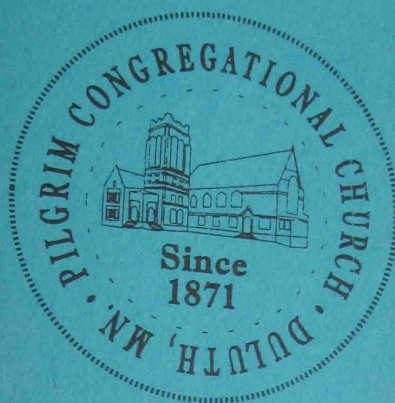


125th Anniversary Year
1871 - 1996



The Annual Report for
April 1, 1995 through March 31, 1996

Pilgrim Congregational Church
(A United Church of Christ)

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

1996 ANNUAL REPORT OF PILGRIM CONGREGATIONAL CHURCH
(A United Church of Christ in Duluth, Minnesota)

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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: Peggy White

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 year at Pilgrim we have had a wonderful celebration of our 125th Anniversary. This has given us an opportunity both to look at where we have come from since our beginnings and to consider where we might be headed in the future.

During the past year, the four working groups addressing each of the goals of the long range plan have been winding down their work. As a result of these groups:

- Pilgrim members have formed two core groups, one to work with Habitat for Humanity (probably not doing a house, however) and one to work with the Old Main neighborhood park association.
- Several new fellowship groups have been formed including some book study groups.
- The Diaconate has formed a worship advisory committee to help them with the worship service.
- An architect has been hired to develop a plan for building improvements based on input from the congregation.

As a result of the discussions that have taken part around the various goals of the long range plan, a structure committee has been established that will be looking at our church structure to determine whether it still meets our needs as well as it should, and, if not recommend changes to the congregation. The hope is to have something concrete to present at next year's annual meeting.

The upcoming year should be filled with more exciting activity as we decide on what to do with the Julia Marshall legacy, decide on whether or not to embark on some major building renovations and continue the goals and objectives of our long range plan.

SENIOR MINISTER

John H. Kemp

The past year has been a joyous celebration of our 125 years as a congregation and a people today sharing our faith journeys. Our Anniversary events from beginning to end expressed an outpouring of joy and thanksgiving. Many, many Pilgrims, present and past, shared in and enjoyed the variety of activities, programs, and services through the anniversary season. My thanks to the Planning Committee, so ably and enthusiastically led by Kay Slack, and all who shared so generously in our celebration.

At the same time we have been building for the future. Out of our long range planning process reported at our last Annual Meeting, specific new programs have enriched our life. A large group of Pilgrims shared in an outreach project preparing and serving Thanksgiving Dinner to the Harmony Club of the Community Living Project. A Men's Retreat was enjoyed and an ongoing men's breakfast group has emerged from it. Lent faith study, book study, and a second Kerygma Bible study have offered additional circles of fellowship and personal growth. Our Stephen Ministry team includes five additional Stephen Ministers commissioned last fall after fifty hours of training; we're grateful for the caregiving support they all have offered so many in our Pilgrim family.

Our worship life has been blessed by the gifts of many people. Our Pilgrim Choir, led by Director Art Bumgardner and organist Norma Stevlingson, continues its long tradition of fine sacred music. They helped begin our Anniversary celebration last fall with the glorious music of the combined choirs of Pilgrim, First Lutheran and Gloria Dei. Peggy White as our new Children's Music Director has brought added joy to our worship with our children's singing! Last October we dedicated our New Century Hymnals: in our first months, we've enjoyed the new richness of variety they contain and struggled at times with changes in familiar words of some "old favorites." We welcomed as pulpit guests: Virginia Pych, successful candidate for pastor of United Protestant Church (UCC) in Morgan Park (August 27); William Kaseman, Minnesota Conference Minister (September 24); and James Halfaker, national UCC leader and ordained at Pilgrim, our 125th Anniversary sermon (January 28).

My ministry continues to focus on worship leadership, pastoral care, and working with Board, Committees, and the Council. Jody Ondich has been an exceptional colleague in ministry whom I appreciate more and more as we continue to serve Pilgrim together. Words cannot begin to express my gratitude to Yvonne Schmidt and John Yukich for their excellent work that often far exceeds "the call to duty."

In the wider church and community, in the past year I continued to serve on the Conference's Make a Difference Campaign Committee, as President of the Arrowhead Interfaith Council, and a member of the BOND Board and the Regional Advisory Committee of Planned Parenthood. I have also participated in a Christian-Muslim-Jewish interfaith group seeking to build bridges of understanding in our communities.

As always, we are saddened by the deaths of Pilgrim members and friends, especially those who've given generously of themselves over the years in the life of our congregation. We're saddened, too, when other Pilgrims have moved away from our area. At the same time, we've welcomed new members, baptized many babies and children, and rejoice in a flourishing Church School program for our young people. I'm grateful for so many people committed to the life of this congregation.

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As we begin our 126th year, let us remain faithful as Christ's people and discover ever new ways to live out that faithfulness! God be with us all.

MINISTERS' STATISTICAL REPORT

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

MARRIAGES officiated by the ministry of this church, April 1, 1995-March 31, 1996:

August 19	Matthew Miner and Laura Mieloch	(JK)
September 23	Benjamin Johnson and Dana Moe	(JO)
September 23	Shawn Hilmer and Elizabeth Ekberg	(JO)
March 16	Stuart Olsen and *Nancy Heller	(JK)

BAPTISMS administered by the ministry of this church, April 1, 1995-March 31, 1996:

May 7	Hallie Marie, daughter of *Terese Tomenek and Steve Davis	(JO)
May 14	Elias Reuben, son of *David Lee & *Peg Kirsch Lee	(JK)
August 27	Emily Jane, daughter of William and *Sara Carlson	(JK)
December 24	Malia Lynn Zentner, daughter of *Karen Zentner	
	Bacig and Edward Bacig	(JK)
	Bjorn Erik, son of *Janine Lee Bjerkli	(JK)
	Dane Christian, son of *Janine Lee Bjerkli	(JK)
	Amy Alizabethe, daughter of *Greg Gilbert and *Cary Thompson-Gilbert	(JO)
	Ana Marissa, daughter of *Greg Gilbert and *Cary Thompson-Gilbert	(JO)
	Haviland Benjamin, son of *Greg Gilbert and *Cary Thompson-Gilbert	(JO)
	Ashley Ann, daughter of *Beth Morrison & James Hadlock	(JK)
	Troy Joseph, son of Scott Hanson & *Carolyn Leek Hanson	(JK)

FUNERALS/MEMORIAL SERVICES led by the ministry of this church, April 1, 1995-March 31, 1996:

April 10	*William Van Evera (died April 4)	(JK)
July 31	Jeffrey Frigaard (died July 26)	(JO)
August 4	*Frances Macaulay (died August 1)	(JO)
August 18	Nancy Lee (died August 16)	(JK)
August 21	*Helen Wedlund (died August 17)	(JK)
November 17	*Axel Herbert (died November 9)	(JK)
January 27	*Roy Magney (died January 21)	(JK)
February 23	*Merril Whittemore (died February 20)	(JK)
March 23	*Edna Fox (died March 21)	

ASSOCIATE MINISTER Jody Ondich

What a super year! In so many ways, Pilgrim Church has lived through an exciting, eventful, and celebratory year. I have been a bit breathless at times, but all of the activity has been productive, and so I believe that breathless may just be part of the job!

One of the goals that I set for myself this year was to take a good look at the program of the church that is available to the adult members of the congregation. The children's program is growing and expanding, the choir sounds good, the youth events are beginning to evolve, and the confirmation program is finally established. And so, with a great deal of help from the Christian Education Board, the Diaconate, and major amounts of time from Jackie Falk, the long-range Plan in the area of Adult Fellowship and small group development has begun to blossom. Two Kerygma Bible classes have met all year. A Women's Retreat and a Men's Retreat have both been held. A Book Group started, and looks like it will be continuing on. A group that gathered during Lent to look at some of the basic issues of the faith has decided to continue. A Women's Craft Circle has been formed. A Men's Breakfast Group has been established. And a mixed youth and adult group will be going to Honduras in July, and spent much of this past year meeting, planning, gathering supplies to take with, and doing fundraising. We also have established a Fellowship sub-committee of the Diaconate to plan and carry out the Adult Fellowship activities, and they look very good! (This church does like to eat...) And a powerful set of Adult Education offerings is in the works for this coming year. And, with great delight, the Council has agreed to help the official Duluth Light Opera Company become a regular activity of this congregation. The group that created the wonderful Gilbert and Sullivan "Trial By Jury" had such fun, and so many more people wanted to participate, that this coming year will be the first in what we hope are many seasons of wonderful music and fellowship.

Nice, isn't it? I am hoping that more work in this area will continue, as we look at further options for outreach and hands on participation in the work of the church beyond these walls for the adult members of the congregation. We have voted to participate in the neighborhood project of adding a working park to this area. We have hopes of being able to work with Habitat for Humanity. And I am very sure that this workcamp to Honduras will be but the first of others to come, as we establish a relationship with the wider Christian community in our hemisphere.

I have been active this year with the Church-based Community Organization that is forming in Duluth, as co-chair and occasional squeaky wheel. I have also participated in the Religious Action Team of Violence Free Duluth. I am getting our Confirmands connected to Playfair, the organization coming out of the neighborhood programming that teaches peaceful parenting, conflict resolution, and creative play. And the UCC churches in this Arrowhead region are doing more and more youth activities on a regional basis. We had two joint confirmation retreats this last year; one here at Pilgrim, and one in Grand Marais. Both were a great deal of fun, and we hope to open them up to all youth in the five area churches.

I am also ending my two year term as chair of the Minnesota Annual Meeting Planning Committee. It has been a good two years, but I am ready to have fewer miles on my car and fewer Saturdays away from home!

I consider it a privilege to serve with the members of this congregation. You are a creative, high-energy, committed group of people, and I enjoy the work and friendships and community here very much. May it be many more good years together! And may God's richest blessings be with our life at Pilgrim.

CLERK Joan Morrison

The reported active membership of Pilgrim Congregational Church
as of April 1, 1995

New members added during the year:

620

Confirmation

Keith Anderson, Benjamin Langager, Kristine Falk, John C. Welles 4

Reaffirmation of Faith

Lauren Quigley, Richard Quigley, Veronica Watts, 6

Stephen Watts, April Moir, George Moir

Transfer from Another Church

Sarah Allard, Benjamin Anderson, Roselee Smith, 10

Ronald Smith, John Jensen, Nancy Odden, George Sweezy,

Alane Sweezy, William Schuldt, Gail Trowbridge

Total Additions

20

Members lost during the year:

Removed by Death

William Van Evera, Francis Macaulay, Helen Wedlund, 7

Axel Herbert, Roy Magney, Edna Fox, Merrill Whittemore

Transfer to Another Church

Lori Morrison Tverberg, Sue Lee Bartlett, Thomas Kohlbry, 11

Judy Plumb Ford, Barbara Lee, Angelica Andresen,

Carolyn Spellerberg, Jim Buchanan, Harold Carpenter,

Warren Post, Carol Burton

To Inactive Roll by Written Request by Action of Diaconate

6

Scott Burgstahler, Elizabeth Dohm Emery.

Deborah Dohm Reyland, Scott Johnson,

Reid Magney, Kathy Heller-Ostroot

Removed by Written Request by Action of the Diaconate

5

John Lee, Anne Leek Meira, Carolyn Leek Hanson,

Chris Magney, Patrick Tierney III

To Inactive Roll by Action of the Diaconate

91

These persons were confirmed in Pilgrim 20-30 years ago
and have long been away from this congregation. It was
discovered in trying to reconcile membership records that
they had never been moved from active membership status.

Total Losses

120

520

Adjustment to Reconcile Active Membership Rolls

56

TOTAL ACTIVE MEMBERSHIP AS OF MARCH 31, 1996

464

BAPTISMS

11

WEDDINGS

4

Since the 1995 Annual Meeting there has been one special meeting of the congregation:
December 10, 1995 To vote on the 1996 Church Budget

CHRISTIAN EDUCATION BOARD

Joyce Hidahl and Sara Lounsbury

The Board of Christian Education has completed a year full of educational and nurturing activities for all age groups in the church. Our Board is responsible for the development of Christian education for the entire church. Under our responsibility is the Sunday School program, youth programs, and adult education/nurture. The church library and the Youth Choir are also our responsibility.

Sunday School

The 1995-96 Sunday school program has been very successful due to the twenty parents who graciously gave their time, effort, creativity and patience to lead the classes. A well-attended teacher workshop, led by Jody Ondich, was held in the Fall prior to the beginning of church school classes. This workshop will be offered again next Fall as well as a refresher course after Christmas. The Curriculum, "The Whole People of God," used for the third consecutive year, served a roster of 88 children, 3 years through 7th grade. The annual Christmas Pageant was held on December 17, 1995 during the worship service again this year followed by a brunch. This has been a very successful arrangement and the board plans to continue this format. Since last Spring's (1995) Church School Sunday performance of *Noah's Ark* was so well-received, the children (led by Peggy White, our Children's Music Director) will perform a musical service on May 19, 1996 called *Amazing Grace*. Afterwards, the children will continue the custom of planting flowers in the circular garden in front of the church.

Youth Program

The confirmation group consisting of 17 8th and 9th graders have been meeting one time a month for a 3 hour class period, and one time a month for an out of classroom activity for example: 3 weekend retreats, volunteer work at the food shelf and Playfair Discovery Center. They lead the worship on Easter morning. They've volunteered time in the church: ushering, nursery, UNICEF carnival, food at the bazaar, and the Anniversary banquet.

The Middle School group has many middle school youth involved in the Youth choir. This summer, as last summer, the youth will be having outings such as Valley Fair, and canoe trip, etc. each month. Next year plans will include a monthly activity.

The Senior High has five youth who will be participating on the trip to Honduras. Some have been involved in teaching Sunday school and serve on boards and committees. A group of 7 will be going on a canoe trip in July. Plans are in progress for enhancing our Senior High programming.

Peggy White is our Children's Music Director. (see her separate article)

Adult Nurture

Our adult nurture program began the year with an invitation to "Come to the Banquet." Included in the "banquet" were: two Kerygma programs; Kerygma I lead by Jack Kemp and Kerygma II lead by Jackie Falk. There were also two ongoing book groups studying Meeting Jesus for the First Time and Brothers K. There were women's and men's retreats in the fall and winter respectively. The Lenten Series consisted of videos and discussion on six topics: faith, God, Jesus, Holy Spirit, prayer and evil. To relate to other adult programs, during the church services there have been introductions to various spiritual disciplines, based on the book Celebration of Discipline: The Path to Spiritual Growth by Richard Foster. A basic program with the theme of "Simplicity" has been outlined for next year and will be announced in the fall.

A heartfelt thank you goes to the members of the 1995/96 Board: Mary Decatur, Jackie Falk, Allison Fochs, Kerry Hanlon, Cindy Harrison, Bonnie Matuseski, Dawn Silvestrini; Sara Lounsbury, and Joyce Hidahl, who have been co-chairs; with Jody Ondich as the clergy representative.

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 and provide services to our churches.

Pilgrim continued its direct support of Churches United in Ministry (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 most recommendations for funding local organizations to the Pilgrim Fund Distribution Committee. This resulted in the following local ministries and programs being funded:

Arrowhead Interfaith Council - Children's Peace Camp	\$1,000
Women's Transitional Housing	\$1,500
Damiano Soup Kitchen	\$1,000
CHUM Church	\$2,000
CHUM Emergency Shelter	\$1,500
CHUM Telecare/friends	\$1,500
PAVSA - Building for Women	\$1,000
Ministry to Seafarers	\$2,691
Community Health Center Access Office	\$ 500
Woodland Hills Neighborhood Youth Services Central	
Hillside Family Strengthening Program	\$2,000

In addition, a \$3,000 outreach grant was made from the Pilgrim Fund to help support the Pilgrim Honduras Work Camp in the summer of 1996.

As part of Pilgrim's 125th Anniversary celebration the Board of Christian Outreach offered an opportunity for Pilgrims to serve others on Thanksgiving. 20 Pilgrims prepared and served a Thanksgiving meal for over 100 clients of the Human Development Center's Harmony Club.

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.

1995 special all-church offerings in 1995:

One Great Hour of Sharing	\$1,485
Neighbors in Need	\$ 900
Strengthen the Church	\$ 346
Emergency Food Shelf (Thanksgiving)	\$1,076
Christmas Fund/Veterans of the Cross	\$1,441
Just Peace Appeal	\$ 625*

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

1995-1996 members of the Board of Christian Outreach: Rick Agar, Jane Erjavec, Dennis Falk, John Merrill, Steve Cushing, and Terese Tomanek.

PILGRIM CONGREGATIONAL CHURCH (UCC)
Duluth, Minnesota

1995 GIVING TO OTHERS

SUMMARY

SOURCE	UCC	COMMUNITY	WORKCAMP
Budget	35,201	6,127	0
Special Offerings	4,797	1,076	0
Pilgrim Fund	0	15,691	3,000
Church Groups	72	1,429	0
Other Fund	0	500	0
TOTALS	40,070	24,823	3,000

UCC	40,070
COMMUNITY	24,823
WORK CAMP PROJECT	3,000
TOTAL	67,893

PILGRIM CONGREGATIONAL CHURCH UCC
DULUTH, MINNESOTA

1995 GIVING TO OTHERS
(Basis of Report to Minnesota Conference UCC)

BASIC SUPPORT OCWM

\$31,500

SPECIAL SUPPORT TO UCC MINISTRIES

14,170

A. Transmitted through MN Conference

United Seminary/CUE	\$1280
New Church Development - MN Conference	240
Per Capita dues	1451
Christmas Fund	1441
Just Peace Appeal	625
One Great Hour of Sharing	1485
Strengthen the Church	346
Neighbors in Need	900

B. Transmitted Directly

Northland College	480
United Campus Ministry Duluth (PF-\$1000)	2600
Honduras Workcamp Project (UCBWM-related) (PF)	3000
Delmo Housing (WF)	72
UCC Peace & Justice Conference - Grand Marais (P&J)	250

OTHER GIFTS - NON UCC

22223

Arrowhead Interfaith Council (PF - \$1000)	1620
CHUM Emergency Foodshelf	1076
CHUM Basic Ministries (WF - \$200)	1960
CHUM - Designated ministries (PF - \$5000; WF - \$86)	5086
BOND	750
Ministry to Seafarers (PF - \$2691)	3491
Duluth Soup Kitchen (PF)	1000
Duluth Habitat for Humanity (WF)	100
Duluth Building for Women (through PAVSA) (PF)	1000
Aid to victims of Sexual Assault (WF)	75
Loaves & Fishes (WF)	100
Women's Transitional Housing (PF)	1500
UNICEF (Youth)	168
Women's Coalition (WF)	200
YWCA Kids' Corner (WF)	50
Boys and Girls Club (WF)	50
Valley Youth Center (WF)	75
Union Gospel Mission food (WF)	125
Life House Youth Center (WF)	200
Harmony House Thanksgiving Dinner	257
Community Health Center - Access Office (PF)	500
Woodland Hills Home (PF)	2000
Violence Free Duluth (P&J)	51
Seminary Scholarship Assistance	500
Personal Emergency Assistance (Emergency Fund)	289

\$67,893

Total 1995 Giving to Others

(WF= Women's Fellowship gifts; PF= Pilgrim Fund grants; P&J=Peace & Justice gifts)

DIACONATE

Sara Jane Carlson

The Diaconate team this year was a wonderful mix of multi-talented individuals: Cy Brown, Paul Cutler, John Erjavec, Peg Kirsch Lee, Bill Mickelsen, Joan Semenchuk, Jane Shull, Pam Tyler, Steve Watry, Carolyn Clark, Kitty Van Evera.

Building on the group's history and experience the Diaconate's work focused on worship, membership nurture, and membership development. In addition to monthly meetings, the Diaconate takes responsibility for numerous activities including: coordinating ushers, greeters, lay readers, flower delivery, communion, new member orientation, adult fellowship gatherings, advertising and press releases, personal notes to members, and personnel committee representation. Ideas are being explored by the group for attracting new Pilgrim members.

The Stephen Ministry program continues to share, support, and care for the members of our church. The Stephen minister provides an important support and safety net for our membership and clearly is a distinguishing feature of our church family. The program involves extensive training for leaders and new Stephen ministers. Currently there are 11 active Stephen ministers.

Attendance for the Rediscovery Brunch hosted by the Diaconate was outstanding. One hundred and ninety people came for brunch. We scrambled (not just eggs) to set up additional place setting as the room filled to complete capacity. During the year, the Diaconate sponsored several adult fellowship activities including a scavenger hunt, curling, and the spring progressive dinner. The bakery booth for the All Church Bazaar was a popular event for which the Diaconate members baked, set-up and staffed.

Ground work for some exciting possibilities is being developed by creating two new sub-groups of the Diaconate: The adult fellowship sub-group of the Diaconate has been created and generated exciting plans for adult fellowship activities in the 1996-97 church season. A worship group is just being formed to focus its energy on enhancing the worship service in coordination with the Diaconate. While a great deal was accomplished during the year, open opportunities remain for additional volunteer activities which directly enhance the church family. If you are searching for non-monetary ways to contribute, consider these wonderful ways to give and volunteer: transportation coordinator or phone tree coordinator. Lastly, we bid a fond and sad farewell to Pam Tyler and Joan Semenchuk who are moving to another city and to Cy Brown who has completed two terms on the Diaconate.

BOARD OF TRUSTEES

Patricia Clure

In matters concerning our building, the Trustees committed funds and oversight to the repair of the boiler, sanctuary windows, skylight and flat roof, a new ceiling for the front portico, the removal of several large trees obstructing the view of our building, the replacement of a protective covering to the Roberts window which was broken, a new dishwasher and pass-through in the large kitchen, and the purchase of a new lawn tractor and attachments for snowblowing and mowing purposes. We also purchased new shades for the Church office and will be making plans for improvements to the rest of the office in the coming Church year.

In December Pilgrim Church received approximately \$400,000.00 from the estate of Julia Marshall and promise of 5% of the estate of Axel H. Herbert. Both legacies are unrestricted and Ms. Marshall's has been deposited in a money market fund. The Trustees made a recommendation to the Church Council as to usage of the Marshall legacy and upon further fine tuning, the Council made plans to take the Trustee and Council recommendation to the Church for a hearing on April 14 and a vote at the Annual Meeting, results of which are not available as of this writing. If the church votes in favor of the proposed recommendations, the money will be allocated as follows:

- a) the interest on \$200,000 will be used to replace Ms. Marshall's pledge.
- b) the interest on \$100,000 will be used for a building maintenance fund.
- c) \$100,000 will be used as seed money for capital improvements.

The legacy from Axel H. Herbert has been designated to the Building Fund. It is the hope of the Building Committee to have the interest from \$150,000 for an annual building maintenance fund.

The Board of Trustees wishes to thank Gay Lynne Liebertz for her six years of work as a Trustee. She served as secretary, house and building committee member, and was a fast and faithful counter.

TREASURER

Rick Sailstad

ANNUAL TREASURER'S REPORT

The following Treasurer's reports consist of the following:

1. Pilgrim Congregational Church Financial Summary
2. Comparative Income and Expense Statements showing prior years, 1995 budget and actual, 1996 final budget and actual as of March 31, 1996.
3. Final Balance Sheet for 1995.
4. Balance Sheet as of March 31, 1996

As the 1995 Actual column shows on the Income and Expense Statement, Pilgrim ended 1995 with a \$2199 surplus. The Trustees elected to transfer this surplus back to the Building Fund. In 1994 the Trustees eliminated that year's deficit by taking \$2292 from the Building Fund.

During 1995 the office changed over to Logos Accounting, an accounting program made specifically for Churches. The main benefit of the new accounting program is that stewardship is now integrated into the routine accounting functions. This allows the complete cycle of Pilgrim's inflow and outflow of funds to be completely automated. The office is able to send out statements effortlessly. The status of individual stewardship records are easily looked up. Stewardship can now be analyzed from many different points of view with just a few computer keystrokes. If you have questions about your pledge or any other giving to Pilgrim, they can be researched and quickly answered.

During 1995 I helped the office staff install two up-to-date computers, a laser printer and a fax machine. The computers allow multiple users to be doing computer work. The Staff can now produce reports and letters in a finished or nearly finished format, reducing the amount of retyping needed. The computers provide needed additional data storage. The fax machine allows Staff and church members to transmit and receive needed documents immediately. The new accounting program and the new equipment has sped up and simplified the duties of the Staff and the Treasurer. Thus providing the Trustees with more timely and accurate financial information.

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

PILGRIM CONGREGATIONAL CHURCH FINANCIAL SUMMARY AS OF MARCH 31, 1996

The 1996 Operating Budget is \$302,442.00, the cash to meet the Operating Budget will come from the following sources:

From Pledges & Offerings	\$222,235.00
From Building Use	6,600.00
From Trusts not in our control	31,500.00
From Pilgrim Investments	41,500.00
From Miscellaneous Income	607.00
Total	\$302,442.00

Note: Building repairs (other than very minor ones) have never been covered in the operating budget. Furnace repair, water damage, roof repair, and so forth have been paid from legacies and other special gifts to Pilgrim. Major repairs have only been done when the money has become available.

Pilgrim Investments are made up of the following:

1. Cash in banks and money market accounts earn interest that is allocated to the operating budget. For 1996 it is estimated that \$2,000 of interest will be earned and applied towards the operating budget.
2. The 2nd Century Fund was established in 1971. As of March 31, 1996, the market value of the 2nd Century Fund is \$545,263. All the earnings from this fund are allocated to the operating budget. For 1996 it is estimated that the 2nd Century Fund will contribute \$39,500 towards the operating budget. Any growth (or loss) in the 2nd Century Fund is rolled back into the fund.

As of March 31, 1996, the 2nd Century Fund principal is invested as follows:

26% Putnam Fund for Growth & Income
64% Putnam Diversified Income Trust
10% Putnam Voyager Fund

3. The Pilgrim Fund was established in 1992. As of March 31, 1996, the market value of the Pilgrim Fund is \$780,907. All the earnings and growth (or loss) from the Pilgrim Fund are rolled back into the fund. No money from the Pilgrim Fund is applied towards the operating budget nor is it reflected in the operating budget. Annually, the Trustees allocate 5% to 10% of the December 31 market value of the Pilgrim Fund to the Pilgrim Fund Distribution Committee. The Committee distributes the allocation to community outreach and special Pilgrim projects. The history of the distributions is as follows:

During 1993	\$29,500 (4.6% of December 31, 1992 value of \$639,182)
During 1994	\$32,452 (5% of December 31, 1993 value of \$649,152)
During 1995	\$31,000 (5% of December 31, 1994 value of \$614,824)
During 1996	\$74,500 (10% of December 31, 1995 value of \$749,379)

As of March 31, 1996, the Pilgrim Fund principal is invested as follows:

31% Putnam Fund for Growth & Income
29% Putnam Diversified Income Trust
20% Putnam Voyager Fund
20% Putnam Global Growth Fund

ANNUAL TREASURER'S REPORT Income and Expense Statement

PILGRIM CONGREGATIONAL CHURCH

		Actual 1993	Actual 1994	Budget 1995	Actual 1995	Budget 1996	Actual 3/31/96
INCOME							
	Trustees	200,021	201,032	206,300	197,959	215,135	
Pledges	Trustees	0	0	0	2,025	0	66,844
Prior Year Pledges Received	Trustees	3,908	2,304	4,500	6,705	4,500	3,986
Non-Pledged Contributions	Trustees	2,893	2,568	2,000	2,720	2,500	362
Plate Offerings	Trustees	0	0	0	105	100	573
Church School Offering	Trustees	12,240	8,532	9,000	6,931	6,600	28
Building Use	Trustees	2,127	1,756	1,500	3,527	2,000	2,128
Interest	Trustees	1,000	1,000	0	0	0	1,031
Women's Fellowship	Trustees	8,528	7,432	8,900	7,466	8,500	0
Jenks Trust Income	Trustees	3,000	3,000	3,000	3,000	3,000	2,388
W. Mitchell Trust Income	Trustees	23,890	16,633	20,000	20,804	20,000	0
Whiteside Trust Income	Trustees	25,248	30,953	35,000	38,498	39,500	0
2nd Century Fund Income	Trustees	2,184	0	759	759	607	7,237
Miscellaneous and Non-Recurring Income	Trustees						10
TOTAL INCOME		285,039	275,210	290,959	290,499	302,442	84,587
OUTFLOW							
SERVING OUR CONGREGATION							
Office Manager Salary	Personnel	19,974	18,000	19,685	19,685	20,276	5,069
Office Manager FICA	Personnel	1,528	1,378	1,506	1,506	1,551	388
Office Manager Medical Insurance	Personnel	2,877	3,018	3,093	3,093	3,039	1,520
Office Manager Annuity	Personnel	2,796	2,520	2,756	2,756	2,839	1,419
Office Manager Disability	Personnel	231	180	197	197	203	101
Office Manager Educational Allowance	Personnel	114	187	200	204	200	0
Senior Minister Travel Reimbursement	Personnel	1,170	1,454	1,500	1,670	1,600	302
Senior Minister Professional Expenses	Personnel	700	669	700	684	800	312
Senior Minister Continuing Education	Personnel	486	600	600	600	600	17
Assoc. Minister Travel Reimbursement	Personnel	1,691	1,529	1,500	1,904	1,600	381
Assoc. Minister Professional Expenses	Personnel	657	700	700	947	800	216
Assoc. Minister Continuing Education	Personnel	0	600	600	600	600	431
Bookkeeper Salary	Personnel	3,584	3,504	0	0	0	0
Bookkeeper FICA	Personnel	274	268	0	0	0	0
Office Supplies, Bulletins, & Printing	Trustees	2,611	1,826	1,800	2,002	2,100	435
Office Equipment Maint. & Software	Trustees	1,034	1,020	1,100	1,399	1,200	0
Postage	Trustees	2,027	1,445	2,050	1,635	2,150	354
Stewardship/Planned Giving/Offering Env.	Trustees	350	335	400	357	400	-22
Bank Charges	Trustees	0	0	0	420	420	145
Diaconate General Fund	Diaconate	1,128	827	1,275	1,317	1,225	568
Worship Leadership & Prog. Development	Diaconate	150	100	200	175	300	0
Stephen Ministry	Diaconate	1,149	400	675	296	675	0
Church Literature	Diaconate	345	26	100	54	100	30
Emergency Discretionary Fund	Diaconate	243	85	250	289	300	45
Sunday Bulletins & Printing	Diaconate	600	318	625	670	675	0
Hospitality Expenses	Hospitality	1,200	363	1,000	2,194	1,200	862
Sub-Total		46,919	41,352	42,512	44,652	44,853	12,572

ANNUAL TREASURER'S REPORT Income and Expense Statement

		Actual 1993	Actual 1994	Budget 1995	Actual 1995	Budget 1996	Actual 3/31/96
MINISTRY OF MUSIC							
Music Director Salary	Personnel	6,107	6,107				
Music Director FICA	Personnel	467	467	6,232	6,232	6,295	2,098
Music Director Educational Allowance	Personnel	0	0	477	477	482	161
Organist Salary	Personnel	4,641	4,641	100	0	100	0
Organist FICA	Personnel	355	355	4,766	4,766	4,909	1,636
Organist Educational Allowance	Personnel	0	0	365	365	376	125
Choir Section Leaders	Personnel	4,896	4,929	100	0	100	0
Choir FICA	Personnel	375	377	5,670	5,032	5,830	1,820
Summer Organist	Personnel	600	350	445	385	457	139
Substitute Organists/Special Events	Personnel	240	108	550	550	550	0
Special Instrumentalists	Music	379	400	200	0	200	100
Sheet Music	Music	105	207	500	528	600	0
Organ/Piano Maintenance	Music	-201	252	400	307	500	149
Licensing Fee	Music	0		500	320	500	71
Sub-Total		17,964	18,193	20,430	18,961	20,899	6,299
OUR MINISTRY OF EDUCATION							
Church School Coordinator	Personnel	1,968	1,188	0	0	0	0
Church School Coordinator FICA	Personnel	151	91	0	0	0	0
Children's Music Director	Personnel	572	740	1,700	1,205	1,800	567
Children's Music Director FICA	Personnel	44	57	149	92	138	43
Church School Curriculum	BCE	581	618	800	896	800	730
Church School Supplies & AV Equipment	BCE	698	558	550	796	650	108
Children's Music Supplies	BCE	0	0	200	157	200	141
Vacation Church School	BCE	166	89	0	0	0	0
Leadership Training	BCE	166	263	200	0	200	0
Confirmation	BCE	207	349	400	235	400	141
Jr. High Youth Worker	Deleted	560	0	0	0	0	0
Jr. High Youth Worker FICA	Deleted	43	0	0	0	0	0
Youth Program-Jr., Sr., UCC	BCE	579	283	1,000	783	1,000	227
Intergenerational Activities	BCE	166	180	200	227	250	0
Adult Education	BCE	329	340	350	26	250	55
Kerygma Adult Bible Study	BCE	133	128	150	338	150	32
Church Library	BCE	531	576	600	355	600	261
Sub-Total		6,894	5,460	6,299	5,109	6,438	2,305
OUR BUILDING MAINTENANCE							
Custodian Salary	Personnel	16,640	16,640	17,472	17,472	17,996	4,499
Custodian FICA	Personnel	1,273	1,273	1,337	1,337	1,377	344
Custodian Medical Insurance	Personnel	2,877	3,018	3,098	3,093	3,039	1,520
Custodian Annuity	Personnel	998	998	1,048	1,048	1,080	540
Custodial Supplies	Trustees	4,130	1,256	2,000	2,011	2,000	214
Equip. Maint./Trash/Window & Carpet Clean	Trustees	1,374	3,047	3,000	3,412	3,000	1,226
Electricity	Trustees	5,875	6,672	6,600	6,881	6,800	1,923
Telephone	Trustees	1,876	1,148	1,300	914	1,200	280
Fuel Oil, Gas & Water	Trustees	12,002	12,806	14,000	11,481	14,000	9,004
Building Repairs	Trustees	3,379	3,669	2,500	3,991	3,500	180
Building & Liability Insurance	Trustees	7,406	9,152	9,200	9,610	9,200	4,780
Worker's Compensation Insurance	Trustees	925	2,433	3,000	1,622	2,000	1,622
Building Maintenance Reserve	Deleted	2,500	0	0	0	0	0
Sub-Total		61,255	62,112	64,550	62,872	65,192	26,132

ANNUAL TREASURER'S REPORT Income and Expense Statement

		Actual 1993	Actual 1994	Budget 1995	Actual 1995	Budget 1996	Actual 3/31/96
BOARD OF CHRISTIAN OUTREACH							
OCWM Basic Support	BCO	35,710	30,000	31,500	31,500	32,500	8,125
Basic Support as a % of Total Budget Less	Total Outreach	14.78%	12.39%	12.44%	12.55%	12.40%	9.50%
United Campus Ministry	BCO	2,000	1,600	1,600	1,600	2,000	0
United Theological Seminary	BCO	1,600	1,280	1,280	1,280	1,600	0
Arrowhead Interfaith Council	BCO	150	120	120	120	150	0
Community Ministries	BCO	2,000	0	750	477	1,200	300
Northland College	BCO	600	480	480	480	600	0
Twin Ports Seafarers	BCO	1,000	800	800	800	1,000	0
CHUM	BCO	1,100	880	880	880	1,100	0
New Ch Dev. MN Conf @1.50 mbr	BCO	300	240	240	240	300	0
Sub-Total		44,460	35,400	37,650	37,377	40,450	8,425
PASTORAL MINISTRY							
Senior Minister Salary/Housing	Personnel	52,342	52,292	53,774	53,774	55,280	13,820
Senior Minister Annuity	Personnel	7,328	7,327	7,528	7,528	7,739	3,870
Senior Minister Disability	Personnel	606	523	538	538	553	276
Senior Minister Medical Insurance	Personnel	5,754	5,282	3,093	3,093	3,039	1,520
Senior Minister Social Security Allowance	Personnel	4,004	4,004	4,114	4,114	4,229	1,057
Senior Minister Sabbatical Expenses	Personnel	600	0	0	0	0	0
Assoc. Minister Salary/Housing	Personnel	11,250	30,000	33,400	33,400	35,932	8,983
Assoc. Minister Annuity	Personnel	1,575	4,200	4,676	4,676	5,030	2,515
Assoc. Minister Disability	Personnel	131	300	334	334	359	180
Assoc. Minister Medical Insurance	Personnel	2,084	6,036	6,186	6,186	6,078	3,039
Assoc. Minister Social Security Allowance	Personnel	861	2,295	2,555	2,555	2,749	687
Interim Minister Expenses	Personnel	18,002	0	0	0	0	0
Sub-Total		104,537	112,259	116,198	116,198	120,988	35,947
OTHER EXPENSES							
Eastern Assoc. Per Capita Dues @3.25	BCO	1,489	1,442	1,420	1,451	1,722	1,524
Voyager-MN Conference Paper	BCO	325	0	0	0	0	0
Delegate Expenses	BCO	40	0	400	204	400	0
Peace & Justice	P&J	75	57	150	51	150	150
BOND Project	Council	1,250	951	950	750	950	500
Miscellaneous	Trustees	852	276	400	675	400	130
Sub-Total		4,031	2,726	3,320	3,131	3,622	2,304
TOTAL OUTFLOW		286,060	277,502	290,959	288,300	302,442	93,984
INCOME - OUTFLOW		-1,021	-2,292	0	2,199	0	-9,397
SUMMARY BY COMMITTEE							
	Trustees	46,341	45,085	47,350	46,410	48,370	20,271
	Personnel	182,823	188,205	192,939	192,096	199,825	59,694
	Diaconate	3,615	1,756	3,125	2,801	3,275	643
	Hospitality	1,200	363	1,000	2,194	1,200	862
	Music	283	859	1,525	1,155	1,600	219
	BCE	4,159	3,384	4,450	3,812	4,500	1,695
	BCO	46,314	36,842	39,470	39,032	42,572	9,949
	P&J	75	57	150	51	150	150
	Council	1,250	951	950	750	950	500
TOTAL OUTFLOW		286,060	277,502	290,959	288,300	302,442	93,984

Pilgrim Congregational Church
Balance Sheet
Report Date: December 30, 1995

ANNUAL TREASURER'S REPORT
Fiscal Year 1995 Fiscal Period 12

ASSETS

Current Assets

Petty Cash	\$ 35.00
Office Checking Account	500.00
Norwest Checking Account	27,060.71
Money Market Account	463,231.05
2nd Century Earnings	5.15
Total Current Assets	\$ 490,831.91

Other Assets

Prepaid Expenses	8,249.49
Certificate of Deposit	10,342.88
2nd Cent. Building Reserve	23,589.84
2nd Cent. Parsonage Principal	64,000.00
2nd Cent. Principal	446,304.29
Pilgrim Fund Principal	749,379.37
Total Other Assets	1,301,865.87

TOTAL ASSETS

\$ 1,792,697.78

LIABILITIES AND FUND BALANCES

Current Liabilities

Total Current Liabilities \$ 0.00

TOTAL LIABILITIES

\$ 0.00

Fund Balances

Restricted Funds	1,323.91
Christmas Fund	6.00
Food Shelf Fund	301.56
Bath Fund	3,674.77
Educational Scholarship Fund	882.50
Handbell Fund	577.44
Martha's Kitchen Fund	112.17
Music Commissioned Fund	198.66
Music Memorial Fund	37.89
Prince Fund	44.84
Sabbatical Fund	213.91
Habitat Work Camp Fund	1,200.00
Bazaar Fund	2,399.14
Refugee Fund	27,195.31
Building Fund	352.19
Flower Fund	2,671.85
Hospitality Fund	410.38
Pilgrim Just Peace Fund	

Pilgrim Congregational Church
Balance Sheet
Report Date: December 30, 1995

ANNUAL TREASURER'S REPORT
Fiscal Year 1995 Fiscal Period 12

Memorials Fund	7,732.78
Stewardship (Ramshaw) Fund	1,019.10
Organ Recital Fund	1,791.65
Stephen's Ministry Fund	1,073.52
Computer Equipment Fund	323.60
Youth Choir Start Up Fund	115.45
Speaker/PA System Fund	742.10
Sr. Min. Cont. Ed. Fund	364.00
Assoc. Min. Cont. Ed. Fund	197.50
Long Range Planning Fund	4,222.18
125th Anniversary Fund	4,533.49
Hymnal Fund	829.25
Honduras Workcamp Fund	3,124.18
Julia Marshall Fund	384,400.00
Total Restricted Funds	452,071.32
General Fund	
Capital Gifts	1,302,210.89
Prepaid Pledges	36,216.37
Current Surplus(Deficit)	2,199.20
Total General Fund	1,340,626.46

TOTAL LIABILITIES & FUND BALANCES

\$ 1,792,697.78

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Pilgrim Congregational Church
Balance Sheet
Report Date: March 31, 1996

MARCH 31, 1996, TREASURER'S REPORT
Fiscal Year 1996 Fiscal Period 3

ASSETS

Current Assets

Petty Cash	\$ 35.00
Office Checking Account	500.00
Norwest Checking Account	30,693.22
PaineWebber Money Market	403,820.35
Park State Money Market	10,018.70
2nd Century Earnings	7,242.52
Total Current Assets	<u>7,242.52</u>
	\$ 452,309.79

Other Assets

2nd Cent. Building Principal	23,589.84
2nd Cent. Parsonage Principal	64,000.00
2nd Cent. Principal	450,430.30
Pilgrim Fund Principal	780,906.90
Total Other Assets	<u>1,318,927.04</u>

TOTAL ASSETS

\$ 1,771,236.83

LIABILITIES AND FUND BALANCES

Current Liabilities

Total Current Liabilities	\$ 0.00
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TOTAL LIABILITIES

\$ 0.00

Fund Balances

Restricted Funds

Christmas Fund	1,333.91
Food Shelf Fund	106.00
Just Peace Offering Fund	396.00
Neighbors In Need Fund	450.00
OGHS Fund	492.00
Bath Fund	301.56
Educational Scholarship Fund	3,674.77
Handbell Fund	882.50
Martha's Kitchen Fund	577.44
Music Commissioned Fund	112.17
Music Memorial Fund	198.66
Prince Fund	37.89
Sabbatical Fund	44.84
Bazaar Fund	200.00
Refugee Fund	2,399.14
Building Fund	22,143.92
Flower Fund	497.12
Hospitality Fund	2,671.85

Pilgrim Congregational Church
Balance Sheet
Report Date: March 31, 1996

MARCH 31, 1996, TREASURER'S REPORT
Fiscal Year 1996 Fiscal Period 3

Pilgrim Just Peace Fund	310.38
Memorials Fund	8,807.78
Stewardship (Ramshaw) Fund	1,019.10
Organ Recital Fund	(926.35)
Stephen's Ministry Fund	1,073.52
Computer Equipment Fund	323.60
Youth Choir Start Up Fund	115.45
Speaker/PA System Fund	742.10
Sr. Min. Cont. Ed. Fund	364.00
Assoc. Min. Cont. Ed. Fund	197.50
Long Range Planning Fund	1,801.92
125th Anniversary Fund	2,145.31
Hymnal Fund	816.17
Honduras Workcamp Fund	304.67
Julia Marshall Fund	389,154.70
Total Restricted Funds	442,769.62

General Fund

Capital Gifts

Current Surplus(Deficit)

Total General Fund

1,337,864.43

(9,397.22)

1,328,467

TOTAL LIABILITIES & FUND BALANCES

\$ 1,771,236

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 a Board or Committee or 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 1995 church year the following projects were funded:

- New Hymnal Purchase (\$1,380)
- Church Banners - interior and exterior (\$3,000)
- Architect Engineering/Planning (\$4,000)
- Organ Recital Series (\$1,500)
- 125th Anniversary Celebration (\$2,360)
- 1996 Pilgrim Workcamp in Honduras (\$3,000)
- Congregations Concerned for Children - 1995 Summer Children's Peace Camp (\$1,000)
- CHUM Church (\$2,000)
- CHUM Telecare/Friends (\$1,500)
- CHUM Emergency Shelter (\$1,500)
- Damiano Soup Kitchen - tables and new chairs and food purchase (\$1,000)
- Duluth United Campus Ministry - scholarships for Student Work Camp doing housing rehabilitation (\$1,000)
- Building for Women - capital fund (\$1,000)
- Twin Ports Ministry to Seafarers - van overhaul and TV replacement (\$2,691)
- Women's Transitional Housing Coalition - construction of Community Program space (\$1,500)
- Community Health Center Health Care Access Office (\$500)
- Woodland Hills Neighborhood Youth Services Central Hillside Family Strengthening Program (\$2,000)

This year's projects totaled \$30,931.

STEWARDSHIP COMMITTEE

Skip Silvestrini

The 1996 Stewardship Campaign was conducted similarly to the campaigns of the previous two years with the exception that the campaign targets had been previously set by the Trustees based on anticipated cost of living increases and the subsequent budgets had resulted in funding cuts for most committees. For 1996 we decided to ask the various committee chairs to do a budgetary needs assessment and the campaign target for 1996 incorporated their budgetary concerns. This resulted in a target of \$199,163 which represented a 5% increase over the previous year. This target was exclusive of the \$22,000 of lost pledges due to deaths in the congregation. Actual dollars pledged totaled \$199,535. It should be noted that the campaign target of \$206,300 that went out in the stewardship letter to the congregation was inaccurate and actually represented the 1995 budget.

The stewardship committee had been asked to do a door to door campaign for 1996. Members of the committee were uncomfortable with this and asked the council to do a kick off brunch with a presentation on the history of pledging which was coordinated with the 125th Anniversary celebration of the church. The brunch was provided by the hospitality committee and various committee chairs were asked to provide anecdotes illustrating how their committee had utilized the previous years funds. Pledge packets containing information similar to previous years were available at the brunch and members of the stewardship committee and the church treasurer were available after the presentation to answer any questions. Timelines for pledging were reviewed and individuals who missed the pledge deadlines were contacted by phone. Anyone wishing to meet with a committee member to review their pledge or any budget concerns were invited to contact any member of the stewardship committee.

The stewardship committee members for 1996 were: Karl Honigman, Julie Johnson, Gay Lynne Liebertz, Jody Ondich and Skip Silvestrini. On behalf of the committee I'd like to thank the congregation for their pledges, the committee chairs and the Trustees for their help in preparing the campaign target, Rick Sailstad, our church treasurer, and the Hospitality Committee for their help in the kick off brunch.

PEACE AND JUSTICE COMMITTEE

Keith Brownell

It was a pleasure chairing the Peace and Justice Committee this year. The committee members were great in attendance, and vociferous in their contributions.

A brief recapitulation of our yearly activities follows: In May we met for the first time, we questioned our utility to this congregation. The Cold War had wound down and we questioned what usefulness we could be to our community and our world as we understood it. Jack Kemp reminded us of our church's historical commitment to being on the cutting edge of peace and justice. We discussed issues which could be addressed, such as personal violence in Duluth. Unbeknownst to us at the time, there were several members of our church who had already initiated a potential program in the Duluth area.

Our committee contributed start up costs to help get the Grand Marais UCC Peace and Justice Conference started. We had at least 2 members present at all sessions. It was an awakening which we all enjoyed. The Grand Marais Church did itself proud, offering warm hospitality including free lodging and food and generally good accommodations. The meetings themselves were communal, with much philosophical and theological conversations as we searched together for new purpose and priorities in peace and justice in our churches. We sat along the shores of Lake Superior and drank in its beauty. We all left feeling a little bit more enthusiastic about our future with this priority.

Our committee gave our continued support for the United Nations and its 50th Anniversary. We were pleased to participate along with other men of the church in a retreat, led by Bob Baldwin and John Clark Pegg, addressing the issue of violence by men. The issues raised by the Christian Coalition in its *Contract with the American Family* were studied. Our committee supported the Men as Peacemakers program. We found again that Pilgrims took active leading parts therein. We continued our study of the *Contract with the American Family*, studying positions the UCC has taken on the issues raised, consistently opposite those of the Coalition. We found again historically our predecessors had been on the cutting edge of social issues. The Christian Coalition had not invented this matter of Christians speaking to political issues.

Responding to the leadership of the Arrowhead Interfaith Council and with the unanimous endorsement by our committee, Jack Kemp and I, along with other ministers appeared before the Duluth City Council to support the new ordinance creating a Human Rights Commission. The same issue had failed some years previously.

Our committee acted to assist the Arrowhead Interfaith Council in providing seed money plus offers of our church and our time and our effort in sponsoring the visit of Jim Wallis, editor of *Sojourners* magazine, to Duluth on May 3.

We also gave our support to the Discovery Center, a new project in Duluth teaching children and adults a peaceful resolution of problems.

We culminated our work for the year in bringing to the congregation issues that we felt were important over the past year. In April we sponsored after worship three "conversations" on the following topics: 1.) Mary Van Evera led us in discussing the religious right. 2.) Joan Setterlund led us in discussing issues in education. 3.) Pilgrim men led us in discussion violence in our society. So we went full circle from our first meeting in May 1995 of peace in the family and ended up discussing those very issues in our final Sunday conversation with the congregation. All in all it has been a most interesting year.

Committee members: Keith Brownell, Joan Setterlund, Sharon Kemp, David Fraser, David Camenga, Nancy Heller, Ted Harwood, Judy Casserberg.

MUSIC DIRECTOR

Art Bumgardner

The Pilgrim Choir and organist Norma Stevlingson played an active role in the celebration of Pilgrim's 125th Anniversary. In October and November, our choir combined with the choirs of First Lutheran and Gloria Dei Lutheran in the performance of *Jubilate Deo* by Gabrieli, *Lord, Thou Hast Been Our Refuge* by Vaughan Williams, and several hymn anthems for choir, organ, brass instruments, and congregation. These works were performed at each of these three churches which celebrated their 125th Anniversary in 1995-96.

In December the Pilgrim Choir, orchestra, and soloists performed Marc Antoine Charpentier's *Midnight Mass for Christmas*. On Palm Sunday the choir gave its third performance of Daniel Pinkham's *The Small Passion* which was commissioned by Pilgrim Church and given its premiere performance on Palm Sunday, 1989 with the composer conducting. On Palm Sunday and Easter Sunday, Norma Stevlingson gave the premiere performances of two works for organ by Duluth native Bradley Bombardier, also commissioned by Pilgrim Church. All of these commissions were made possible by a gift from Dick and Dorothy Nelson.

The 1995-96 Organ Recital Series featured David Schrader in November, John Vanella in February, and Delbert Disselhorst in April. The Disselhorst recital was jointly sponsored by the Arrowhead Chapter of the American Guild of Organists as part of a nationwide celebration of the Guild's 100th Anniversary.

The Pilgrim Youth Choir under the direction of Peggy White has performed music for worship on several occasions, two of them being combined performances with the adult choir.

During the winter season, Pilgrim Church witnessed the revival of the Duluth Light Opera Company directed by Peg Johnson in a special performance of Gilbert and Sullivan's *Trial by Jury*. This was given at the Anniversary banquet in January and again by popular request in March for a fund-raiser to assist Pilgrims who are going to Honduras this summer.

CHILDREN'S MUSIC DIRECTOR

Peggy White

The Pilgrim Youth Choir (grades 3 - 7) has been busy this year. They presented music during morning worship on several occasions, and joined with the Pilgrim Choir in singing special numbers twice. The Youth Choir went Christmas caroling in December, and several members attended the Children's Choir Festival and Workshop at First Lutheran Church in February. On Church School Sunday in May, the Youth Choir will participate with the Church School in presenting a children's musical entitled, *Amazing Grace*.

MUSIC COMMITTEE

Lydia Jean Walters

The Pilgrim Music Committee has been largely inactive this year, meeting in May and October of 1995, although they have been represented by Lynn Clark Pegg on the Diaconate Worship Committee and L. Jean Walters on the Church Council. The music professionals on the staff have worked with the ministers to provide some extraordinary music experiences during the year, including a massed chorus with the choirs of Gloria Dei and First Lutheran Churches that sang at a service in November; a cantata in December, Daniel Pinkham's *The Small Passion* on Palm Sunday, continuing the Pilgrim Organ Recital Series with three organ recitals, singing twice with the Children's Choir, and providing weekly organ and choral music and responses, many from the new hymnal adopted in 1995.

PERSONNEL COMMITTEE

Doug Britton

The Personnel Committee has continued to meet periodically with Church staff to discuss the interrelationship of church needs and individual staff needs and concerns. The Personnel Committee is pleased to report that we have enjoyed a year of stability and maturation in staff relationships. The individual and collective strengths of our staff will provide a foundation for our church community to deal with the challenges of the future. The Personnel Committee is also pleased to report that it has completed work on a comprehensive policy on Sexual Harassment/Misconduct and other Unlawful Harassment. The policy will be recommended to the Church Council in June. The members of the Personnel Committee are: Karen Andresen, Bob Eaton, Bill Michelsen, and Doug Britton, chair.

HOSPITALITY COMMITTEE

Susie Britton

As this 125th Anniversary 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 or worked on with the 125th Anniversary Committee.

A special thank you 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 Sheralyn Zlonis.

BOND

Greg Gilbert

Many exciting things have been happening with BOND (Broad Base Organizing Project) and DIF (Designated Investment Fund) this year. The original BOND dissolved about a year ago. Since then, an interim committee has been meeting to generate support for a new BOND organization. Jody Ondich is co-chairperson of the interim committee. Jack Kemp and Greg Gilbert are members of the committee. The interim committee is also made up of representatives from Lutheran Church of the Good Shepherd, Peace United Church of Christ, Unitarian Church, and the Diocese of Duluth.

The new BOND will be made up of pastors and lay persons from Duluth churches. On February 29, 1996, the interim committee sponsored a reception that was attended by 25-30 churches that were interested in forming a new organization. Recently, representatives from 15-20 Duluth churches have made commitments to be a part of a sponsoring committee that is going to set-up a new BOND organization. The sponsoring committee for the new BOND organization should be in place later in the year.

In January of 1995, the old BOND organization started the Designated Investment Fund (DIF) program. DIF is a project done in conjunction with a local bank that offers account depositors an opportunity to designate their deposits to be used to invest directly in local projects that benefit the community, such as small businesses and affordable housing. The program has been very successful in its first 15 months of operation. The program has raised approximately \$1.5 million in deposits during the 15-month period, and the bank has made loans in excess of \$800,000 to small businesses and affordable housing projects. Loans have been made to businesses that provide local employment, benefit the environment, and provide services for children. Everyone involved with the program fully expects the program to continue to grow this year.

125TH ANNIVERSARY COMMITTEE

Kay Slack

The Anniversary Committee first met in August 1994 and has held a meeting approximately once a month through January 1996. Our charge was to develop a strategy for celebrating Pilgrim's 125th Anniversary year, 1995-96.

The Committee subsequently developed and implemented a plan with the following goals:

- to honor our heritage,
- to involve the congregation as planners and participants,
- to have some concrete, lasting outcomes,
- to compliment the ongoing long range planning process.

It was our objective for the celebration to look back at our history developmentally as a congregation and as a faith community while serving as a catalyst for future growth. We wanted it to be reverent, respectful, and fun.

The congregation, Church Council, Trustees, and staff contributed 46 ideas for consideration. They fell into various categories: historical, fellowship, outreach, worship, education, and special events. The committee distilled these ideas into a manageable program that kicked off with the Annual Bazaar in November and culminated with a special banquet and theater evening in January around the date of our original incorporation.

The celebration was funded in part with a grant from the Pilgrim Fund and a loan from the Trustees. The grant subsidized events without the potential to produce income like the 125th Anniversary History Book and the loan was used for "up front" expenses such as producing the notecards, sweatshirts, etc. The loan will be fully repaid by the end of the program year. One valuable legacy of this celebration is the large, paid for inventory of Footnotes and Notecards which can be used by church groups for fund raising in future years.

While no formal evaluation was attempted, the committee feels our goals were met, largely due to the enthusiasm of the congregation and staff, and the trust placed in us by the Church leadership. Thank you, one and all. (For more detail on events and finances, please see the final committee report in the archives.)

The Anniversary Committee:

Kay Slack

Roy Magney

Hazel Niss

John Fochs

Lisa Pratt

Patrick Labadie

SUMMARY OF 125TH ANNIVERSARY ACTIVITIES

Music: There were two other churches in Duluth celebrating the same anniversary, First Lutheran and Gloria Dei Lutheran. The choirs combined and sang a service in each of the churches. The choir members found the collaboration stimulating as well as the congregations who thrilled at 90 voices filling their respective sanctuaries with sound. It was a very successful event.

On "Memory Sunday" the Choir invited all past choir members to sing with them as well as any "wannabees." It was a popular invitation and the Chancel was filled by the Choir and people from the congregation.

Heritage: Pilgrim has a plentiful archive which was used to illustrate our roots and history as a congregation. Two five by seven foot, vertical display cases and two flat display cases were borrowed from the Marine Museum. Historical displays were conceived by Gertrude Jacobson and Hazel Niss which progressed along a timeline and were changed periodically. The displays dominated Salter Hall and provided a focal point for families with generations of history with the church as well as historical interest for newer members.

A graphic timeline was created by Gerry Heller for the past twenty five years which illustrated the staffing and significant events on a year by year basis.

"Know Your Church Quizzes" were created by Roy Magney and appeared in the weekly bulletins.

Our Thanksgiving service was conducted in the costume and format of an early New England Congregational Church.

Memory Sunday: The congregation was invited to participate by bringing any artifacts or mementos they had of church related activities. Boy Scout and music group photos, wedding albums, baptism certificates, movies, old bibles, etc., appeared.

Fifty year members were honored with individual invitations to the service and special fellowship hour which followed. Robert Eaton, Robert Rhode, and Mary Brain, all fifty year members, gave short testimonials of their experiences at Pilgrim and Jean Walters, who "grew up" in Pilgrim's church school, led the children's moment in the service. It was a very effective celebration.

The Anniversary Committee had solicited a "letter to the congregation" from each of the former professional staff or their spouses of the past twenty-five years. They were presented in booklet form and proved to be of great interest.

Anniversary Week-end: Our celebration climaxed on the week-end in January closest to our historical founding. On Friday night, we sold out Fellowship Hall at \$15 per person for a catered, sit down banquet. (Catered so no church committee would have to cook, serve, or clean up...everyone could be a guest.) The combined hospitality and anniversary committees solicited contributions of food and wine for a social hour preceding the dinner. Flowers and table decorations were paid for with an unsolicited donation in memorandum. Special guests included a Conference minister, a group from Duluth Congregational Church, staff from Peace Church UCC, and United Protestant Church UCC, and our Sunday pulpit speaker, James Halfaker, son of one of Pilgrim's former senior ministers who was himself ordained here.

Twenty five years ago, the Duluth Light Opera Company had its beginnings at Pilgrim church. Former members were invited to reprise the ensemble along with current voices from the choir and community. After dinner, their performance of Gilbert and Sullivan's *Trial by Jury* was enjoyed by all. It was so enthusiastically received they repeated the show a few weeks later as a fund-raiser for an outreach project.

In an effort to keep ticket prices down, the committee decided to solicit "special" desserts from the congregation. So, after the performance, a coffee and dessert buffet was presented featuring 22 different desserts. It was a great way to end a gala evening of fun and fellowship.

Our Sunday service in celebration of our founding was made special by wonderful choral music and our pulpit guest, Dr. James Halfaker, a national UCC leader.

History Book: On the occasion of our 100th birthday, a comprehensive history book had been compiled. It enjoyed respect for its style and accuracy. The committee decided to republish it with an addendum of the past twenty five years. It turned out to be a bigger project than we anticipated and would not have been possible within our budget without the contribution of time and expertise by Gene Shull.

"Merchandising": To foster pride in membership and raise money to support some of our activities, logos were developed for T-shirts and sweatshirts. We were careful with inventory and successful in adding to our financial resources.

Notecards and notepads: Notecards featuring our Tiffany windows and notepads spoofing a stained glass window with a saint with six toes were produced. The anniversary committee sold enough to cover costs leaving a good supply as a legacy for future fundraising groups within the church to use for their benefit.

Inclusion: The Anniversary Committee considered participation by the congregation one of its biggest goals. Their opinions and suggestions were solicited every step of the way. Many opportunities were built into events to include even the most casually interested. One of our most popular promotions was a bookmark with the year's schedule on it. They were given out at the bazaar and placed everywhere for easy pick up. One was inserted in each pew Bible and hymnal. We kept the bulletin boards full and changed displays periodically. We used *Pilgrim News*, weekly bulletins, and direct mail. The Church Council received several presentations of plans and copies of our minutes.

Funding: This year's celebration was funded in part by committee fund raising through T-shirt, sweatshirt, cards and notepad sales. However, for the most part, it was funded by the Trustees and Pilgrim Fund committee. They allowed us to be creative and take risks. We have appreciated their leadership and trust.

LONG RANGE PLANNING BUILDING COMMITTEE

Jon Welles

In the Spring of 1994, the Church Council recommended Pilgrim Church adopt a long range planning process. One of the four working groups was the "Church Building and Property Working Group". What follows is a summation of the activities of the committee from its inception to now.

The committee was commissioned in October of 1994. The Goal set by the congregation for this group was:

To develop a plan to enhance and maintain the church building and its surrounding property to facilitate the congregation's mission and to improve the church's visibility.

Objectives for the group were defined as follows:

1. Form a committee by 9/94 to work cooperatively with the Trustees.
2. Solicit congregational ideas regarding the physical and functional needs of the Church.
3. Seek professional advice with funding (planning money) as necessary on:
 - a. Structure, interior design and function.
 - b. Exterior landscaping and land use.
 - c. Visual identity.
4. Develop a prioritized plan including budget.
5. Present plan to the Congregation at the 1995 Annual Meeting.

The LRP Building Committee was originally composed of 11 volunteers. Input was solicited from church boards and standing committees via a questionnaire that was sent out. An article in the church newsletter asked for individual members to submit ideas that they felt would enhance our church's programming or visibility. The committee wanted both short term and long term suggestions. Contributed ideas were collated into 38 distinct areas or items to work on.

In addition to the above solicitation, the committee split up into two person teams to visit area churches to get a first hand view on how other buildings serve their congregations. The following churches were visited:

Mt. Olive Lutheran	Glen Avon Presbyterian
First United Methodist	Duluth Congregational
St. Paul's Episcopal	Mormon Church
First Lutheran	Lakeview Covenant
First Baptist	Asbury United Methodist
Lakeside Presbyterian	

During the first half of 1995, the committee spent much time reviewing the results of the visits and congregational input. It was decided to seek professional consultation for the following areas of concern:

1. Interior space utilization
2. Interior/exterior lighting
3. Boiler and roof maintenance
4. Landscaping
5. Building exterior maintenance
6. Signage
7. Handicap access

It became quite clear to the committee that the original time from for completion of its work was not feasible. Consequently, only an interim report was given at the 1995 Annual Meeting. The committee set its sights on finishing its work in time to review the results with the Trustees and

the Church Council in April of 1996 and then present final findings at the Annual Meeting on May 8, 1996.

The LRP Building Committee was granted funding by the Pilgrim Fund in 1995 to hire a professional architect to assist in the final planning and documentation process. Jon Helstrom was selected due to his extensive work with church renovations. Jon has met several times with the committee and has provided invaluable expertise in laying out the changes desired by the congregation.

In addition to Helstrom, informal estimates were solicited from various area vendors and contractors relative to items not specifically addressed in Jon's contract with the committee.

By the time this article is made part of the Annual Report, the committee's work will have been completed. An informational booklet that summarizes the recommended changes and the estimated costs of those changes will be finished. Our final report shall have been submitted to the Trustees and the Church Council as outlined and then unveiled at the 1996 Annual Meeting.

The committee will stay together as long as it is necessary to explain the proposed enhancements. If the congregation votes to implement the changes, planning for fund raising would presumably come from the Church Council. The final report of the committee is broad in the sense of recommendations. With a go ahead by the congregation, a new committee needs to be formed to work with Helstrom on the many details that need to be resolved before actual work could commence.

Due to the length and detail of the committee's final report, its findings are not part of this article, but will be available in booklet form to all interested persons.

Several work projects have already been completed due in part to work by the LRP Committee:

1. The over-mature and diseased spruce trees have been removed from the front yard.
2. New lighting has been installed in the front portico.
3. The front lobbies were repainted.
4. Colorful banners have been placed outside the church, leading into Salter Hall and in the front of the Sanctuary.

The LRP Committee thanks the Trustees, the 125th Anniversary Committee, the Pilgrim Fund, and the House Committee for assistance given on the above projects.

The committee also thanks the Church for showing us patience while our job took longer than anticipated. The final results, however, are worth the extra time and effort. Finally, I personally want to thank and congratulate the members of the committee on an excellent job. Many long hours were put in by all and your dedication to the completion of the original objectives is greatly appreciated!

Members of the Committee:

Gerry Heller
Mary Olin
Triss Harwood
Robert Rhode
Jack Kemp

Kay Slack
Kris Hoffman
Steve Downing
Jon Welles

WOMEN'S FELLOWSHIP "A Circle of Friends"

Jean Dohm, Dorothy Honigman, Sharon vanDruten

May 3, 1995 - The Board of the Women's Fellowship met to determine the future of the group. After a lengthy and lively discussion, it was decided that Women's Fellowship should become a more informal, loosely organized group called "A Circle of Friends." The group would continue SERRV, take part in the All Church Bazaar, give to Outreach and have four gatherings a year.

September 13, 1995 - A potluck luncheon was held in Salter Hall. The program was a lecture and demonstration by well known artist and church member Elsie Cook. Chairs for the event were Gertrude Jacobson and Jean Dohm.

Saturday, November 5, 1995 - The All Church Bazaar.

December 6, 1995 - A catered Christmas luncheon was held in Salter Hall. The program, held in the sanctuary, was a lovely concert of Christmas music presented by the East High School Choralaires. Pearl Fuller read several Christmas stories. Chairs for this event were Nancy Fifield and Dorothy Honigman.

March 13, 1996 - Tea and Conversation at Nancy Fifield's home. A short business meeting and good conversation on a beautiful afternoon was enjoyed by 16 church women.

May 1, 1996 - May Day Tea - The tea will be held at 1:00 pm in Salter Hall. Tea will be served with many delicious sweets and with the food will be a program about tea parties. Chairs for this event will be Laurie Cushing and Mary Olin.

A Women's Craft Circle was established for women of all ages who enjoy getting together to knit, sew or work on projects for the Bazaar. The group will continue to have monthly meetings. We hope more interested church women will join the group.

SERRV - SERRV sales were \$5,007.00 and expenditures were \$2,468.00. Current inventory is being reduced. The additional income went to Women's Fellowship Outreach programs. The amount was \$1,000.

"Circle of Friends" Outreach Budget 1996(Proceeds from the Bazaar and SERRV.)

1. Women:	
Program for Aid for Victims of Sexual Assault	\$100.
Women's Coalition (Revolving Loan Fund)	\$100.
Women's Transitional Housing	\$100.
2. Missions - Adults and Children:	
One Great Hour of Sharing (OGHS)	\$400.
3. Children and Teens - Local:	
YWCA	\$100.
Boy's and Girl's Club	\$100.
Valley Youth Center	\$100.
4. Community:	
Union Gospel Mission (food)	\$125.
Jail Chaplaincy	\$ 75.

Habitat for Humanity
Loaves and Fishes
Life House
CHUM Church

TOTAL

Income from:

The All Church Bazaar
SERRV

TOTAL

\$100.

\$100.

\$300.

\$300.

\$2,000.

\$1,000.

\$1,000.

\$2,000.

"Circle of Friends" Committee members:

Treasurer:

SERRV:

Bazaar: Second Hand Rose

Elsie Cook's Painting

Pecans

Outreach

Dorothy Honigman

Sharon vanDruten

Vera Dunbar, Jean Dohm, Betty Buchanan

Gerry Heller

Dorothy Honigman

Gerry Heller, Sharon vanDruten, Dorothy

Honigman, Ellen Harkey, Gertrude Jacobson, Jean

Dohm, Mary Brain

Vera Dunbar

Edith Matzke

Nancy Fifield

Luncheon Table Decorations:

Calling:

Transportation:

RETIRING CHURCH OFFICERS

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

Moderator	Peggy Downing
Board of Christian Education	Allison Fochs
	Bonnie Matuseski
	Rikka Johnson
Board of Christian Outreach	Dennis Falk
	John Merrill
Diaconate	Cy Brown
Board of Trustees	Gay Lynne Liebertz
Hospitality Committee	Janine Bjerklie
Personnel Committee	Dale Baker
Peace and Justice Committee	Joan Setterlund
	Nancy (Heller) Olsen
Nominating Committee	Huck Andresen
	Dorothy Honigman
	Cliff Grindy

NOMINATING COMMITTEE Huck Andresen

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

<u>Position</u>	<u>Class</u>	<u>Name</u>
Church Moderator	1999	Jon Welles
Church Council-at-Large	1999	Gerry Heller
	1999	Mack Fredin
Board of Christian Education	1999	Jackie Falk
	1999	Cary Thompson-
		Gilbert
	1999	Mike Zlonis
	1999	Deb Eberhart-Roth
	1998	Ben Anderson
	1998	
Board of Christian Outreach	1997	
	1999	Julie Johnson
	1999	Kris Hoffman
	1999	Mary Van Evera
	1998	
Diaconate	1997	
	1999	Ted Lee
	1999	Paul Cutler
	1999	Bill Mickelsen
	1999	Sara Carlson
	1999	John Fochs
	1998	Mardi Bagley
	1998	
	1997	
Board of Trustees	1999	Nancy Odden
	1999	Doug Britton
	1999	Jack Setterlund
Hospitality Committee	1999	Nancy Sailstad
	1999	John Jensen
Music Committee	1999	Jean Walters
	1999	Pearl Fuller
	1998	
Personnel Committee	1999	Gordon Swenson
Peace and Justice Committee	1999	David Fraser
	1999	
	1997	
Delegates: Eastern Association/MN Conference Annual Meeting	1997	Judy Casserberg
	1997	
	1997	Peg Johnson
	1997	Dennis Falk
(alternate)	1997	Margie Fraser
Nominating Committee (nominated by Church Council)	1999	Gertrude Jacobson
	1999	
	1999	
	1997	