

Holy Trinity Lutheran Church

Monday, June 19, 2017

CHURCH COUNCIL MEETING MINUTES

NEXT REGULAR MEETING: Monday, July 17, 2017 at 6:30 pm

Present: *Council members:* Ingrid Rasmussen, Theresa Rian, Bryan Kuzel, Melanie Townsend, Juliann Breting Rohn, Cliff Brown, Judy Davison, Michael Douglas, Chris Engen, Dave Krig, Andrea Martin, and Roberta Shaw. *Guests:* Vicki Mann, Josh Becker, Tom Kleven, and Deb Sodt. *Absent:* Mark Holman and John Sulzbach.

Call to order: Theresa Rian called the meeting to order at 7:07pm.

1. **Devotions:** Juliann Breting Rohn opened our meeting with devotions—a poem that she wrote titled *Thursday's Gift*, based on true events.
2. **Check in:** Those present shared important events from the past month.
3. **Review congregational goals:**
 - (1) Deepen our commitment to creative, inspiring, inclusive, and culturally competent worship services and the accompanying music program for all ages.
 - (2) Grow in competence related to issues of race, class, and gender in our congregational life, and be led by community partners and communities of color working at these intersections.
 - (3) Together with the whole church seek to build the commonwealth of God through welcoming the stranger, accompanying the vulnerable, and caring for creation.
 - (4) Assist members of all ages in connecting Christian faith with life in the public square.
 - (5) Create space for new members to share their gifts and build relationships.
4. **Approve minutes from previous Council meeting:** A motion was made and seconded to approve the minutes from May's meeting. Motion carried.
5. **IDI Activity:** Those present paired up and discussed step 3 of the IDI. Items that were discussed included:
 - a. Reflect on your experience of leaders and leadership.
 - b. What is your understanding of leadership?
 - c. What makes a good leader?
 - d. Who taught you about that and how did you learn about leadership as you were growing up?
 - e. How have these ideas changed over time?.
6. **Transition Team Visit/Discussion:** Josh Becker and Tom Kleven, representing the Transition Team, provided a brief update about the current status of this appointed sub-committee. They are making good progress drafting the Ministry Site Profile. Currently they are reviewing key descriptors of HTLC's demographics (age, gender, income level, racial/ethnic background, etc.) as well as related issues in the surrounding neighborhood. They are also lining up individuals outside of the congregation to serve as our references for potential pastoral candidates. Thus far, they have met with 56 members to solicit feedback; 31 people were over the age of 65, 8 were youth. Most importantly, they are interviewing congregants and asking the following questions, which, in turn, they asked us as a Council to address and encouraged us to have others respond:
 - a. What is it about Holy Trinity that keeps you coming back?

- b. As you look ahead to the next 3-5 years, what hopes and concerns do you have for HTLC?
- c. As we consider calling a new Lead Pastor, what are the most important gifts, experiences, and skill sets we should be seeking?

7. Personnel Manual Changes: Deb Sodt, representing the Personnel Committee, presented proposed changes to the personnel manual for Council consideration, specifically addressing the Family and Medical Leave and Parental Leave sections, which we had considerable discussion about in April 2017. A motion was made and seconded to approve the personnel manual, with the contingency that the following wording be placed at the beginning of the Family and Medical Leave and Parental Leave sections: "A maximum of 12 weeks of Family and Medical Leave and Parental Leave may be granted per 12-month period." Motion carried. In addition, the Parental Leave section wording will change from "per year" to "12-month period." Pastor Ingrid was not present in the room for voting, per bylaw stipulation.

8. Reports:

a. Vice President

- Committee Reports:
 - Bryan asked each member to share something that interested them about the reports that were submitted this month.

b. President

- Proposed changing the August meeting from August 21 to August 22; will follow-up with an email.
- On June 28 there will be rapid response training related to Sanctuary work.
- ISIAH has secured a defense attorney; there will be a meeting in August to meet with this attorney.
- An interview team hired an Activity Coordinator for Trinity Apartments.
- Exodus Lending received \$100k appropriation from the MN legislature.

c. Secretary

- The next Council meeting scheduled for Monday, July 17 at 6:30pm, weather permitting, will be at Theresa Rian's house 3216 46th Ave. S. Minneapolis. If it's raining or really hot, we'll meet at church instead; potluck either way.

d. Treasurer (Vicki Mann on behalf of John Sulzbach)

- YTD budget receipts have gone under requirements for the first time in a long time, which is a reflection of summer activity.
- Special funds are doing well.
- The Revenue and Expense report is right on target.
- On the Property line, the YTD budgeted real estate taxes were budgeted in May and paid at the end of April.
- A motion was made and seconded to approve the Treasurer's report. Motion carried.

e. Pastor Ingrid

- She was grateful to be in Germany since our last meeting, particularly for relationship building time among other clergy.
- Last weekend she went to the installation of Mount Olivet's new pastor, David Lose.
- Pastoral care: funeral for Janice Lehman, Pamela Rediger passed away this morning, Cathryn Olson also died this morning; Finn Wald baptism; wedding for George Norris and Erin Manlove on the horizon.
- Plantings on the east side of the building were completed at a fraction of the anticipated cost (\$2k rather than \$5k), due to numerous volunteers.
- She is planning to be on leave after the birth of Baby Rasmussen and is arranging preachers and presiders to help out on Sundays while she is away. Retired pastors will help in the presiding role. Preachers will all be women: Korla Masters, Jess Olson, Barbara Lundblad, Marchelle Hallman, etc. She is also arranging coverage for LVC welcome, new member orientation, and should be back in time for the symposium.

- Next week she was planning to be away for continuing ed, but in light of Mark's surgery and Pamela's funeral, this may need to wait.
- Staff is working ahead on the fall schedule; should be completed by August 10.

9. Discussion: No further discussion.

10. Closing: We sang *Into My Heart*.

A motion was made and seconded to adjourn at 9:27pm. Motion carried.

Respectfully submitted by Melanie Townsend