



Traditional Worship • Contemporary Message • A Call to Social Justice
We acknowledge that we gather on the Dakota Homeland

February 3, 2023

Dear Holy Trinity,

At our annual meeting on Sunday, January 29, the congregation grieved Pastor Angela T. Khabeb's departure. For four years, we have been blessed by her abundant gifts, including but not limited to biblical interpretation, justice-seeking, compassion, encouragement, and good humor. Through COVID and the Uprising, Pastor Khabeb provided a prophetic witness to the broader church and society. Because we have been blessed by Pastor Khabeb's voice, we have no interest in silencing it.

In our gathering, we also acknowledged that being a Black woman in the Evangelical Lutheran Church in America and its congregations is a calling made difficult in a society and church dominated by systemic and interpersonal sexism and racism. We want Holy Trinity to be a place that is welcoming and transformative and, despite having taken conscious steps toward that goal, our efforts fall short. We acknowledge much more needs to be done as we continue in our anti-racism journey. There will never be a moment when we say, "we're done." Even those of us—perhaps especially those of us—who believe ourselves allies must recognize that as individuals and as a community, we have a lot of work to do. We trust the Holy Spirit to empower this journey.

When Pastor Khabeb indicated a need to resign her call as Senior Associate Pastor, she asked Holy Trinity for financial support upon her departure. Severance in the case of resignation is outside our personnel policies and required Council authorization. However, the Council felt a strong desire to help and agreed to provide severance as a generous, healing pathway into the next chapter of her private life and public ministry.

For seven weeks, we worked with Pastor Khabeb, her chosen advocate, her attorney, and Minneapolis Area Synod staff to create a separation agreement, including a mutual non-disparagement clause requested by Pastor Khabeb. In good faith, the agreement was revised four times. In the final draft, both the mutual non-disparagement and confidentiality clauses were written by Pastor Khabeb's legal counsel. The confidentiality clause applied only to the negotiations and financial terms of the agreement. Both Pastor Khabeb and Holy Trinity accepted those terms. In the end, however, and with little explanation, Pastor Khabeb chose not to finalize the agreement. While unexpected, we honor her agency and respect her decision-making.

If you would like to share words of gratitude for Pastor Khabeb's ministry, please send them to the church office. During this time of transition, we trust that the Holy Spirit enfolds Pastor Khabeb, this congregation, and the wider community in love.

Sincerely,

Holy Trinity's Executive Team (2022) – David Broberg, Gretchen Lund, Scott Cole, and Connie Lien Adams; Holy Trinity's Clergy Team – Pastor Ingrid Rasmussen, Deacon David Rojas Martinez, and Pastor Doug Mork; Holy Trinity Personnel Committee Representatives – Nicki Hines, Johannes Arifin, and Randy Nelson

The Rev. Ingrid C. A. Rasmussen • The Rev. Doug Mork

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