

Holy Trinity Lutheran Church

May 19, 2014

CHURCH COUNCIL MEETING MINUTES

NEXT REGULAR MEETING: Monday, June 16, 2014

Devotions: Randy Nelson

Refreshments: Eleni Wolking

Present: Council members: Jay Carlson, Ingrid Rasmussen, Jeff Olsen Biebighauser, Sara Jensen, Drew Lindorfer, Gerry Berglin, Randy Nelson, Kari Kleven, Anna Brelje, Josh Becker, Lisa Martens, Laura Bolstad, Eleni Wolking, Zoe Martinez

Absent: Sean Gosiewski, Korla Masters

Call to Order: Jeff Biebighauser called the meeting to order at 7:09 p.m.

Devotions: Lisa Martens reflected on the Holy Listening Training and barriers to being fully present in the moment of connection with others. She encouraged everyone to write down what distracts them and put it away in hand-made boxes she handed out to everyone.

Check in: Members shared important events from the past month.

Minutes:

After correcting a typo to complete a sentence clarifying that the choir director job description should include multiple options, a motion was made and seconded to approve the April 21, 2014 Council minutes. Motion carried.

Reports

Lead Pastor:

- Jay Carlson, Eleni Wolking, Sean Gosiewski, Megan Fortier, and Theresa Ryan attended the Minneapolis Area Synod Assembly in Blaine. The assembly passed a resolution encouraging the creation of a Lutherans Restoring Creation committee. Holy Trinity brought forth a resolution to divest from fossil fuels companies. Holy Trinity's work on the payday lending issue was highlighted.
- Exodus Lending posted a founding director position opening today.

Associate Pastor:

- Child Abuse Prevention Policy follow-up:
 - Sent the policy to Prevent Child Abuse MN for their review, but they have not reported back yet.
 - Sent policy to the Minneapolis Area Synod for their advice on a legal review. This is still in process.
 - The council had raised the issue of including protections for vulnerable adults in the policy. Ingrid looked into the insurance policy, and we may want separate policies for children and for vulnerable adults.
 - Goal is to have the policy go into effect the evening of the 1st day of vacation bible school.
 - Background checks: Currently we do a BCA (state) background check. It takes less than 10 days to get. The timing for a multi-state background check would be different. Many

people working at vacation bible school have already had background checks from previous years. We refresh a person's background check every three years, which is industry standard.

- 2,000 preachers will be in town for the Festival of Homiletics at Central Lutheran Church.

Secretary:

- No report

Vice President:

- No report

President:

- July meeting will be a picnic; location TBD.

Treasurer:

- We are right on the mark where we should be.
- Financial Stewardship Committee will be considering how to handle the assessment for the street work.
- HTLC recently received a \$10,000 anonymous donation.
- Attendance is continuing an upward trend. 219/week in 2014; 209/week in 2013.

A motion was made and seconded to accept the financial report. Motion carried.

Committee Reports:

- No discussion of the reports.

Unfinished Business:

Open Council Positions

A motion was made and seconded to approve Kathy Ohler for a one year Council term. The motion carried.

Eleni will contact Alyssa to ask her if she would be interested in serving on Council.

Kairos/CAT Report discussion

See enclosed notes detailing the discussion.

Personnel Committee

Gerry Berglin will report back the results of his research at the June meeting. The notes from the last meeting included some items he had not researched, so he asked for more time to complete that work.

Chris. Ed. Committee

Looking at changing the committee structure.

Boiler bids

Received 2 bids:

Boiler Services bid—lower bid; more impressed by their presentation. Finance committee recommends accepting this bid.

Corvalle bid—higher bid;

Bid does not include zoning system (most cost-effective to do at the same time as the other work) and programmable thermostats (could be installed any time). The bid came in lower than our fundraising goal, so if we continue to the goal we could add the zoning system and programmable thermostats.

A motion was made and seconded to accept the 3 work proposals (asbestos abatement, old boiler removal, and new boiler installation) selected by the properties committee, with the addition of the new heat zoning changes and programmable thermostats. The motion carried.

Worship Staffing

Jeff Biegighauser presented three options to fill worship staffing needs.

- Option A – 2 positions: Director of Adult Choirs (15 hrs/week) and Organist (20 hrs/week)
- Option B—Combined position: Cantor (30 hrs/week)
- Option C (recommended)—Post both positions with the explanation that the positions could be combined if desired. This option would provide the most flexibility.

Less time would be required for worship coordinator meetings with option B, so the total hours per week are lower. Anne's current role is safe for her, but if she were to apply for Option A her hours could increase. Doing so would also give her enough hours to qualify her for benefits. The choir seems like it would support Option C.

A motion was made and seconded to proceed with Option C. The motion carried.

A motion was made and seconded to approve the following search committee: Pastor Jay, Pastor Ingrid, Deb Sodt, Sue Roberts, Rachel Trelstad Porter, Nicolas Ellison, and Peter Johnson. The motion carried.

The goal will be to hire someone before September 1, or preferably by August 15.

New Business

Pizza Oven

Danya Werth presented his idea to build a pizza oven in the rain garden as his Eagle Scout service project. His Scout leader and Parent Council have approved the idea, and he asked for the Council's approval for pursuing this idea. The wood-burning pizza oven would be permanently placed on the North side of the building in the rain garden, and would be planned in consultation with people such as David Berg who have built one. The pizza oven would help create a community gathering space. Danya is looking for people with masonry experience and people to help him with the design and funding for the project. The cost would depend on the size and the amount of donations received. The project would have to be completed before Danya turns 18.

A motion was made and seconded to pass a resolution indicating general support for the pizza oven project, provided that Danya involves the property committee and works with David Berg to move the project forward. The motion carried.

The meeting adjourned at 8:56 p.m.

Respectfully submitted,
Laura Bolstad, Secretary

END OF MEETING NOTES

Holy Trinity Lutheran Church

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Council meeting – reflections on the LEADERSHIP SUMMIT with Kairos

What surprised you?

- Surprised that we scored so highly on adaptability because we are pretty set on having a traditional worship service style.
- It surprised me that progressive equated with intellectual/rational, and conservative equated with emotional. We should think about ways to appeal more to emotion, but that path is not very clear (or viable) if that means moving towards conservative.
- Would have thought that making changes to attract more families with children and youth would have ranked higher on the priority list. Maybe that means that people feel we've made significant progress in that area so they didn't think we needed to focus on that more than we already are.

What made you want to high five?

- Most of the report showed that HTLC is exactly the kind of church I would want to attend. I told my husband, look how awesome our church is —check out this report! The numbers really merged with what I've felt here.
- We are a “church that works.”
- It's a really vital time in this congregation—we have energy. In the past Council has sometimes asked if we are doing too much, but the survey would suggest that we're not doing too much.
 - o It is powerful that so much energy is coming from a relatively small number of people—145 respondents, 200+ regular weekly attenders.

What concerned you?

- We should have realistic expectations for how much progress we can make with the relationship building piece. It's not as easy as it may seem. For the age groups involved modern life may simply make it difficult to fit in the time needed for relationship building.
- Could be concerning that we chart so theologically homogenous. We need to acknowledge that there are still a lot of individual differences.
- The people surveyed were probably our most active members, but only half of them were in agreement with giving money for a building improvements capital campaign. We have a lot of people to persuade.
- Timing of the survey just after the boiler campaign could have caught people just at the time that they were fatigued with giving to the boiler fund. Maybe people would have indicated more willingness to give if there had been a break after the boiler campaign before they were asked about giving for renovations.
- Would like feedback from Kairos on July 1 about whether the prospects for financial support are strong enough—do we have enough support for this effort to be successful?
- The low spiritual vitality scores could be concerning.

What do you see as potential building blocks for growth?

- The desire for relationship building could be a building block for growth.
 - o Could take a different shape than what worked for older generations. The other survey question seemed to indicate online groups might work for people.
 - o Counter-point: No, that other question just meant that our current offerings for connecting with people (e.g. education hour) don't work for people, and they'd like other alternatives.

Other:

- Would have preferred to have the report first before meeting with Kairos because now many more questions have come up after reading the report.
 - o Council should send any questions to Jeff for him to assemble and send to Kairos.
 - o The format of presenting the results at the same time as handing out the report probably usually works well for congregations that have more areas of concern.
- How is this report being shared with the congregation?
 - o Video is available on the website
 - o A copy of the report is in the library
 - o There will be an article in the Community Church
 - o Other ideas: Put a copy of the executive summary in the community room. Share/discuss the report at an adult forum.