



WE ACKNOWLEDGE THAT WE GATHER ON THE DAKOTA HOMELAND

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CHANGES TO HOLY TRINITY'S PERSONNEL POLICIES

The Church Council recently approved changes to Holy Trinity's Personnel Policies. Many of the changes are part of Holy Trinity's ongoing work toward and commitment to racial justice. One of the recommendations from the consultation on institutional racism that was completed in 2020 was that the congregation looks at equity practices related to congregational life and personnel policies. (The full report is available to members on the Holy Trinity website.) This work is one more step toward becoming an anti-racist, culturally competent church.

A four-person team brought forth the recommendations after reviewing the current policies through a lens of equity, inclusivity, and justice. The team was Nicki Hines (Personnel Committee representative), Allison Johnson Heist (Council representative), and staff members Deacon David Rojas Martinez and Kathy Ekwall.

In addition to the equity-related recommendations, the Personnel Committee also advanced to the Council for approval a revision of Holy Trinity's Harassment Policy. Below is a summary of all the approved changes.

- We begin the document with a statement about the Holy Trinity community, that we are "striving together to learn what it means to follow the way of Christ," and that we believe "God's love is given freely to all people of all classes, races, ages, genders, sexualities, abilities, documentation statuses, and any other social distinctions. Therefore, we are committed to welcoming all people, with no exception, to the full life of this community of faith."
- We state that we will "make a concerted effort to recruit and hire diverse candidates for all positions, in accordance with our values as a congregation pursuing justice with regard to race, sexuality, and gender."
- We clarified language around paid time off (PTO) accrual rates, which as previously written was neither clear nor easy to administer.
- Juneteenth (June 19) and Indigenous People's Day (October 12) are now paid holidays. Additionally, staff will have professional development opportunities related to these two holidays.
- We broadened language around the purpose of continuing education for staff to support not only "knowledge and skills" but "personal renewal and growth that will benefit themselves and the church..."

FOURTH SUNDAY OF EASTER

READINGS

*Acts 9:36-43; Psalm 23
Revelation 7:9-17; John 10:22-30*



ADULT FORUM

Holy Trinity Adult Forums feature in-person presentations in the Bartsch Room beginning at 10:00 a.m. The presentations are also available via [Zoom](#) for those unable to attend in person. ID and password remain the same: ID 858 5687 1594; Password 317879.

May 8 "Latinx Reparations" **Deacon David Rojas Martinez**

Taking lessons from Carla Cornejo Villavicencio's book *The Undocumented Americans*, Deacon David will present on what he imagines our role as Christ followers can be in regards to those who are undocumented. The session will invite us into a conversation about better understanding how the U.S. immigration system needs to change and what we as a congregation can do regarding accompaniment, advocacy, and reparations, specifically for those who are considered undocumented Latinx.

May 15 "Honoring Ann Schrooten"

All are invited to join an intergenerational pop-up choir that will rehearse in the sanctuary and sing at the 11:00 service. Music and smiles will be provided.

(cont. from previous column)

- The employee conduct section, which describes expectations of staff with regard to professional conduct and how staff relate to each other, includes several updates that change the tone of the section to one of collaboration, trust, and respect versus authoritarian and overbearing. HTLC staff gave input on this section.
- The Harassment Policy addresses harassment broadly, and notes that we believe "everyone is entitled to work, worship, and participate in other activities in a harassment-free environment." Harassment includes verbal, non-verbal, and physical conduct and that it is prohibited by employees, lay leaders, members, and volunteers. The policy gives examples of harassment and states that the Personnel Committee and Executive Committee of the Church Council would arrange for an investigation of any concerns.
- An organizational chart, the Statement on Racial Justice and the Statement on Climate Change will be included as addendums to the policies.

PARISH INFORMATION

ICOM VIGIL TUESDAY, MAY 10, 7:30 AM

ICOM (Interfaith Coalition on Immigration) engages in courageous spiritual, multicultural action in solidarity with immigrants and refugees to achieve justice and stand up to systems of oppression. At this month's vigil the focus will be "Listening to Those Who Enter into Bravo and Exit Through the Grande." Holy Trinity's Deacon, David Rojas Martinez, an immigrant of Mexican descent, will host this discussion where he will recount some of his experiences translating for asylum seekers at the U.S.-Mexico border.

All are welcome to join for prayer and story sharing as we lift up the voices of immigrants on May 10 at 7:30 a.m., Bishop Whipple building (1 Federal Dr, Minneapolis) or via [Zoom](#) (meeting ID: 875 2084 9214) May 10 [Vigil](#).

HEALTH CARE FOR ALL PICNIC/FUNDRAISER MAY 20

Join Health Care for All MN for their picnic and spring fundraiser on Friday, May 20, at 5:30 p.m., at Wabun Park in Minnehaha Park. Fun food trucks, kids' activities, great raffle items, and silent auctions (a week in FL, a week on a lake in NW WI, 2-night stay in a loft in the woods, and an executive membership to the University Club in St. Paul). Plus, a live virtual interview with Canadian nurse and doctor. Bring yourself, a friend, and cash or checks for raffle tickets. Register [here](#).

WATER IS SACRED EVENT AT LAKE ITASCA JUNE 3-5

Join MN Interfaith Power & Light and HTLC members at the *Water is Sacred: A Gathering at the Headwaters* event, on Friday, June 3, through Sunday, June 5. Family friendly, there are options for camping or staying at park facilities. We'll be honoring life-giving waters, affirming Native and Indigenous sovereignty, and getting to know one another! Free to attend, but suggested donation welcome. Sponsored by the RISE Coalition, Indigenous Environmental Network, the Nibi Center, and Honor the Earth. More information [here](#) or contact [Kathy Hollander](#).

FAMILY-FRIENDLY BOUNDARY WATERS TRIP IN AUGUST

This year, our Boundary Waters camping adventure is scheduled for August 12-16. We have two permits, Baker Lake and Homer Lake. Both are small lakes off the Sawbill Trail. If you've always wanted to camp in the BWCA but didn't know where to begin, this trip is your opportunity to earn the ropes with experienced campers. Contact us to reserve your spot. The total cost is \$150. We'll need a \$75 deposit to hold your spot. As always, this is a family-friendly trip. Call or reply with any questions or for more details. Please consider joining us this year.

Contact Julie or Tom [Cahoy](#), or by phone: 612-616-0507, 612-618-3814.

PIANO NEEDED FOR CHOIR ROOM

The piano from the Bartsch room has been moved up to the choir room and the old piano from the choir room has been put out to pasture. Before searching for a replacement externally, we are asking our congregation if you have a grand piano (5'0"-5'10 in length) that you would be willing to donate to the church? We are looking for a piano in good working order that has been well maintained and will lead voices for decades to come. Contact [Phil Radtke](#) if you have any leads.

CELEBRATING ANN SCHROOTEN ON SUNDAY, MAY 15

Please join us for a celebration of Ann Schrooten's 25 years of ministry at Holy Trinity! Consider joining the pop-up choir for the 11:00 service!

8:45 a.m.—Worship will include music from the youth choirs and will feature a psalm commissioned for Ann by Daniel and Christine Kallman. There will be send-off remarks from the Schroeder family, council leaders, and pastors.

10:00 a.m.—All are invited to join an intergenerational pop-up choir that will rehearse in the sanctuary and sing at the 11:00 service. Music and smiles will be provided.

11:00 a.m.—Worship will include music by the Adult Choir and an intergenerational pop-up choir and will feature a psalm commissioned for Ann by Daniel and Christine Kallman. There will be send-off remarks from the Lund-Weiss family, council leaders, and pastors.

12:00 p.m.—Refreshments and fellowship outside where we can share stories in the (hopefully) sunshine!

GIFTS FOR ANN SCHROOTEN

The congregation has commissioned some of Ann's favorite musicians to compose a Psalm setting in her honor. It will premiere in worship on May 15! We'll also present Ann with special gifts that honor her love of the outdoors and the North Shore of Lake Superior. If you wish to contribute financially to these gifts, please offer a donation in the offering basket on Sunday or on the church [website](#). Simply note: "*Ann Schrooten's gift*" in the memo line.

NEW BUSINESS ON LAKE STREET: CURIOSITY STUDIO

Curiosity Studio is one of Longfellow's newest businesses. They are a creative learning studio for all ages and abilities. They make kits and host classes that help people play, explore, and mess around. This May, the studio will host a series of events for Mental Health Awareness Month. The goal is to offer free, accessible resources designed to meet folks where they're at. Check out all the events [here](#).

WE HAVE PEW CUSHIONS!

A tote full of seat cushions is in the narthex for your use during worship. Big thank you to Bunny & Earl Anderson for providing funds for cushions.

LVC NATIONAL HIKE-A-THON FUNDRAISER: MAY 20-22

Join Lutheran Volunteer Corps (LVC) for their inaugural "Take a Hike for Justice," May 20-22, 2022, as we create a national weekend for an action hike to support volunteering for social justice. Choose a hike path, gather your group, register online, and raise funds for LVC! You're welcome to choose your own hike path & time or join us at one of the two organized hikes (see below). Start by [signing up](#) online. Then:

- Create a pledge page. Create your own page and personalize your e-mail message to invite family and friends to donate on your page.
- Invite your team (friends, families, former LVC housemates, faith communities, etc.). Personalize an e-mail invite on your pledge page.
- Can't hike? No worries. You can still create a participant page to support LVC, choose your group (city), and personalize an e-mail invitation to attract donations.

Twin Cities Hike #1: Saturday, May 21, 11:00 a.m.

Join LVC alum Katie and Jeremy Schroeder for a "hike-and-play" kid-friendly hike at Wabun Park in Minneapolis' Minnehaha Park. We'll do a 1.75 mile loop, ending at the playground in Wabun Park for kid play time and adult hangout. There's free parking in Wabun.

Twin Cities Hike #2: Saturday, May 21, 10:30 a.m.

Rachel Kennedy will lead a 1.67 mile hike around St Paul's [Lake Como](#). We'll meet in front of the Lakeside Pavilion (1360 Lexington Pkwy N, Saint Paul). This will be an informal and flexible gathering of LVC supporters, not a city/park sponsored event. No formal programming; but hikers can join as fits their needs: Go as a group, at your own pace, or break off from the group and hike the many trails in the park. The view will be lovely! For more information, please visit LVC's [website](#).

BLOOD DRIVE AT HOLY TRINITY THURSDAY, JUNE 9

Thursday, June 9, from 12-6:00 p.m., Holy Trinity will be hosting an American Red Cross Blood Drive. If you would like to be involved in organizing or helping on the day of the drive, please contact [Pam](#) in the office. If you would like to give blood, there will be an online sign up available soon, or you can just show up on the day.

PHOTOGRAPHER AT HOLY TRINITY MAY 15 AND 22

Bill Capman will be at Holy Trinity between services May 15 and May 22. He will take pictures for the directory. If you are a new-ish member and have not had your photo taken for the directory, or if you want an updated photo for the directory, find Bill outside by the steps on 31st Street.

LIVESTREAM LINKS FOR WORSHIP SERVICES

A [live-stream](#) of the 11:00 a.m. Sunday service is available online at 10:55 a.m. You can access recordings of previous services through this [link](#).

SEEKING PART-TIME MUSIC IN THE GARDEN COORDINATOR

Thanks to a *Fund for Safe Communities Micro Grant* from the Minneapolis Foundation, we have the ability to hire a very part-time coordinator for the Music in the Garden series at Holy Trinity. Thanks to Katie Schroeder for writing the grant that makes this possible! Music in the Garden has historically been held after the 11:00 a.m. worship service and wood-fired pizza has been prepared and served onsite. We know how eager the community is to gather with music, food, and fellowship once again! Food brings us comfort and healing. Shared experiences help us to manage stress and navigate our collective and individual traumas. Music soothes our weary hearts.

Essential job functions:

- In consultation with church staff, coordinate paid musicians, food preparation, volunteers, set-up, and takedown for Music in the Garden one Sunday per month during the months of May, June, July, August, and September.
- Planning for the series would begin upon hire.
- Make connections with partner organizations interested in attending, including but not limited, to Trinity Apartments and Trinity on Lake Apartments, the Minnesota Swahili Christian Congregation, and Longfellow Rising.
- Together with office staff, advertise in such a way that promotes a sense of belonging for both members and non-members.

If you like to bring people together for music and food, send your interest to [Pastor Angela](#). Stipend is \$2,000.

Due to the rise in Covid cases in Minneapolis, Holy Trinity is strong encouraging masking while you're in the building, regardless of vaccination status.



WORSHIP PARTICIPANTS FOR MAY 8, 2022

| 8:45 AM | | 11:00 AM |
|---|--------------------|---|
| Ingrid Rasmussen | Preacher | Ingrid Rasmussen |
| David Rojas Martinez | Presiding Minister | David Rojas Martinez |
| Carol Berg | Assisting Minister | Kris Christians |
| Sue Roberts, Andrea Hansen | Communion | Roberta Shaw, Sean Gosiewski |
| | Crucifer | Jeff Olsen Biebighauser |
| Anne Beschnett, Josh Becker | Altar Guild | Kathy Howe, Doris Gbala |
| Linda & Gerry Berglin | Coffee | Aberdeen & Horacio Rodriguez |
| Jen Frenzel, Chris Engen | Counters | Deb Helmelt, John Sulzbach |
| Chuck & Ginny Jordan, David Broberg, Chris Engen | Ushers | Joshua Combs, Kathy Hollander, Rod Johnson, Joy Nelson |
| | Video Operator | Bob Hulteen |
| | Closer | Roberta Shaw |

PARISH EVENTS MAY 8-14, 2022

| | | |
|-------------------|--|---|
| Sunday, May 8 | 8:45 AM 10:00 AM 10:00 AM 11:00 AM 2:00 PM | Worship Service of Holy Communion Adult Forum Youth Education Worship Service of Holy Communion Swahili Service |
| Tuesday, May 10 | 11:00 AM | Worship Readings Discussion |
| Wednesday, May 11 | 6:00 PM 7:00 PM | Youth Choir Rehearsal & meal Adult Choir Rehearsal |
| Saturday, May 14 | 1:00 PM | Memorial Service for John Kelly https://vimeo.com/event/2090933 |