to One Hundred."

Clothing was packed and sent to Delmo Housing Corporation Thrift Shop in Lilbourn, Missouri.

SERRV: Sales Exchange for Refugee Rehabilitation Vocations was established by the Church of the Brethren in the US to help German refugees market German porcelain after W.W.II. Today SERRV is an ecumenical non-profit marketing organization providing income for individuals in 40 developing countries selling over 1,500 quality crafts. Our local SERRV organization established in 1972 by Women's Fellowship with a \$600 loan, has gradually built its inventory to an estimated \$7,000 today. This \$7,000 figure, which has been paid in full, reflects the rising cost of merchandise and the fact that we are able to display more products in the Meeting Room as well as in Salter Hall than was possible in the past. Sales this year were \$5,442.28.

Women's Fellowship Outreach Budget, 1995 (Proceeds from the Bazaar)

1.	Women	
	Program for Aid for Victims of Sexual Assault	\$ 75.
	Women's Coalition (Revolving Loan Fund)	\$150.
	Women's Transitional Housing	\$ 50.
2.	Children and Teens - Local	
	Y.W.C.A.	\$ 50.
	Boy's and Girl's Club	\$ 50.
	Valley Youth Center	\$ 75.
3.	Community	\$125.
	Union Gospel Mission	\$100.
	Habitat for Humanity	\$100.
	Loaves and Fishes	\$100.
	Life House	\$160.
	CHUM Church	\$1,035.
	TOTAL	

Women's Fellowship Board Members

Co-Presidents:	Jean Dohm and Lauri Cushing
Treasurer:	Dorothy Honigman and Mary Brain
Recording Secretary:	Ellen Harkey
Corresponding Secretary:	Jeanne Parsons
Standing Committee Chairs:	Lauri Cushing and Jean Dohm (Program); Gertrude Jacobson (Worship); Gerry Heller (Outreach); Edith Matzke (Calling); Sharon Van Druten and Peggy Bard (SERRV); Barbara Watry and Patricia Clure (Luncheon); Vera Dunbar (Set Up and Table Decorations); Nancy Fifield (Visitation); Dorothy Waldo (Publicity).

RETIRING CHURCH OFFICERS

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

Clerk	David Nelson
Church Council - at - large	Carol Tierney
Board of Christian Education	Barb Watry
	Jim Langager
	Jean Walters
Board of Christian Outreach	Dorothy Langager
	Carol Burton (moving)
Diaconate	Kate Baldwin
	Betsy Fochs
	John Clark Pegg
	Jack Setterlund
Trustees	Jesse Bradley
	Triss Harwood
Hospitality Committee	Bill Taylor
Music Committee	Mike Zlonis
Nominating Committee	Jackie Falk
	Cindy Fochs
Peace and Justice Committee	Mary Austin
	Quentin Roth
Delegates	Clyde Johnson
	Julie Johnson
	Rikka Johnson
	Peter Bagley

NOMINATING COMMITTEE**Cindy Fochs and Jackie Falk**

The Nominating Committee proposes the following slate of candidates for offices, boards, and committees.

<u>Position</u>	<u>Class</u>	<u>Name</u>
Church Clerk	1998	Joan Morrison
Church Council-at-Large	1998	Mary Olin
	1998	Peg Johnson
Board of Christian Education	1998	Dawn Silvestrini
	1998	Kerry Hanlon
	1998	Mary Decatur
	1998	
	1997	
	1996	Jackie Falk
Board of Christian Outreach	1998	Jane Erjavec
	1998	Rick Agar
	1998	
Diaconate	1998	Carolyn Clark
	1998	Kitty VanEvera
	1998	Pam Tyler
	1998	
Board of Trustees	1998	Patricia Clure
	1998	Amy Zelen
	1998	Pat Rood
Hospitality Committee	1998	Pauline Schroeder
	1998	Sheralyn Zlonis
Music Committee	1998	Lisa Pratt
	1998	Roy Magney
	1996	Jean Walters
	1996	Nancy Fitzgerald
Personnel Committee	1998	Robert Eaton
Peace and Justice Committee	1998	Ted Harwood
	1998	Keith Brownell
	1998	David Camenga
Nominating Committee (nominated by Church Council)	1998	Lois Heller
	1998	Fran Leek
	1998	Mike Zlonis
	1997	
Delegates: Eastern Association/MN Conference Annual Meeting	1996	Judy Casserberg
	1996	
	1996	
	1996	

The congregation has placed new demands on its human resource base with the Stephen's Ministry and the work groups rising out of long-range planning. As a result, there was a smaller pool from which to draw new officers, board and committee members. We endorse the process of examining our internal structure to make it flexible and responsive to our church needs.