
CHURCH OF THE PILGRIMS

Annual Report 2023



Presented at the
Annual Meeting of the Congregation
February 11, 2024

2201 P Street NW, Washington, DC 20037
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2023 Officers, Leaders and Staff

THE SESSION

The Rev. Erin Counihan, *Moderator*

Steve Coxe, *Clerk of Session*

Tamara Duggleby, *Worship and Christian
Education*

Flanny R. Flannigan, *Mission and Outreach*

Karen Garrett *Finance and Administration*

Carolyn Hull, *Evangelism and Membership*

Norman Kelley, *Church Property*

THE BOARD OF TRUSTEES

Karen Garrett
President

Norman Kelley
Secretary

Gregg Lynam
Treasurer

THE PERSONNEL COMMITTEE

Nancy Daugherty, *Chair*

Karen Garrett

Jean Stewart

Anne Womeldorf

THE PROPERTY TASK FORCE

Nancy Daugherty

Steve Coxe

Gregg Lynam

Karen Garrett

Norman Kelley

Shelly Ver Ploeg

STAFF

Rev. Erin Counihan

Dr. Dan Shore

Jess Fisher

Designated Pastor

Interim Director of Music

Office and Digital Minister

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Report from the Pastor

Reverend Erin Counihan

When we kicked off 2023 with a bit of adventure, we really had no idea of what the journey would bring. From that New Year's Day worship hike around Teddy Roosevelt Island, to a bus ride through Havana, to a post-Easter flood, to dancing at Pride, to moving Open Table to a whole different kitchen, to exploring a Friendship Place urban garden, to planting seeds in the sanctuary, to a Chili Cook-Off on the sidewalk, to a whole batch of broken boilers, to an installation in Gaithersburg (of all places), it has been a full year! I give thanks to God for the flexibility, faithfulness and care of all who call themselves Pilgrims along this way. For every time we've adapted, for every time we've shifted, for every time we've tried something new, this congregation has responded with hope and love.



In the pages of this report, you'll read some of our stories from this year - stories of worshipping around tables, of making soup for our neighbors, of mucking up flood waters and of learning in our community and exploring our faith together. So really, as always, all these stories are part of one big

story, which is our journey together as Pilgrims. We do this thing - getting to know God and one another and our community - and we do it along a way, step by step, roll by roll, song by song, snack by snack and story by story. It's a process, it's an unraveling, it's a simmering, it's a bit of a mucking up at times, it's a conversation and it's a journey. And for that, I thank God that we get to be on this journey together.



Now, let's read about all this fun stuff from 2023, shall we??

Pilgrims Redevelopment

Mitch Fulton

Pilgrims has continued our re-development journey in 2023 with our partners, National Capital Presbytery (Presbytery) Task Force and Enterprise Community Partners.

Presbytery Redevelopment Team/Task Force

Our Presbytery team met with our contractor representatives (T&H, Inc.) in February 2023 to review T&H's proposed plans for housing units and church space. We identified the need for T&H to reduce our church footprint and increase the number of housing units, which T&H will do.

Unfortunately, our plans have been meaningfully impacted and delayed due to a waiting period for the church campus to be rezoned by the city to accommodate the redevelopment. This delay is very frustrating, even given an understanding that projects like this take an average of five to 10 years to complete. Our partners are aware of our frustration and we are looking for solutions. Meanwhile, Pilgrims members continue to attend our local monthly ANC meetings; having community support for our redevelopment effort is a key component for its success and being a visible and participating neighbor with our ANC helps address that.

These ongoing delays, coupled with extraordinary building expenses in 2023—discussed later in this report—have caused us to examine options closely to continue to remain financially viable for the foreseeable future until the redevelopment begins. We addressed this concern with our Presbytery team in November 2023 and I asked for their ideas and recommendations. As a result, the Presbytery has offered us a potential zero-interest bridge loan of \$100,000 to fill the gap between now and the redevelopment. Session approved this option and the Presbytery is moving it through appropriate channels. We expect this will be fully approved, and the funds provided, shortly.

Enterprise Community Partners

Enterprise Community Partners continued its wrap-around support for our faith-based development. Rev. Joe Williams, executive director of Faith Based Development Initiative (FBDI) at Enterprise Community Partners, visited Pilgrims in June and offered us an additional grant of \$8,800 from his funding partners, primarily Wells Fargo. The total grant funds we have received through Enterprise Community Partners are now \$63,800.00.

In October 2023, Rev. Williams let our cohort know that our three-year formal relationship is coming to a close shortly but our relationship will continue on in tangible ways. Our grant funds received from Enterprise will be extended beyond the three-year period and Rev. Williams will work with congregations on an individual basis on grant extensions.

Our redevelopment process has been slow and frustrating this past year, causing me to look to scripture for some guidance. I found this verse from the prophet Habakkuk 2:3 to be helpful. I hope you will too.

For still the vision awaits its appointed time;
it hastens to the end—it will not lie.
If it seems slow, wait for it;
it will surely come; it will not delay.

Worship and Christian Education

Elder Tamara Duggleby and Betty Rudolph

Worship

At the beginning of 2023, we continued our tradition of gathering Pilgrims for pop-up worship planning meetings. All who are interested are invited to come and share their ideas and participate in planning the themes, style and structure of our worship life together. These meetings were very helpful to engage with other Pilgrims around what will happen in our worship services.



During the season of Lent, we used the book *Meeting Jesus at the Table*, by Cynthia M. Campbell and Christine Coy Fohr, to guide us through all the stories of Jesus' table ministry. Since we were talking about meeting Jesus at the table, we decided to meet at tables. We moved round tables into the sanctuary and spent all of Lent worshipping around those tables. After a short sermon each week, we had time to engage in discussion questions around the table.

With feedback from our Lenten experience, and a few weeks back in a more traditional worship format in between, at our spring worship planning meeting we decided to again sit at tables for the summer and enjoy discussion with each other during the service. For the summer, the planning group



decided to focus on a series of questions based on our Mission Statement. Each week, following the sermon, parishioners chose and discussed question(s) related to the text shared and one line of our Mission Statement. Results were generally positive: Pilgrims enjoyed the discussions they shared, but didn't want to worship in groups every Sunday.

At the summer worship planning meeting, Erin asked attendees about switching to the Narrative Lectionary for the coming church year. Upon agreement, those at the meeting read and identified key points from upcoming passages.

At the fall worship planning meeting, we looked ahead to Advent and identified a theme for the season: "The Story of God's Relentless Love." Relying on the readings from the Narrative Lectionary, we changed up the traditional Advent candle themes and invited a few Pilgrims to share their own personal stories based on those weekly themes - God's relentless love as... justice, comfort, repair and faithfulness.



We finished off the year with shared Christmas Eve services with our friends at Western Presbyterian Church and a fabulous New Year's Eve Brunch Worship in the sanctuary.

We also enjoyed fabulous music in worship throughout the year. Our reliable music director, Dr. Dan Shore, led from the piano and the organ and provided special arrangements when we added musicians at Easter and Christmas. Thank you to all the Pilgrims who shared their musical gifts with God

in worship this year! Oh, and a special thank you to the members of SongRise who performed in worship and held a concert in our space in the summer.



Bible Study on the Fly

Bible Study on the Fly continued to take place in a hybrid format in 2023, meeting each Sunday before worship with several attendees gathering in the Bird Room and others attending via Zoom. The discussion centers on the week's lectionary, with specific focus on the texts that Erin will use in her sermon that day. Attendance is approximately 8-10 participants each week. Betty Rudolph emails the Biblical stories a few days in advance to participants expressing an interest in the gathering.

Each session is self-managed and benefits from all voices and lived experiences around the table as we discern what these ancient and holy texts are saying to us in our current context. Participant questions and conversations are greatly enhanced with Biblical expertise provided by the Rev. C. Van Gorder, Parish Associate, and Flanny Flanigan, Vanderbilt Divinity School graduate, who is under care at Pilgrims. Regular participants in 2023 in addition to Van and Flanny included Anne Womeldorf, Gerry Hendershot, Dale and Bonny Henderson, Stan Lou, Mitch Fulton, Jean Stewart and Betty Rudolph. The group welcomes additional Pilgrims to join as they are able.



Issues Among Us

Erin continued to organize and lead this series of field trips around the city to expose Pilgrims to issues shaping communities across the area. These included visits to organizations in DC working with programs addressing issues like limited access to economic opportunities and affordable health care, like Friendship Place and Anacostia Community Foundation. Members are encouraged to bring friends to these and other church activities. This series continues to be well attended and has generated useful feedback on our potential role as a church in the DC community.



Evangelism and Membership

Elder Carolyn Hull

This past year we held even more activities in person than in 2022, certainly a rebuilding from the pandemic for our community.

This June featured an open house and marching in the Capital Pride Parade with other members of the Presbytery. We opened our doors for marchers for bathrooms and air conditioning during and after the parade. We only had a few visitors but are looking to enhance this experience further in 2024 to attract even more folks to our doors.

In September we had a potluck blow out for Homecoming. Then in October we spread the tasty good times outside for Chili Cook-Off. We invited folks passing by on a Sunday afternoon to join us in experiencing and judging all different kinds of chili made by Pilgrims themselves!



Also this fall, we had a special worship service celebrating and blessing the new legal name of one of our members. Complete with a remembrance of baptism, a liturgy of celebration, a laying of hands in prayer, and (of course) many creatively decorated fans, we all got to be Fans of Flanny!

This coming year, it will be important to continue to reach out to members, especially those who may be isolated. It is also important to make sure we keep in contact with our church family and support each other as we continue to meet. I encourage everyone in the Pilgrims community to take care of each other! One of my goals for 2024 is to connect with those members who are interested in supporting congregational care and meet more regularly to discuss who may need outreach. We will continue to look for new ways to support each other and think about what “evangelism” means for Pilgrims.

As always, if members have a need, whether for some type of assistance or prayer, please reach out to me or Erin.

Church Property

Elder Norman Kelley and Erin Counihan



There have been a few major challenges at Mother Church this past year. During Spring 2023 a rubber pipe unit frayed in the third floor bathroom of the Old Manse. A torrent of water rained onto the second floor's offices, Open Table dining room and kitchen, and down into the basement. After stanching the water, Team COP began an assessment: tenants had to be displaced for several weeks as all tenant items were removed and placed in a storage pod on the street while water damage mitigation and repairs were made to the floors, walls and ceilings. Church records that were kept in the basement were removed for safety; some were discarded. Over the course of a few weeks, new floors, walls and ceilings were installed and stained or painted.

If the Spring and Summer were spent dealing with a Flood-a-thon, the Fall brought BoilerPalooza! Of the five boilers that heat Mother Church, three needed major attention this year. One of the boilers on the school side of the building needed repairs to the pipes,

the boiler near the Fellowship Hall needed a replacement water tank, and because the Old Manse is such a special beast, that boiler needed a total replacement. It took a few weeks for replacement parts ordered by Comprehensive Building Services (our maintenance contractor) to arrive. We shared heaters and offered space to tenants who had no heat, and celebrated in a big way when the new year came and all five boilers were working again!

This year the Fellowship Hall also experienced a major flooding that was due to drain blockage in the gutter on the south side of the building outside the hall. A metal grating had been placed over the drain. However, occasionally, leaves and other foliage can seep through



because the grating doesn't fully touch the ground. As Building Elder I now keep a careful watch on the weather and remove foliage.

On the Educational/Office Wing of the church, we did some major repairs in the Bird Room, cleaning out some mold and repairing the plaster, which made the room not only safer but also absolutely gorgeous! Hurray for a project completed! However, we have also had a vexing and annoying problem with the elevator and with the repair vendor, Kone. For the past six months the elevator has been consistently out of order. It has almost become such a routine that I have resorted to making photocopies of "out of order" notices for when it breaks down. Even more vexing has been that once elevator service has been restored, it has been known to go back out of order within hours! Pastor Erin has taken the initiative to get to the bottom of the elevator's technical issue, as well as investigating retaining the services of a new vendor.



It also was a busy year for the building's tenants! Sharing space with Grace Capital City, School For Friends, AA, DanceSport, National Coalition for the Homeless, Advocacy Project, SongRise and others keeps us busy!

This year, we also used the former Pilgrimage space in the basement of the Education Wing of the church to provide housing for the 2022-2023 DC Young Adult Volunteer (YAV) program. Lucy and Drew were lovely additions to the Pilgrims building community, and when their time was up in August, one YAV decided to stay! Lucy recruited a friend who had just finished up a year volunteering with the Lutheran Volunteer Corps to join her, and we now have two young adults, working in the city, staying with us in an affordable living arrangement in the building!



Of course, since it is a 100-year-old building, routine wear and tear and up-keep is to be expected, but Mother Church is still here and will remain so as long as her children pay attention, watch and repair.

Mission and Outreach

Elder Flanny R. Flannigan and Mitch Fulton



Our congregation may be small, but our impact is mighty. Flood waters and broken boilers proved no match for Pilgrims, as we continued feeding our hungry neighbors, advocating for equitable housing and supporting our partner organizations. The energy, enthusiasm and curiosity with which our congregation continues to engage our community is something to behold. I'm humbled by the work we have been able to do supporting and connecting with our neighbors, and I'm excited to see how this work continues in the new year!

Open Table

Through our Open Table ministry, we continued providing a hot meal and bagged lunch every Sunday following worship to our hungry neighbors. Significant flooding forced us out of

our usual serving space in the Old Manse Kitchen for much of the summer but thanks to the adaptability and quick response of several volunteers, we were able to smoothly haul all of our supplies from the Old Manse to the Bird Room Kitchen (and then back again) so we could continue preparing food and serving from there. It was no easy feat having to make such a significant and quick change, and I'm glad to say that we were still able to feed and support our neighbors throughout the summer.

The attendance averages between 10-20 guests, which means we served more than 700 lunches this year. To support our servers and make life easier for those who don't cook, we've hosted Soup Making Parties every couple months to make several batches of soup at once to freeze and serve later (and, of course, we have fun chopping veggies, singing songs and stretching the limits of how many people can fit in the Bird Room kitchen).

We continue to receive support from our neighbors at the Friends Meeting of Washington, who cover the first Sunday of every month. We joined together to prepare and serve our annual Fourth of July Picnic. It was a beautiful afternoon filled with delicious burgers, hotdogs, desserts and fellowship with our neighbors.

Washington Interfaith Network (WIN)

Pilgrims remains connected to the Washington Interfaith Network (WIN) and its faith-based advocacy work. Through WIN, Pilgrims have met with Ward 2 Council Member Brooke Pinto, connected with other congregations in the District at a community picnic and joined a prayer gathering for Palestine and Israel.

Friendship Place

Thanks to the connection nurtured by Elder Mitch Fulton, Pilgrims also has had several opportunities to support Friendship Place in its work to end homelessness. In August, we completed another backpack drive, raising money for and then filling 10 backpacks with back-to-school supplies for area students. Pilgrims also had an opportunity to learn more about this organization through a special *Issues Among Us* visit and tour of their facilities at Valley Place in Anacostia. Valley Place provides bridge housing and support for individuals experiencing homelessness as they seek more permanent housing. A group of Pilgrims also was able to attend their annual breakfast fundraiser in October at Washington Hebrew Congregation.



Free Minds Poetry Group

A faithful group of Pilgrims continues to meet twice a month with Free Minds. These lunches provide opportunities for Pilgrims and community members to connect with incarcerated individuals through their poetry. This year, we also began to explore connections with DC Migrant Solidarity Mutual Aid. This group connects community members and organizations wishing to provide support to recent immigrants when they first arrive in DC. To that end, Pilgrims had an “Undies Drive” in May to provide underwear for folks who need it.



Cuba Partnership

This year we returned to Cuba! Together with friends from New York Avenue Presbyterian Church, Immanuel Presbyterian Church and a few others, four Pilgrims went to visit with our friends at First Presbyterian Reformed Church of Havana. We spent a week learning from and about the ministry and discussing the political issues impacting their ministry. We also got to share in bible study, pastoral visitation, elder school, worship, fellowship and dancing with our Cuban neighbors. Once we returned back home, Mitch Fulton attended the Presbyterian Cuba

Partners Network gathering and was elected to serve as a member of the Steering Committee (in addition to serving on their Advocacy Committee and the Partner Mentors Committee). Then we hosted a gathering of Cuba partners and friends at Pilgrims when the Rev. Dora Arce, past moderator of the Presbyterian-Reformed Church in Cuba and professor at Matanzas Seminary, visited DC in the fall.

Personnel Committee

Nancy Daugherty, Chairperson

“When we can get past our addictions to certainty and our need for indisputable proof, and accept that mystery, and ergo uncertainty, is at the heart of human existence, we can live with more freedom and trust. . . . To trust God is to put the matter of certainty where it belongs; with God, whose ways are not our ways and whose thoughts are not our thoughts.” - Rev Ted Loder



Church of the Pilgrims has learned the lesson of trust many times. But while our campus continues to provide challenges and the certainty of our future remains unknown to us, we continue to gather as a community of faith “trusting God to show us the way.” Though our community and staff are small, we are mighty. Each person who has faithfully served as a member of the Session or as a trustee, greeter, liturgist, worship tech, choir member, Open

Table volunteer, bible study leader or comforter of Pilgrims in need support who we are as a church.

We are fortunate to have Dan Shore, Music Director and pianist/composer extraordinaire, continue to enliven worship through his musical talents. And we are appreciative that Norman Kelly continued to provide security for the church buildings and serve as a point of contact for many tenants and visitors.

On October 28, 2023, The Reverend Erin Counihan was installed as called pastor at a presbytery-wide service held at Gaithersburg Presbyterian Church. Pilgrims gathered to celebrate Erin’s installation adorned with crowns of fire that were handcrafted by the pastor for the occasion.

At the end of the year our faithful Office and Digital Minister, Jess Fisher, left the church to take a well-deserved break to focus on personal issues. Jess has had a long relationship with the Church of the Pilgrims, beginning as an intern with the church and Pilgrimage during her seminary studies.

With enduring gratitude for the members of the Personnel Committee: Anne Womeldorf, Jean Stewart and Karen Garrett.

The Session

Elder Steve Coxe, Clerk of Session

We are grateful to **Tamara Duggleby** for her faithful service on the Session from 2021 to 2023. The following members have been elected by the congregation to serve as elders on Session in 2024:

- Evangelism and Membership: **Carolyn Hull** (2024)
- Church Property/Trustee: **Norman Kelley** (2024)
- Clerk: **Steve Coxe** (second term) (2025)
- Mission & Outreach: **Flanny Flanigan** (2025)
- Church Finance and Administration/Trustee: **Karen Garrett** (2026)
- Worship and Christian Education: **Rob Nelb** (2026)

Trustees elected:

- Karen Garrett (2026)
- Norman Kelley (2024)
- Gregg Lynam (2025)

The Session met for 12 Stated Session Meetings in 2023 and one additional time to examine new Elder Flanny Flanigan.

The Annual Meeting took place in January. At this meeting congregation members Stan Lou and Stacy Pervall were elected to join Session member Flanny Flanigan on the 2023 Officer Nominating Committee.

A second Congregational Meeting was held in October to call Rev. Counihan as our installed pastor. In addition, Karen Garrett was elected to a second term as Elder for Finance and Administration and Trustee, class of 2026, and Diana Bruce and Mary Josie Blanchard were elected as at-large members to join Elder Flanny Flanigan on the 2024 Officer Nominating Committee.

No new members joined in 2022. Member rolls were reduced by one death. The Active Roll membership stands at 43.



Officer Nominating Committee

Elder Flanny R. Flannigan

The Holy Spirit has been hard at work moving through some big leadership transitions at Pilgrims! At the September Congregational Meeting, the congregation, following the Session's recommendation and Presbytery's approval, voted to call and install Erin as pastor. Erin had served two years as designated pastor. We were able to celebrate Erin's installation twice on the last weekend in October: First at a Presbytery-wide service in Gaithersburg; second during Sunday worship at Pilgrims.



The 2023 Officer Nominating Committee consisted of myself, at-large members Stan Lou and Stacy Pervall and Pastor Erin Counihan. We met in August to discuss five open positions: two elders on Session, one Trustee and two at-large members for the next Officer Nominating Committee (ONC). At the September Congregational Meeting, the ONC nominated (and the congregation approved) Karen Garrett for a second term as Elder for Finance and Administration and Trustee, Class of 2026. The ONC also nominated Diana Bruce and Mary Josie Blanchard for the 2024 ONC. At the January 2024 Congregational Meeting, the ONC nominated Rob for his first term as Elder for Worship and Christian Education, class of 2026.

Throughout all of our calling and nominating and installing and affirming, it has been such a joyful journey to discern what

may be coming next for Pilgrims. Thank you to each of these pilgrims for their continued creative and spirit-led leadership!

Administration and Finance

Elder Karen Garrett and Jess Fisher, Office and Digital Minister

Stewardship

The 2023 stewardship campaign focused on encouraging Pilgrims to contribute meaningfully to closing the gap between the church's income and expenses, asking those who pledge regularly to increase their current donation for 2024. The campaign resulted in \$126,000 as of January 8, 2024, making our budget of \$130,000 a reasonable expectation.

Even more, we increased our pledging units over 2022's pledge drive: 24 giving units committed to supporting Pilgrims in 2024 (20 giving units pledged for 2023). This is an amazing well of faith in our community and in our service to God; we are so grateful to be church together with all of you.

I want to thank each and every member of our congregation for your contributions to our church community. Whether you pledged or not, your financial contributions, time, talent and treasures will all help us continue to live out God's call for us this year and beyond.

Administration

Jess Fisher continued to serve Pilgrims excellently throughout the year, serving the building, continuing to support our Sunday morning services and keeping the building tenants on track every day. At the very end of 2023, she announced her intention to take extended medical leave, beginning in January 2024, and the church prepared to say goodbye and bless her on her way to the next chapter of her life.

We also are grateful to the Property Task Force, assembled in 2021 and maintained to this day to help Erin and Jess manage church needs. Task Force members included **Steve Coxe** (clerk, signatory and governance expert), **Nancy Dougherty** (Personnel Committee chair), **Norman Kelley** (Building Elder and onsite assistance), **Gregg Lynam** (Trustee), **Karen Garrett** (Administration and Finance Elder) and **Shelly Ver Ploeg** (willing volunteer). Each was chosen for the specific skills they could bring to the work required, which included:

- Weekend building coverage to give Jess and Erin days off
- Vendor and contractor monitoring in the case of extreme expenses or confusing riddles to be solved
- Building monitoring for minor (and not so minor) maintenance needs
- Landscaping oversight
- Ongoing work with our utilities co-op
- Morale and encouragement
- Second - and third and fourth - opinions

This taskforce will continue in 2024; Elder Flanny Flannigan has volunteered to join our group for extra assistance.

Finances

The church's finances remained "stable" in that our structural deficit continued as projected. One faithful Pilgrim recently asked how we pay our bills with a structural deficit. The answer, for anyone

else who may be curious, is spending through the balance in our checking account. We work hard to not touch the endowment unless absolutely necessary and, thanks to the Presbytery, that has not been needed in 2023.

The Old Manse had its issues throughout the year, including flooding in the spring (requiring us to rebuild half of the building) and replacing the boilers and water heaters in the fall (which required us to replace almost all of the second half we managed to not touch earlier in the year). We definitely made the most of our property insurance this year! The 2022 budget's original deficit projection of \$88,000 reduced down to only \$75,000 by December 31, thanks to effective management on all budget lines not related to the aging infrastructure that continues to fight with us regularly. We thank **Pastor Erin** and **Jess Fisher** for their excellent work in guiding our financial position for the year.

Please scroll down to view the 2023 financial statement for detailed revenue and spending.

2023 Budget

The 2024 budget anticipates pledge income of \$130,000 and increased expenses to reflect an aging building, inflation, higher energy costs... the list goes on. That said, most of the expenses in this budget are fixed; discretionary expenses are held close to 2023 levels. The biggest difference between the 2023 and 2024 budgets is in anticipating lower personnel expenses as we re-hire Jess's position as a part-time role. We are predicting a deficit of approximately \$77,000.



Looking Ahead

We continue to pray for exciting changes for Pilgrims, our ministry and our finances as the church redevelopment project moves forward. If that doesn't happen in 2024 due to city rezoning challenges, we will continue to be a faithful and loving steward of our campus and rely on God, and the Presbytery, to see us through our current trials.

In the meantime, Erin and the Session will continue to practice stewardship of church resources and provide love to the church campus—and use it to bring God's word to our community both in and outside our church walls.

Financial Position: 2020-2023

Accounts	Balance Dec 31, 2020	Balance Dec 31, 2021	Balance Dec 31, 2022	Balance Dec 31, 2023
Assets				
Current Assets				
Checking				
CFB COP Checking	208,955	162,855	277,734	202,274
Total Checking	208,955	162,855	277,734	202,274
Investments				
*CFB MMA	1,079	1,080	0	0
PILP CD #8584	31,418	31,647	31,877	32,259
Presby Foundation - Dynes Fund	5,260	6,095	4,724	4,932
Total Investments	37,758	38,822	36,600	37,190
Endowment				
New Covenant COP	441,039	502,410	439,238	512,893
Total Endowment	441,039	502,410	439,238	512,893
Total Current Assets	687,752	704,087	753,572	752,358
Fixed Assets				
Church Building/Land	21,962,380	23,357,170	23,511,770	23,706,870
Manse Building/Land	1,060,870	1,081,680	1,101,040	1,172,410
Total Fixed Assets	23,023,250	24,438,850	24,612,810	24,879,280
Total Assets	\$ 23,711,002	\$ 25,142,937	\$ 25,366,382	\$ 25,631,638
Liabilities & Net Assets				
Liabilities				
Longterm Liabilities				
PILP Loan	555,098	533,153	509,373	484,133
*SBA Paycheck Protection Loan/Grant	61,348	0	0	0
Total Longterm Liabilities	616,446	533,153	509,373	484,133
Total Liabilities	616,446	533,153	509,373	484,133
Net Assets				
*Building Fund	(500,554)	22,809,001	0	0
Congregation Fund - Restricted	5,265	1,026	2,880	0
Congregation Fund - Unrestricted	23,569,926	1,789,758	24,799,129	25,083,705
Redevelopment Fund	0	10,000	55,000	63,800
TP Pilgrimage Fund	19,920	0	0	0
Total Net Assets	23,094,556	24,609,784	24,857,009	25,147,505
Total Liabilities & Net Assets	\$ 23,711,002	\$ 25,142,937	\$ 25,366,382	\$ 25,631,638

NOTES

* Indicates inactive or closed account

Net Asset Funds help us to understand the purpose of our resources and liabilities across bank accounts: *Congregation* life vs. running the *Building* day-to-day vs. working on the long-term *Redevelopment*. As the path towards redevelopment has shifted, so too has our allocation of resources and liabilities into Funds. In 2021, the Church Building/Land value was moved from *Congregation Unrestricted* to *Building* (day-to-day). In 2022, the entire *Building* (day-to-day) *Fund* including Church Building/Land, was moved into *Congregation Unrestricted*.

Revenues and Expenses: Budget vs. Actuals 2020 - 2024

Accounts	Budget Jan 01, 2020 - Dec 31, 2020	Actual Jan 01, 2020 - Dec 31, 2020	Budget Jan 01, 2021 - Dec 31, 2021	Actual Jan 01, 2021 - Dec 31, 2021	Budget Jan 01, 2022 - Dec 31, 2022	Actual Jan 01, 2022 - Dec 31, 2022	Budget Jan 01, 2023 - Dec 31, 2023	Actual Jan 01, 2023 - Dec 31, 2023	Budget Jan 01, 2024 - Dec 31, 2024
Revenues									
Giving Income									
Undesignated Contributions	215,459	231,058	204,974	221,036	199,974	191,693	167,500	160,198	142,500
Undesignated Bequests	0	23,342	0	8,247	0	188	0	194	0
Designated Contributions	4,050	11,233	6,800	3,310	5,550	4,639	4,000	2,917	4,000
Total Giving Income	219,509	265,632	211,774	232,594	205,524	196,520	171,500	163,309	146,500
Building Income									
Building Use	317,637	281,272	290,872	286,611	337,631	393,825	359,127	369,454	373,037
Pilgrimage Rent	40,000	10,000	0	0	0	0	0	0	0
Insurance Reimbursement	0	1,426	0	0	0	36,756	0	70,879	0
21st CBC Giving	0	3,600	0	0	0	0	0	0	0
Misc Building Income	500	3,915	0	3,781	0	3,260	0	3,123	0
Total Building Income	358,137	300,214	290,872	290,391	337,631	433,841	359,127	443,456	373,037
Pilgrimage Income	193,000	44,486	0	0	0	0	0	0	0
Other Income	400	302	250	2,771	250	3,858	300	1,721	300
SBA PPP Grant	0	61,348	0	0	0	0	0	0	0
Redevelopment Income	0	0	0	10,000	0	45,000	0	8,800	0
Total Revenues	\$ 771,045	\$ 671,982	\$ 502,896	\$ 535,756	\$ 543,405	\$ 679,219	\$ 530,927	\$ 617,286	\$ 519,837
Expenses									
Congregation Expenses									
Personnel: Congregation	202,423	178,077	216,972	201,258	210,944	209,206	226,099	217,102	233,371
Administration	19,330	57,538	21,150	17,208	19,312	11,993	18,200	12,694	18,200
Worship	1,152	1,047	1,700	629	1,700	1,277	1,950	2,175	2,200
Christian Education	142	62	150	0	150	170	150	325	300
Mission and Outreach	16,300	19,649	19,800	16,568	18,800	17,194	16,800	19,516	17,300
Congregational Care	2,200	294	800	0	800	390	900	464	900
Hospitality and Evangelism	800	269	600	282	800	2,233	800	603	800
Leadership Development	1,200	176	250	0	250	0	250	71	250
Session and Per Capita	5,000	4,608	3,350	3,246	2,950	2,787	2,950	2,509	2,950
Grant Expenses	0	0	0	0	0	1,127	0	0	0
Total Congregation Expenses	248,547	261,720	264,772	239,191	255,706	246,379	268,099	255,460	276,271
Building Expenses									
Personnel: Building	46,519	46,520	46,177	20,114	0	0	0	0	0
Church Repair/Maintenance	130,620	130,412	134,846	111,306	148,509	124,742	155,609	165,838	157,180
Church Utilities	76,900	57,449	67,000	59,295	68,000	57,493	77,600	82,793	83,600
Church Grounds	19,556	18,466	19,500	19,536	22,000	23,038	22,000	19,314	22,000
Manse Building & Grounds	8,340	7,649	8,200	3,855	8,200	11,868	10,700	5,153	9,700
Insurance Prem. & Expense	25,217	25,217	33,286	82,671	38,279	42,335	42,107	120,171	47,581
21st CBC Loan Payments	45,636	45,657	46,000	45,657	46,000	44,336	43,000	43,014	43,000
Total Building Expenses	352,788	331,370	355,009	342,435	330,988	303,811	351,016	436,282	363,061
Pilgrimage Personnel & Expenses	192,964	172,066	0	0	0	0	0	0	0
Total Expenses	\$ 794,299	\$ 765,156	\$ 619,782	\$ 581,626	\$ 586,694	\$ 550,190	\$ 619,115	\$ 692,364	\$ 644,079
Net Total	(\$ 23,254)	(\$ 93,175)	(\$ 116,885)	(\$ 45,870)	(\$ 43,289)	\$ 129,028	(\$ 88,188)	(\$ 75,078)	(\$ 124,243)

Church of the Pilgrims
BUDGET: 2023 vs 2024 - Annual Budget only

Date Range: Jan 1st 2023 - Dec 31st 2023 | Includes Open Transactions

Accounts	Budget 2023	Budget 2024	Budget Change
Revenues			
Giving Income			
Undesignated Contributions			
4110 Offering: Pledge	155,000	130,000	(25,000)
4120 Offering: Non-Pledge Regular	10,000	10,000	0
4130 Offering: Loose Plate	2,500	2,500	0
Total Undesignated Contributions	167,500	142,500	(25,000)
Designated Contributions			
4210 Lawn/Flower Fund	500	500	0
4220 Open Table	200	200	0
4221 Pastor's Community Assistance Discretionary Fund	50	50	0
4230 Special Offerings	3,000	3,000	0
4240 Staff Appreciation Income	250	250	0
Total Designated Contributions	4,000	4,000	0
Total Giving Income	171,500	146,500	(25,000)
Building Income			
4310 Building Use - Monthly	351,177	366,437	15,260
4320 Building Use - Occasional	2,500	2,500	0
4325 Copier Reimbursement	500	500	0
4326 WiFi Reimbursement	4,950	3,600	(1,350)
Total Building Income	359,127	373,037	13,910
Other Income			
4350 Interest Income	300	300	0
Total Other Income	300	300	0
Total Revenues	\$ 530,927	\$ 519,837	(\$ 11,090)
Expenses			
Congregation Expenses			
Personnel			
Pastor			
5101 Pastor Salary	52,788	54,107	1,320
5103 Pastor Social Security Offset	8,360	8,860	500
5104 Pastor Pension	9,288	9,844	556
5105 Pastor Medical	31,690	33,586	1,896
5106 Pastor Dental	1,114	1,114	0
5107 Pastor Death/Disability	1,093	1,158	65
5108 Pastor Housing Equity	9,300	9,300	0
5109 Pastor Professional Expenses	4,500	4,500	0
5110 Pastor Temporary Disability	546	579	33
5111 Pastor 403b Contribution	3,688	5,007	1,320
Total Pastor	122,366	128,056	5,690
Office Admin & Digital Minister			
5150 Office Admin & Dig Min Salary	56,028	26,086	(29,943)
5151 Office Admin & Dig Min Payroll Taxes	4,286	1,856	(2,430)
5152 Office Admin & Dig Min Pension	4,762	1,667	(3,096)
5153 Office Admin & Dig Min Medical	8,686	3,098	(5,588)
5154 Office Admin & Dig Min Dental	495	165	(330)
5155 Office Admin & Dig Min Death/Disabilty	560	196	(364)
5157 Office Admin & Dig Min FSA Fee	0	16	16

Accounts	Budget 2023	Budget 2024	Budget Change
5158 Office Admin & Dig Min FSA (from salary)	0	1,067	1,067
Total Office Admin & Digital Minister	74,818	34,150	(40,668)
Music Director			
5140 Music Director Salary	21,133	22,189	1,057
5141 Music Dir. Payroll Taxes	1,617	1,697	81
Total Music Director	22,749	23,887	1,137
Part-time Staff			
5170 Pulpit Supply	1,320	1,320	0
5171 Substitute Musician	1,500	1,500	0
Total Part-time Staff	2,820	2,820	0
Other Personnel Expenses			
5180 Workers' Comp	2,046	2,046	0
5181 Personnel Committee/Hiring Expenses	250	250	0
5182 Payroll Fees	800	800	0
5184 Staff Appreciation Expenses	250	250	0
Total Other Personnel Expenses	3,346	3,346	0
Total Personnel	226,099	192,259	(33,840)
Administration			
Office			
5250 Phone/Internet	3,500	3,500	0
5251 Copier Lease/Expenses	3,000	3,000	0
5252 Office Supplies	500	500	0
5253 Office Equipment/Furniture	750	750	0
5254 Software/Database	1,500	1,500	0
5255 Website	300	300	0
5256 Postage/Shipping	300	300	0
5259 Office - Misc.	250	250	0
Total Office	10,100	10,100	0
Finance			
5271 Bank/Credit Card Fees	100	100	0
5272 Online Processing Fees	2,500	2,500	0
5273 Business/Government Fees	500	500	0
5274 Legal/Attorney Fees	5,000	5,000	0
Total Finance	8,100	8,100	0
Total Administration	18,200	18,200	0
Program/Mission			
Worship			
5301 Worship Supplies	750	1,000	250
5302 Flower Fund	250	250	0
5305 Music: CCLI, sheet music, musicians, etc	750	750	0
5309 Worship: misc/new initiative	200	200	0
Total Worship	1,950	2,200	250
Christian Education			
5310 Christian Ed Supplies	150	300	150
Total Christian Education	150	300	150
Mission and Outreach			
5320 NCP Unified Mission Giving	10,000	10,000	0
5321 Open Table Expenses	2,500	3,000	500
5322 Designated/Special Offerings	500	500	0
5323 WIN Dues	2,500	2,500	0
5324 More Light Dues	200	200	0
5325 NEXT Church Dues	200	200	0
5326 Friendship Place	600	600	0
5330 Pastor's Community Assistance Discretionary Fund	300	300	0

Accounts	Budget 2023	Budget 2024	Budget Change
5332 Cuba Partners	0	1,600	1,600
Total Mission and Outreach	16,800	18,900	2,100
Congregational Care			
5340 Coffee Hour/Buffer	400	400	0
5349 Cong. Care: misc/new initiative	500	500	0
Total Congregational Care	900	900	0
Hospitality and Evangelism			
5351 Banners	500	500	0
5359 Hospitality / Evangelism: misc/ new initiative	300	300	0
Total Hospitality and Evangelism	800	800	0
Leadership Development			
5369 Leadership Development: misc/new initiative	250	250	0
Total Leadership Development	250	250	0
Session			
5370 Per Capita Payment	2,700	2,700	0
5379 Session: misc/new initiative	250	250	0
Total Session	2,950	2,950	0
Total Program/Mission	23,800	26,300	2,500
Total Congregation Expenses	268,099	236,759	(31,340)
Building Expenses			
Church Repair/Maintenance			
5201 Church Repair: Contractors (non-boiler)	40,000	40,000	0
5202 Church Repair: Supplies	1,500	1,500	0
5203 Boiler: Monthly Maintenance	36,869	38,340	1,471
5204 Boiler: Repair	20,000	20,000	0
5205 Fire & Elevator Systems	10,000	10,000	0
5206 Disposable Supplies	2,000	2,100	100
5207 Cleaning Service	12,000	12,000	0
5209 Deferred Maintenance: Large Projects	30,000	30,000	0
5210 Security Equip Maintenance/Warranty	1,140	1,140	0
5303 Organ Maintenance/Repair	1,500	1,500	0
5304 Piano Maintenance/Repair	600	600	0
Total Church Repair/Maintenance	155,609	157,180	1,571
Church Utilities			
5211 Church Electricity	36,600	36,600	0
5212 Church Natural Gas	19,000	25,000	6,000
5213 Church Water/Sewage	15,000	15,000	0
5214 Church Trash/Recycling	7,000	7,000	0
Total Church Utilities	77,600	83,600	6,000
Church Grounds			
5221 Church Exterminating	5,000	5,000	0
5222 Church Landscaping/Grounds	14,000	14,000	0
5223 Church Snow Removal	3,000	3,000	0
Total Church Grounds	22,000	22,000	0
Manse Building & Grounds			
5231 Manse Repair: contractors	5,000	5,000	0
5232 Manse Repair: supplies, equipment	1,000	1,000	0
5233 Manse Utilities	3,500	3,500	0
5234 Manse Landscaping/Grounds	1,200	200	(1,000)
Total Manse Building & Grounds	10,700	9,700	(1,000)
Insurance			
5241 Insurance Premium	42,107	47,581	5,474
Total Insurance	42,107	47,581	5,474

Accounts	Budget 2023	Budget 2024	Budget Change
21st CBC Loan			
5505 Loan - Interest Expense	21,500	13,000	(8,500)
5510 Loan - Principal Expense	21,500	30,000	8,500
Total 21st CBC Loan	43,000	43,000	0
Total Building Expenses	351,016	363,061	12,045
Total Expenses	\$ 619,115	\$ 599,820	(\$ 19,295)
Net Total	(\$ 88,188)	(\$ 79,983)	\$ 8,205

