



Pilgrim Uniting Church



Annual Report 2024

Vision and Mission Statement

We are called by God to be a prophetic witness in the city of Adelaide so that new life and vitality will be generated in our city and its people.

In the spirit of reconciliation, Pilgrim Uniting Church acknowledges the traditional custodians of country throughout Australia and their connections to land, sea and community.

We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Our Values

Pilgrim is committed to being a **faithful** and **engaging** Christ-centred church that:

- embodies authentic, active and faithful expressions of Christian faith and community and is a welcoming and hospitable community
- strives to balance faithfulness to the Christian Gospel with relevance to the communities it serves
- is non-judgemental in theology and lifestyle, affirms modern scholarship, and respects and celebrates diversity in ways that do not dilute or distort our essential Christian identity
- fosters commitment to social justice and care of creation/environmental sustainability as an integral component of Christian ministry and mission
- is committed to resourcing and nurturing spiritual growth through worship, learning, discipleship and witness
- engages with and contributes to the life and public discourse of the city of Adelaide in meaningful ways
- adheres to transparent and accountable procedures in relation to governance, decision-making and operations
- respects and promotes inter-faith and intercultural relationships.

Strategic Directions

Worship

Provide diverse forms of meaningful, engaging and hospitable worship that reflect Pilgrim's values and needs within our church community's changing internal and external environments.

Growing the Church and Reaching Out

Identify and facilitate opportunities for a diverse range of people, in the city of Adelaide and beyond, to connect with Pilgrim.

Provide a welcoming and hospitable environment to enable people of faith to experience God's love.

Encourage and support new and existing members to learn, grow and develop their faith.

Social Justice

Grow the theological understanding of systemic causes of injustice in the congregation and the wider church.

Continue to advocate for and support socially and economically disadvantaged people, and care of creation.

Continue to advocate for justice and reconciliation with First Peoples.

Identify and respond to ever changing social, ecological and economic issues.

Use our voice in the public arena to raise awareness of social justice issues.

Communication and Media

Raise the profile of Pilgrim's values and diversity of worship and communities by ensuring effective communication with the congregation, the wider church and beyond.

Ensure optimum communication through the use of contemporary media and technology and traditional means.

Ministers' Reflections

Friends in Christ,

As we reflect on 2024, we are reminded of the seasons of life and faith that shape our journey as a community. Each season brings its own challenges and blessings. Together we have embraced them with courage, hope, and a steadfast commitment to living out the Gospel.

This year, we give thanks for the many ways God has been at work among us, guiding us through moments of change, creativity, and connection. Pilgrim remains a vibrant community of faith, continually adapting to new challenges and opportunities.

In March, our church opened its doors to the public and the wider church for the screening of the State Funeral of Dr Lowitja O'Donoghue AC CBE DSG. This significant event was a moment of unity and reflection, allowing us to honour a remarkable leader and extend our hospitality to the community.

In June, Pilgrim Uniting Church participated in the 30th anniversary service of the National Council of Churches in Australia (NCCA). This milestone gathering celebrated three decades of ecumenical collaboration, fostering unity among diverse Christian traditions.

In September, we hosted the Australian Religious Response to Climate Change rally, a profound expression of faith in action that reflected our commitment to stewardship and justice. August and September saw the commencement of the lighting project, a significant season of change. During the upgrade, we gathered in the Pilgrim Centre and Lounge, embracing creativity and flexibility. These enhanced facilities will serve our mission for years to come. The Gospel of Mark Bible Study by Dr Amy-Jill Levine, held across September and October, offered profound insights into scripture. These sessions enriched our understanding and deepened our faith as a community.

In October, we welcomed Professor Mazin Qumsiyeh, whose insights on justice and peace inspired us to consider our role in building a more just world. Later in October, we were honoured by the visit of Uniting Church President Rev Charissa Suli. Her presence reminded us of the wider church's support in our shared mission.

The visiting organists' program was another highlight, presenting captivating concerts that celebrated the timeless beauty and spiritual depth of classical music. These performances enriched our community's cultural life and elevated Pilgrim Uniting Church's standing as a beacon of artistic excellence, drawing audiences from across the city and beyond.

Through worship, study, and public engagement, God's transformative presence continues to shape our shared life. As we look ahead to 2025, let us carry forward the spirit of connection, creativity, and faithfulness that has defined this year. Together, may we continue to embody Christ's love, shining as a beacon of hope and grace in the world.

We encourage you to read through the remaining reports, which highlight the many ways Pilgrim Uniting Church has been a place of faith, action, and transformation throughout the year.

Blessings,

John and Mark



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PLEASE NOTE:

The 2024 Pilgrim Uniting Church Annual Financial Report is provided as a separate document.

Church Council

Pilgrim Uniting Church Council met monthly during 2024 to fulfil its responsibility of 'leading the Congregation to a fuller participation in Christ's mission in the world.' (UCA Regs. 3.1.2).

Church Council considered what a new Pilgrim Strategic Plan might look like beyond 2024. A small sub-group of Council drafted a new preamble as the front page of the plan, incorporating the considerable feedback received from the Congregation via community meetings and email. It will be presented for formal adoption at the March 2025 meeting of the Congregation.

Council took responsibility for the scheduling of the lighting upgrade and the closure of the sanctuary during August and September.

We approved expenditure of funds from the social justice budget for the purchase of a new stove-top to assist Sunday Night Tea, and donations towards the purchase of chairs for Oodnadatta Faith Community and to Professor Mazin Qumsiyeh's *Palestine Institute for Biodiversity and Sustainability*.

We endorsed a proposal to allocate money annually from 2025 to the SA Regional Council of Congress as reparation for being located on unceded Kaurna Land.

Complexities in staff appointments and operational handover during 2024 delayed to November the presentation of the audited 2023 financial statements.

Council approved the re-election of Alan Nankivell and Andrew Wilkins as Directors of the Board of Pilgrim Foundation along with the appointment of HLB Mann Judd as auditors.

Church Council gratefully acknowledges Pilgrim's entire Congregation (volunteers and staff) for their commitment to and achievements in ministry, mission and service in 2024.



Rev Charissa Suli speaking at Pilgrim Church.

8.00am Morning Eucharist

The 8.00am community worships in a semi-circle around the communion table. Attendance has been consistently averaging close to 20 each week. It was quite a different but enjoyable atmosphere when the upgrade of the lighting required worship in the Church lounge. The 8.00am service is available online, allowing access to those members who are less mobile or are unwell.

We are grateful to Mark Hewitt for the use of his art works and to John Hughes for his leadership in music. Such contributions enhance our worship. Thanks also to Vikki Waller who has served as a replacement minister. We are grateful to the musicians who accompany us each week: Jenny Ward, Norm Inglis, Ann Rogers and Gwenda Kerley. In 2024, this required learning how to play the Continuo Organ when worshipping in the lounge.

We have continued to share coffee at the Adina Hotel after our services. The ministers join us most weeks providing an opportunity to support them and each other. Community meetings and lunches allow us to keep up to date with the happenings of the whole Pilgrim Congregation and the wider church. Community members appreciate the opportunity to be involved in retreats, Lenten studies and other church activities. We invite people from other communities to come and experience an 8.00am service.



8.00am community worship at the Adina.

Ann Rogers playing the Continuo Organ for the 8.00am community worship.



9.30am Community Worship

The 9.30am service is hosted by a welcoming community who provide fresh and challenging foci on the scriptural themes set by the Revised Common Lectionary.

The creativity of words, art, music and dance adds a richness to the exploration and expression of faith.

We thank the musicians and singers under the leadership of Norm Inglis for adding their creativity and talents to our services. The average attendance is 65-70.

9.30am worshippers appreciate the contribution of lay people in the planning and conduct of worship. Our Ministers continue to encourage, inspire and assist those planning services to source liturgy, music and artwork, linked to the contemporary world.

Highlights for 2024 included:

- Lenten resources supported by Sacredise liturgical resources
- Taizé style services throughout the year
- Visit by Professor Mazin Qumsiyeh, a Palestinian Christian
- Services held in the Pilgrim Centre offered opportunity for closer community worship
- The Season of Creation which included a focus on Indigenous culture
- Spring Festival was timed with our return to the Church following the lighting upgrade
- Advent series based on the birth of Jesus as presented in Luke's Gospel, particularly enriched by Mark Hewitt's artwork, 'The Messenger'.

Four members of the 9.30am community attended the October workshops hosted by the Centre for Music, Liturgy and the Arts, and brought back ideas for creative ways of engaging the Congregation in worship.



9.30am worship in the hall



9.30am community consultation

11.00am Choral Worship

Worship at 11.00am is characterised by a relatively formal liturgy with contributions from choir and organ. For special services, additional musicians are engaged to enable larger-scale musical works to be presented in a worship context.

Attendances at the 11.00am services continued at their previous levels with average daily attendances, including the choir, in the low 40s. Special services such as Easter Day, Christmas Eve and Christmas morning were exceptionally well attended. Evensong services were held on the first Saturday in the month from March to December. Evensong attendances averaged in the high 30s to low 40s and drew worshippers from all Pilgrim communities and other churches.

During the closure of the sanctuary, the community met in the lounge. The choir did not sing at these services and music was provided on the Continuo Organ. The atmosphere at these services was more intimate and less formal. There was an increase in numbers of people accessing part or all the services through our streaming service.

This year marked the 30th anniversary of the appointment of Peter Kelsall as Organist and Choir Director. Over that time, he has ensured that the music program for the 11.00am service has been maintained at an exceptionally high standard. The 11.00am community is grateful for his ongoing leadership.

Support for the services is provided by a small group of volunteers as welcomers, readers and communion assistants. Their ongoing commitment has ensured the maintenance of high-quality worship. Morning tea, provided at the end of each service, was organised by Barbara Francis and Denise Griffen. In addition, several shared lunches were held after the service to facilitate community members to get to know each other in a relaxed social environment.

The 11.00am Futures Working Group met four times during 2024 and has now been disbanded. The Worship Working Group has proposed some changes which will come into effect in 2025.



Music Enjoyed

9.30am Music

Our resources continue to be stretched these days but our pianists, instrumentalists and singers have supported our music generously. On most Sundays, our piano and singers have been supported by flute, cello, guitar, percussion and occasional trumpet. Mid-week rehearsals have helped greatly with fluent delivery and confidence in execution with the bonus of being a lovely team-building exercise.

We are grateful to the collaborators at the video and audio console who negotiate the whims of technology in the ongoing quest for excellence of sound, both within the church and online.

We never fail to be grateful for Pilgrim's exceptionally fine piano, organ and Continuo Organ when these are called for.

Our widely diverse community, with a common quest for relevance and meaning, is well served by our song books: *Songs for the People of God*, *Songs for Pilgrims*, *Here's A New Day*, *Another New Day*, *Sing my Soul*, *Hymns for Times and Seasons* and *Together in Song*. Within these are many fruits of Pilgrim's poetic and musical creativity over decades, incorporating the use of contemporary language, progressive theology and concern for social justice.

11.00am Choral and Evensong Music

Pilgrim's Choral Music program enjoyed a busy but highly satisfying 2024.

As well as the established pattern of 11.00am worship services, the choir and organists continue to provide monthly Evensong services, along with an ANZAC Day Evensong and services for Good Friday, Christmas Eve and Christmas Day.

Orchestral music was a feature of both services over the Easter weekend, as well as the Advent 4 service which featured Kim André Arnesen's beautiful setting of the *Magnificat*. We were again able to sponsor and participate in a liturgical performance of a Bach Cantata, given by the Adelaide Cantata Band.

The closure of the church building for the replacement of the lights provided the choir and organists with the opportunity to provide music for services in other local churches. We were warmly received at Scots, Kent Town, Brighton, and Newland Uniting Churches, as well as Bethlehem Lutheran Church. It is anticipated that the associations formed with these congregations will continue.

Chris Bridge, Val Estrella, David Drury, Gregory Crawford and Peter Kelsall participated in a fulfilling organ tour of Europe in September and October.

Pilgrim's International Organ Recital series continues to flourish with Pilgrim now a firmly established venue on the international organ recital circuit. In 2024, we hosted an outstanding line-up of Australian and international organists, including Olivier Latry, James O'Donnell, Dong-Il Shin, David Drury, and Jennifer Chou.

The support and commitment of Pilgrim's choir members continues to be central to the ongoing strength and growth of all aspects of the 11.00am Music Ministry program. The support and encouragement of our ministers is also valued. We are also grateful for the work that Noel Holmes has done this past year in establishing the Choral and Organ Music Events Working Group.

Mission Development

With representation from all three communities of Pilgrim's congregation, the Mission Development Committee (MDC) meets regularly to both review progress against an action plan and keep up to date with issues relating to social justice. There are strong and informed members who speak on matters relating to Indigenous rights, the rights of refugees and those seeking asylum, the plight of the homeless, anti-nuclear advocacy and environmental sustainability. Members of the group also keep us up to date with Synod considerations and initiatives and promote activities such as art exhibitions, Open Church and Open Lounge to invite people to share in our church. We further the Church's public voice through advocacy and action.

As an umbrella group, those responsible for key initiatives make regular reports: *Sunday Night Tea*, *Open Lounge*, *Open Church*, *Walking Together as First and Second Peoples*, *Climate Change Action* and *Pilgrim Circle of Friends*. The MDC considers proposals from each of the groups and presents these to Church Council for endorsement. These included the purchase of an updated cooktop in the hall kitchen to assist service of warm soups at Sunday Night Tea and a donation for the purchase of chairs for the Oodnadatta Church. The networks in which members of the committee participate increase our awareness of social justice issues and our effectiveness.

Social justice action at a local level is important. Starting from the beginning of the year, members of the Committee represented Pilgrim at important conferences and events. Chief amongst these was the theological conference in Melbourne called *Raising our Tribal Voices for Justice*. Representation at the Don Dunstan Foundation's conference on housing kept the group informed of the housing pressure experienced Australia-wide. This provided a context for the increasing number of guests for the weekly meals provided through Sunday Night Tea. Similarly, two members of the congregation attended the Social Developers Network conference in February and plan to establish a South Australian group. Pilgrim's commitment to environmental sustainability was recognised by hosting the launch of the Uniting Church's climate action banner in September.

Members' participation in local actions to support refugees seeking asylum in Australia included online participation in *Big Walk for Refugees*, attendance at Justice for Refugees SA forums, along with fund-raising by Pilgrim's Circle of Friends to support individuals and families in need. A successful quiz night was organised to raise funds for those people seeking asylum who remain trapped in Port Moresby (PNG), with limited access to health and accommodation funds.

Awareness of international justice issues is also a priority of our church. A powerful example of this was a sermon and discussion at the 9:30am community's morning tea by Professor Mazin Qumsiyeh, a Palestinian Christian, about the conflict in Gaza.



Quiz night fund raising



2024 International Workers Memorial Day service



NAIDOC Week



Climate Change action event

Lounge Hospitality Program

The Lounge Hospitality program continued to offer a safe, welcoming place for a chat and social contact in 2024, whether people chose to engage or not. Regulars are greeted by name and there is always a welcome for new visitors. It is a place to have a warm drink and a biscuit or two, knowing that there are other people close by.

During 2024, the Lounge was opened on Monday, Wednesday and Thursday, offering coffee, tea and cordial during the summer, with the addition of a cup of soup during the cooler months. Thanks to those Pilgrims who so generously donate the packets of soup.

Some folk come occasionally. We see several regulars who live alone and appreciate the opportunity of conversation, some who are rough sleepers and transient, and some folk who are members of suburban or interstate churches who appreciate a warm drink while in the city. It is also an opportunity to catch up with friends, to exchange news with the volunteers, or to seek assistance.

The program was suspended during the lighting upgrade and numbers of people coming into the Lounge were somewhat diminished afterward.

Open Church

Open Church continues to be an important part of the mission and ministry of Pilgrim Uniting Church.

Unfortunately, we have almost halved the number of volunteers from 2023 and are down to about 8-10 Pilgrims who help to keep the doors of the church open most weekdays from 12.00pm to 2.00pm.

There are some days when we get very few visitors through the doors and then other days there could be six or more. These can range from city workers, locals, tourists and those wishing to stay and pray.

Open Church operates in conjunction with the organ recitals, concerts, art exhibitions and funerals during the week.

Many of our volunteers are now ageing. Because of this, there are some days when we do not have any volunteers to allow us to open our doors, so we are always seeking new volunteers to assist in this vital ministry.

We will continue to operate this program and pray that all those who enter the church are welcomed and feel both peaceful and energised.

Music on Flinders

The Music on Flinders program continues to grow and flourish.

In 2024, Music on Flinders celebrated 12 years of bringing live music to Flinders Street. The program runs from February to the end of May and then restarts in October until mid-December.

Every Monday in the warmer months, the forecourt of Pilgrim Church comes alive with a free pop-up music event. The forecourt is decorated with a colourful banner, brightly striped bunting and sandwich boards with posters advertising the featured musicians. A full PA system with microphones and foldback speakers and chairs are set up. With all these elements, Music on Flinders looks and sounds bright and inviting for the regular attendees and passers-by in their lunch break.

Kathy Pike continues as the program coordinator, promoter, and curator. She is aided by a team of dedicated volunteers including Geoff Hurst and Peter Farley on sound, and Peter Cranwell and Bruce Skinner on set up and pack up duties.

Music on Flinders presented many accomplished musicians including nine soloists, three duos and two bands with an eclectic mix of music genres featuring folk, country, jazz, pop and rock. Many of the featured musicians have given feedback indicating that coming and performing at Music on Flinders is their favourite gig of the year.

The Adelaide Youth Disability sector continues to embrace and participate in Music on Flinders with Vibrant Care Australia, Inspired Options, KNH Quality Time Services, Campability and My Best Life Services bringing young people to enjoy the concerts on a regular basis. The young people really enjoy the live music and the musicians enjoy enthusiastic audiences.



Pilgrim Art Exhibitions

The display of original art works was suspended during the construction and renovation work to install the new lighting in the church and re-hanging of the drops for art works.

Some of the exhibitions that we could schedule during this necessary disruption included *Sunrise and Sunset*, a collection of 44 photographs taken in a selection of venues in SA by Josie Joyce.

Another display included a diversity of images showcasing historical 2D works by 23 artists, both living and dead, in a mixture of media, spanning 100 years, held in private collections. A short biography of each artist was displayed beside each image.

Inspired by Nature included a selection of 15 images by Kerry Hayman. These watercolour and mixed media works of nature's treasures invite us to stop and wonder in the 'busyness' of our lives.

The SA History Festival held during May featured *If these walls could talk* showing images of buildings and church leaders highlighting the growth of Christian and civil community in Adelaide. The Pilgrim history boards continue to be displayed.

Walking Together as First and Second Peoples Group

While the Indigenous Voice to Parliament referendum on October 14, 2023 was unsuccessful, the Uniting Church of Australia remains committed to key aspects of the *Uluru Statement from the Heart* in the spirit of reconciliation. Subsequently, the Walking Together group developed an action plan that included the importance of truth-telling about Australia's post-colonial history, acknowledging that our church was built on the unceded lands of the Kurna people. This message was reinforced in our NAIDOC service and Acknowledgments of Country.

Three congregation members attended the Indigenous theological conference *Raising our Tribal Voice for Justice*, with an additional two participating online. Learnings from this event were shared more widely.

Our wider influence is evident in the number of our representatives on the Synod's Covenanting Committee, through which we collaborate with the Uniting Aboriginal and Islander Christian Congress (UAICC). We successfully called for the Synod to renew its stand against racism. Pilgrim Church Council endorsed the proposal to devote 3% of the annual revenue from general Foundation funds to the SA Regional Council of Congress. This will assist Congress to carry out their mission and ministry, and is in part, reparation for Pilgrim's benefit from the sale of uncaded Kurna land. The President of the Uniting Church, Rev Charissa Suli applauded this initiative and supported a similar proposal being put to the 18th National Assembly.

Sunday Night Tea

Sunday Night Tea (SNT) continues to be a key part of Pilgrim's mission to the City of Adelaide, serving a growing number of appreciative guests with good food in a comfortable and safe environment.

Over 3,500 meals were prepared and served, a 40% increase on 2023. This reflects the increasing struggle facing many in the community.

Volunteer numbers remained steady at around eighty and a more dedicated, competent and friendly bunch would be hard to find. Singling out individuals is fraught but a big shout-out to Allen Edwards (Snr), who volunteers each week, and enjoys a special rapport with many guests.

A special mention also of the MiniM Choir brought to SNT by Jenni Hughes to sing carols at Christmas. This was a hit with guests and we hope it will become an annual event.

Again, we appreciated the financial support of Rotary Adelaide. This enables monthly chicken and pasta nights. Norwood Bakers Delight were generous in providing free fresh bread each Sunday. Allegría Choir also made a substantial financial donation during the year.

A big thank you to all at Pilgrim who support the program in so many ways.



One SNT team at work.



Volunteers at SNT

Ministry Development

The role of this committee is broad: key foci are pastoral care, discipleship development, church-life routines, and congregational community development.

We thank Committee members who retired mid-2024, and those vacating positions at the end of the year. Each was admirably conscientious and caring, over extensive tenures of four or more years. We recognise the Working subgroup commitments of current members and acknowledge the role of the minister in charge of pastoral care.

In 2024, acknowledging the needs of young, aged and ageing members, the normal business included:

- Reinforcing concepts of Pilgrim as a community of prayer, to encourage a sense of connection
- Reviewing pastoral support through 9.30am community Cluster Groups
- Organising and scheduling Combined Services
- Establishing a review group to consider the implications of 11.00am attendance numbers
- Supporting the 11.00am community Organ and Choral program
- Coordinating baptisms, membership inclusions, inductions and services of recognition
- Planning foci for Tolhurst bequests over a 5 to 7 year period
- Rostering of Community Meetings and Congregational Meetings for discussion and consultation
- Oversight of Children's Ministry
- Oversight of Open Church, Flower and Worship rostering Working Groups
- Coordinating celebratory birthday cards being sent.

Some routines are managed within communities by participants (e.g. worship leadership, morning tea, communion preparation and service).

In 2024, achievements in partnership with individuals and groups included:

- Continuity of worship routines, with adaptations when necessary
- Well-attended Winter Retreat, with planning for a 2025 Summer Retreat
- Flexibility in the Children's Ministry activities in worship services
- Hosting of the NAIDOC service, Christmas services, and worship informed by visiting Uniting Church leaders
- Emphasis of social justice matters as integral to worship, including attention to the situation in Gaza
- Formation of a Choir and Organ Program Working Group to develop leadership, expand music offerings and advocate to Church Council the use of Stow Music Funds
- Continue to help our church community's older members to live healthy and fulfilling lives
- With the Elizabeth Tolhurst Bequest, we:
 - Formed working groups to ensure everyone understands the four elements of the bequest's program
 - Partnered with UniSA to offer a scholarship to Masters social work students who are refugees or have special needs
 - Worked with Housing Choices to help some vulnerable clients
 - Developed a concept for some Uniting Church congregations to coordinate their aging-care education programs

- Engaged UniSA Social Work Master's degree students in a project to support ageing Church members who are experiencing health stress.

Future Directions

The Committee believes it is most effective to:

- Reduce meetings from ten to six per year
- Encourage members from the different worship communities to fill vacant committee positions.

Children's Ministry

We continued to offer a group activity during the 11.00am service, despite small numbers of usually one or two children, occasionally four, rarely five or six. We've tried various schedules to suit the families involved. None of the timings proved consistently successful for either families or the voluntary worker. This lack of consistency has impacted negatively on a meaningful learning program.

During Advent, activities were offered on each of the four Sundays. On Christmas Eve, at the 6.00pm Carols and Lessons service, visiting children joined several of the regular members in the west transept. Visiting children are also included when there is a special choral event, for example around the Easter season and at other times.

The most visible sign of welcome for children is the space set with cushions, floor rugs and small chairs, and a low table with pencils and paper for drawing or colouring. The space and materials are often used during both 9.30am and 11.00am services, as well as sometimes during concerts or other events. It's a small way of saying that children are welcome among us.



Ash Wednesday 2024



Christmas 2024

Operations

The Operations Committee is responsible to Church Council for providing oversight and guiding development of the physical, financial, human resources, and systems management policies and processes to support Pilgrim's ministry and mission.

This includes:

- Developing annual budgets for Church Council for approval and presentation to the Congregation
- Managing income and expenditure
- Maintenance of property and managing related projects
- Managing the Work, Health and Safety Committee and Safe Church responsibilities
- Supporting working groups and individuals undertaking specific areas of ministry and mission
- Reporting to Church Council and the Congregation on a regular basis.

Members met together as required, usually in smaller sub-groups. Work continued between formal meetings.

Human Resources

There were several changes in the administration and finance positions in 2024. Financial management settled in May with the appointment of an Administration and Finance Manager who worked alongside the casual accountant engaged in 2023. Additional hours were approved to employ a part time Finance and Administration Officer to ensure that financial records and processes were improved.

The part-time Administration and Media Officer left in early December 2024. Our regular caretaker/cleaner took leave during December and January, with casual replacements who ably maintained the property, grounds and security responsibilities. All staff supported the work of Operations Committee volunteers.

Work, Health and Safety (WHS)

This aspect of operations involves developing, implementing, and reviewing policies and procedures to ensure the welfare, health and safety of our employees, volunteers, visitors and members of the congregation. No changes were needed as all WHS policies had been reviewed and approved in the first quarter of 2023. Safety certification of electrical items was completed early in the year. Maintenance issues that had the potential to create WHS problems were usually raised at weekly administration meetings and dealt with preventatively.

WHS incident reports were recorded and the most significant reported to Church Council. With the change-over of staff, WHS induction was ongoing. The newly appointed Administration and Finance Manager established a WHS Committee to prioritise actions. There are now sufficient duress alarms to cover all areas of the church and Pilgrim Centre, and we have access to all cameras on selected individual phones. These measures, along with police cooperation, have assisted in managing any inappropriate behaviour around the premises.

Safe Church

The Chair of the Operations Committee is the official Safe Church liaison person. This work is supported by a volunteer who took on a support role to ensure that Code of Conduct and Safe Church clearances were completed and that records were kept up to date. All those who volunteer in a role where they might be perceived to be a leader in the congregation are required to complete these checks (e.g. welcoming people, serving morning tea/communion, participating in services). For all staff and members of Church Council, the three Safe Church clearances (Working with Children, Vulnerable Persons and Probity) are mandatory. Some volunteers may only need a Working with Children clearance, but it is preferable for those involved in the Lounge Ministry and/or Sunday Night Tea to also have a Vulnerable Persons clearance. Directors of the Foundation and others involved in financial transactions also need a Probity clearance. Regular updates are made to Synod. All records are safely secured, both electronically and in hard copy.

Heritage, History and Archive Working Group (HHAWG)

In sorting and consolidating documents and photos, the role of the Group is to respond to a variety of requests for information as expeditiously as possible. This has ranged from details of two sisters who left Stow (now Pilgrim Uniting) Church in the 1800s on missionary work to China to the composition of our church's rafters.

Two key people who established, developed and maintained the archive over the last 16 years retired in 2024. Their significant contribution to the life and work of the group and Pilgrim Church was acknowledged with acclamation at the November meeting of the congregation. The group was joined by someone with post-graduate qualifications in library studies and provides an archive service to public schools.

The Terms of Reference of the Working Group were updated in October and approved by the Operations Committee and endorsed by Church Council. In recognition of Pilgrim's role in the wider church, the group is now a life member of the Uniting Church SA Historical Society which provides support and advice. A member of Church Council provides support and liaison.

Property Management

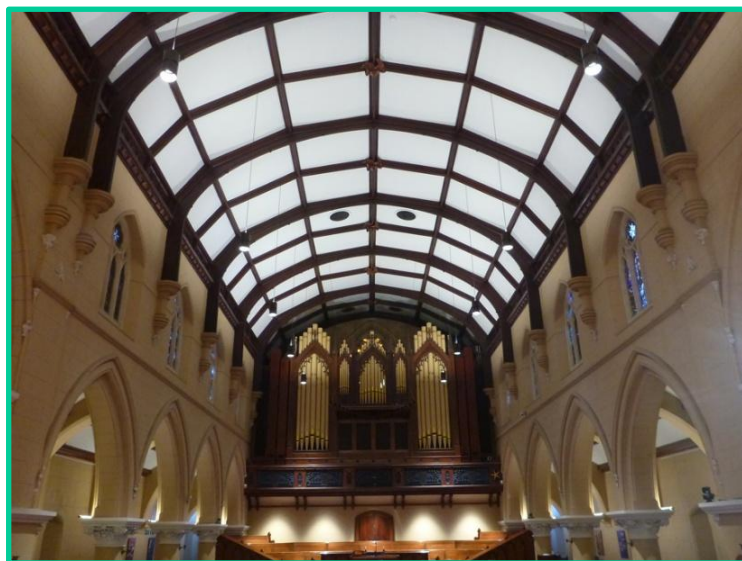
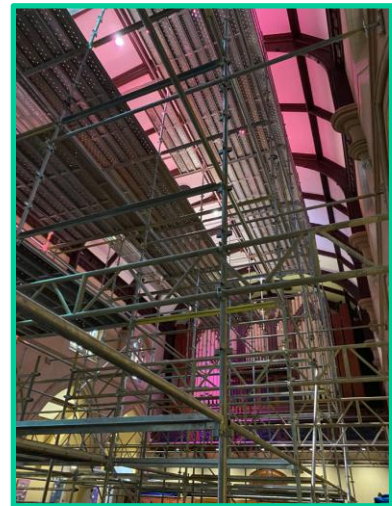
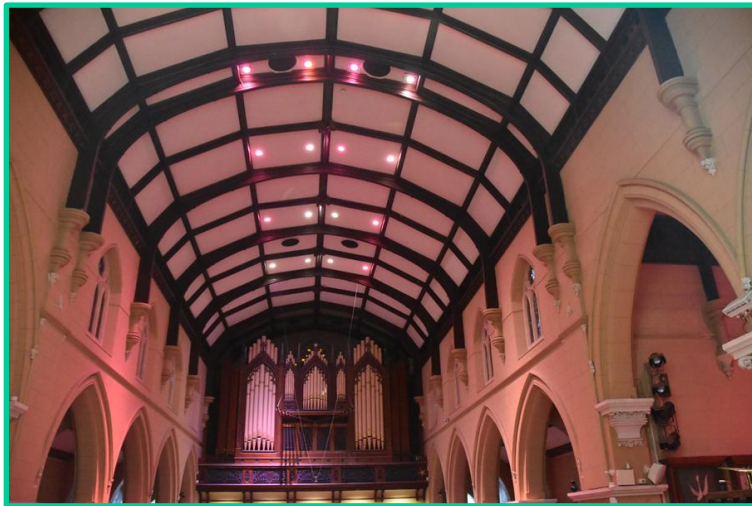
A major property inspection was undertaken in February, with records of essential property maintenance and required upgrades to the Church and Pilgrim Centre recorded. Caretakers and cleaners undertake much of the work, with additional tasks prioritised and funded. The work of volunteers in undertaking specific tasks is valued.

Major work was the replacement of the main lights in the Church, at an estimated cost of \$220,000. The Church was closed between 29 July to 20 September so scaffolding could be erected, the work completed and scaffolding removed, with least disruption to booked activities. Duratec was appointed as the organising builder. With additional work that needed to be done while the scaffolding was up, Duratec still managed to keep to the timeline. The final cleanup in the Church (polishing pews and replacing cushions) was done by staff and volunteers. Work on the system controlling the new lights took time and still needs further work. Most of the old lights have been sold but some better ones were retained to supplement lighting for special installations.

Significant Maintenance Work

- Broken windows in the hall storeroom were finally repaired, and the cost was fully covered by insurance
- The sliding door to the disability toilet was repaired and the lock replaced
- Some deep cleaning and minor repairs to improve the appearance of the lounge was undertaken and the feet of chairs in the hall replaced.
- The new church gutters installed in 2023, worked well and all gutters were cleaned
- A minor but dangerous hole in the floor of the Church was repaired
- Adelaide City Council pruned overhanging branches from trees
- The lounge and office carpets, plus the carpets in the Pilgrim Centre foyer and Draper Room were commercially cleaned
- A new cooktop was purchased for the hall kitchen
- Car parks were relined and relabelled
- Tasks for 2025 have been identified

All assistance from volunteer members of the Congregation is appreciated.



Before and after photos of the lighting project in the Pilgrim Church.

Information Technology and Audio Visual

Ongoing repairs and minor updates were made, as required, including the purchase of some new hardware. Access to the Church's website was obtained so that qualified volunteers could more readily make changes.

Live streaming is an important resource offered by Pilgrim. A new monitor was purchased and installed for the 9.30am live streaming. Additionally, a new data projector for the hall was purchased. The Communications and Technology Working Group is considering a major AV restructure in the Church following careful consideration of all implications and benefits/costs and consultation.

Financial Management

Due to staff changes and the need to establish consistent record keeping, the 2023 Audit was not completed until October 2024. An extension to complete the Australian Charities and Not-For-Profits Commission (ACNC) financial reporting was granted. Church Council approved a delay in the preparation and approval of the 2025 Budget until March 2025.

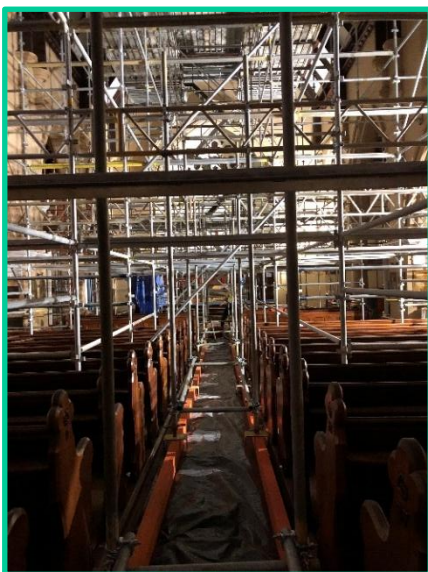
New forms for invoicing Pilgrim or requesting reimbursements from Pilgrim were developed to make entering data easier. Regular congregational offerings were increasingly made through electronic means. We received a \$20,000 Heritage Grant to repair the lath and plaster ceiling when the old lights were removed as part of the lighting project.

The Heritage Grant was supplemented by:

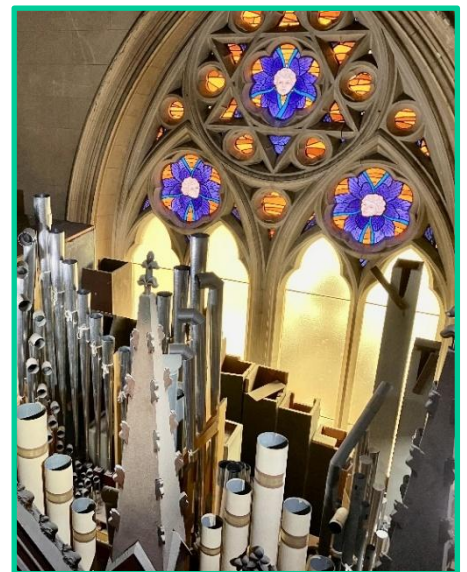
- \$10,064 received from the Muriel James Fund in 2023 'rolled over' to 2024
- significant 2023 and 2024 donations through the National Trust Conservation Appeal
- \$20,000 donation from the Chinese Congregation
- generous donations made directly to the church, and
- extra grants from the Pilgrim Foundation.

These funds reduced the budgeted deficit and covered the cost of the extra maintenance work while the scaffolding was up.

Support from the congregation, either financially or with time and expertise, are greatly appreciated.



Scaffolding erected in the Church as part of the lighting upgrade project.



The stained-glass window hiding behind the organ.

Pilgrim Foundation

Board of Directors

The Directors of the Pilgrim Foundation met eight times during the year to review the financial position of the Foundation and to make decisions regarding the investment and management of shares held by the Foundation for the benefit of the Mission of Pilgrim Uniting Church.

The Directors approved the distribution of Foundation income to Pilgrim Uniting Church in accordance with its constitution and trusts such as the Muriel James Fund and the Stow Music Fund.

Year	Corpus Value	Distribution: General	Distribution: Muriel James Fund	Distribution: Stow Music Fund
2024	\$10,408,512	\$513,000	\$0	\$110,000

Apart from the usual annual distribution to Pilgrim Uniting Church, the Foundation also provided substantial funding required for the new lighting and renovations.

During 2024, Advisor Mr Tony Hawkins retired, and he was thanked for ten years of service. His thoughtful advice was appreciated. Following a targeted recruitment process, Mr Greg Crowe from Ord Minnett was endorsed by the Directors as Advisor. We look forward to working with Greg, to achieve a strong return on the Foundation's corpus.

In mid-2024, Ms Alexandra James commenced in the role of Administration and Finance Manager. Alexandra attends the Foundation meetings, maintains meeting records and manages the financial administration. Directors thank Alexandra for her thoroughness and dedication to task.

Thanks also to the Directors for their considered input and diligence in ensuring the best possible financial returns for the Foundation.

Future Bequests

Supporters of the Pilgrim Uniting Church are encouraged to contribute to its future by making provisions in their wills for bequests to the Pilgrim Foundation Incorporated.

Bequests can be made in the form of cash, fixed interest securities, shares and property however, legal advice should always be sought when making a Will.

Leadership in 2024

Church Council

Christopher Bridge
Anne Delon (resigned December 2024)
Meredith Edwards
Rev Mark Hewitt
Rev John Hughes
Beth Prior (Secretary)
Judith Raftery
Cynthia Randell (retired December 2024)
Di Russell (Treasurer)
Ros Wilson

Meetings of the Congregation

Beth Prior (Secretary)
Raelene Telfer (Chair)

8.00am Worship Community

Pam Mitchell (Chair, Community Meetings)
Rhonda Williams (Minute taker)

9.30am Worship Community

Denise Griffen (Chair, Community Meetings)
Meredith Edwards (Minute taker)

11.00am Worship Community

Christopher Bridge (Chair, Community Meetings)
Cynthia Randell (Minute taker)
Jenny Ward (Children's Ministry)

11.00am Pastoral Care

Jenny Drilling
Barbara Francis
Liz Francis
Graham Moseley
Jan Moseley

Mission Development Committee

Graham Brice
Andrew Clark
Allen Edwards, Snr
Meredith Edwards (Minute taker/Chair)
Liz Francis
Marelle Harisun
Rev Mark Hewitt
Ruth Lyddon
Elizabeth Petersen
Amanda Ruler
Dianne Watters (Chair)

Walking Together as First and Second Peoples

Andrew Clarke
Allen Edwards, Snr
Meredith Edwards (Minute taker)
Marelle Harisun (Chair)
Rev Mark Hewitt
Ruth Lyddon
Di Russell
Dianne Watters

Open Church

Pat Button
David Davis
Joy Germein
Nim LaBrooy
Ruth Lyddon
Ann Rogers
Brian Ward
Chris Ward
Vikki Waller
David Walton

Open Lounge

Pat Button
Andrew Clarke
Sue Dunn
Judy Eland
Helen McIntosh
Ann Rogers
David Walton
Ros Wilson

Pilgrim Circle of Friends #27

Margaret Chittleborough, dec. 12 December 2024

Andrew Clarke
Meredith Edwards
Libby Hogarth (Chair)
Josie Joyce
Vikki Waller

Sunday Night Tea

Peter and Carol Dungey (Coordinators)

Groups Leaders

Barbara Dawe
Allen Edwards Snr
Meredith Edwards
Cam Grant
Michael Loffler
Sharon Tilley

Thanks to the many volunteers for preparing and serving food and volunteer security.

Art Exhibitions

Vikki Waller (Curator)

Music on Flinders

Kathy Pike (Curator)

Ministry Development Committee

Carol Dungey (Minute taker)
Joy Germein
Denise Griffin (Chair)
Noel Holmes (Co-chair)
Rev John Hughes (ex officio)
Peter Kelsall (ex officio)
Helen McIntosh
Pam Mitchell
John Pederson
Colin Telfer

Music Leadership

8.00am

Norm Inglis
Gwenda Kerley
Ann Rogers
Jenny Ward

9.30am

Morgan Avalum (Percussion)
Genevieve Bassani (Flute)
Don Bell (Guitar)
Graham Brice (Percussion)
Liz Eland (Trumpet)
Ruth Farrent (Percussion)
Norm Inglis (Coordinator, Piano & Organ)
Jenny Hamper (Cello)
Judy Homburg (Piano)
Jenny Ward (Piano)

Singers

Noel Holmes
Michael Heathcote
Alison McDougall
Peter Muller
Colin Telfer

11.00am and Evensong

Christopher Bridge (Assistant Organist)
Val Estrella (Organ Scholar)
Peter Kelsall (Organist and Choir Director)

Choir Members

Javed Alam
Olivia Arcangeli
Willow Barrett
Bronwen Blight
David Blight
Susan Brooke-Smith
Janet Buchan
Lisa Catinari
Riana Chakravarti
Martin Day
Deanne Dooland
Mark Egelstaff
Annie Fisher
Connor Fogarty
Barbara Francis
Liz Francis

Tiffany Gaze
Cassandra Humble
Sue Irvine
Louise Jackson
Peter Jackson
Richard Jones-Parry
Emily Kelsall
Richard Knowling

Choir Members (continued)

Theo McCall
Alison McDougall
Louise McGee
Vicki McGregor
Suzanne Pederson
Martin Penhale
Cynthia Randell
Amelia Roberts
Mary-Anne Roberts
James Scott
Sean Tanner
Colin Telfer
Andrew Turner

Flowers

Meredith Edwards
Kate Everett McDougall
Denise Griffin
Vicki Hagan
Marelle Harisun
Rose Milton-Head
Jenny Ward
Helen Warman

Operations Committee

Brian Arnold (Grounds support)
Julie Bradley (Office Administrator)
Peter Dungey (Lighting support)
Vicki Eager (Administration and Media Officer)
Carol Eckert (Finance and Admin Officer)
Sue Heathcote (Safe Church support)
Alexandra James (Administration and Finance Manager)
Sue Mann (Heritage, History and Archiving)
Jon Miller (Offering counting and banking)
Di Russell (Chair, Treasurer and Safe Church Liaison)

Peter Russell (Property, IT and AV, lighting control)
David Walton (Maintenance support)
Brian Ward (Heritage, History and Archiving)
Christine Ward (Heritage, History and Archiving)

History, Heritage and Archival Group

Christine Boyce
Margaret Boyce
Sue Mann
Brian Ward
Chris Ward
Judith Raftery (Church Council Liaison)

Pilgrim Foundation

Blair Badcock
Justin LaBrooy
Jon Miller
Alan Nankivell (Chair)
Cynthia Randell
Andrew Wilkins

Staff

Julie Bradley (Administration Officer)
Vicki Eager (Administration and Media Officer - resigned Dec 2024)
Carol Eckert (Finance and Admin Officer)
Alexandra James (Administration and Finance Manager)
Tim Lee (Caretaker)
Peter Mann (Caretaker)
Jijo Sebastian (Caretaker/Cleaner)

Editorial Team

Meredith Edwards
Rev Mark Hewitt
Beth Prior
Nyleta Rogers
Di Russell

In Memoriam

Rev John Cyril Flaherty (9.30am)	13 February 2024
Graham Henry John Duncan (11.00am)	1 August 2024
Beryl Ann Reseigh (11.00am)	24 August 2024
Reginald Walter Brown (9.30am)	12 October 2024
Ian Fraser Gillespie (8.00am)	25 November 2024
Margaret Mary Chittleborough (9.30am)	12 December 2024



Thank You

*Pilgrim Uniting Church is blessed
to be greatly supported by the contributions
of our generous volunteers
whose hearts beat in service to others.*

*We are all grateful for the many volunteers
who share their time, skills and knowledge
in helping to sustain Pilgrim
as a healthy and resilient community,
making significant contributions to the
quality and vibrance of our Church*



Pilgrim
Uniting Church

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