

HOLY TRINITY LUTHERAN CHURCH COUNCIL
Meeting Minutes
March 18, 2019

Present: Pastor Ingrid Rasmussen, Pastor Angela Khabeb, Nicki Hines, Juliann Breting Rohn, Michael Douglas, Tom Cahoy, Bryan Kuzel, Donna Scott, Amy Froiland-Parada, John Sulzbach, Kathy Ohler, Katelyn Hollaway

Absent: Steve Murray, Ben Martinez

Nicki reviewed the agenda. We revised the printed agenda to delete "Dream project updates" under Reports, and we added a Personnel Policy update under New Business.

Devotions: Bryan shared devotions, including a prayer and centering time to prepare for the meeting.

Council Member of the Month: Tom Cahoy. Tom shared some of his background and what brought him to Holy Trinity. We are grateful for the journey that led him here.

Minutes:

- *A motion was made and seconded to approve the minutes from the February Council Meeting. Motion carried.*

Reports

Juliann reviewed committee reports. She highlighted progress on two particular items that were on the congregation's wish list:

- There has been good progress on the effort to remodel pews so that friends/family of any person with a wheelchair can sit beside them.
- We now have a new video camera system that will record sermons for posting on the church website. Camera operators will be going through training in the next several weeks and recording can begin after that.

John reviewed financial reports, focusing on the YTD Comparison Worksheet for the 10 weeks of 2019. He noted that receipts are in excess of requirements by about \$16,000 at this point. We have exceeded budget for expenses YTD due to a property expense, but it is a timing issue and the expense will be trued up next month.

- *A motion was made and seconded to approve the financial reports. Motion carried.*

Pastor Angela's report centered on Lent as her primary focus, but included the following other activities over the past month:

- Good news! HTLC has just been granted \$8300 via the Ministry Imagination Grant from the Minneapolis Synod to support racial justice work of the staff and congregation. More details will be forthcoming.
- Pastor Angela attended the Payday Lending session at the Capital.
- Welcoming new members to HTLC for the past two Sundays.

- She attended the *Just Economy Conference* in Washington D.C. through the National Committee for Reinvestment Coalition (NCRC). It focused on advocating for economic justice and creating fairness in housing, lending and business. She and colleagues met with MN representatives Dean Phillips, Tina Smith, Ilhan Omar and Angie Craig.
- Bowling with Confirmands was wonderful.
- Book study **Becoming** starts this week. She encouraged that anyone can attend any session; you do not need to commit to attending every session. Come when you can.
- The Village Trust Financial Cooperative: there will be a panel discussion on March 31st after church about social justice and the opportunity to work with communities of color to address inequitable systems in the state.
- Pastor Angela is working with Pastor Ingrid on an expansive language liturgy, and involved with the candidacy committee at the Synod office.

Pastor Ingrid's report included the following activities over the past month in addition to the focus on Lent:

- Exodus Lending moved out of Trinity on Lake to their own space. Now there is space for CTUL (Centro de Trabajadores Unidos en la Lucha) to move in at no cost, which is a blessing. They will do grant writing and try to launch a new program.
- Organizing a proper "goodbye" to Meghan Olsen Biebighauser. Thank you all for being generous to her.
- Ash Wednesday, Storytelling Season, Bible Central Stories in Adult Forum.
- Pastor Ingrid is doing a lot of work with Trinity Apartments at this time.
- Last month was a heavy pastoral care month; she requested all Council members to please be aware that many people carry heavy burdens, so be gentle with people.
- We have selected candidates to interview for the two positions Vicki Mann is vacating. They will interview 11 people for Congregational Coordinator and 7 for Financial Admin. Interviews will be completed by the end of March.

Old Business

Annual meeting table comments: comments have been collected, compiled, categorized, and reviewed. The sub-team of Kathy, Juliann, and Pastor Angela will do further reviews and report to Council next month on their recommendations.

New Business

Revised personnel policy: It has been determined that the HTLC Health Insurance policy should be revised to reflect a more accurate statement related to the amount of children and spouse insurance that the church employee is responsible for. The current policy states 30%, but the process has actually been variable by employee, not one specific percentage. So, the Personnel Committee recommended the wording be: "the employee is responsible for a percentage of the additional cost which is determined at the time of hire."

- *A motion was made and seconded to approve the revised language recommended by the Personnel Committee related to Health Insurance. Motion carried.*

Recognition/thank you celebration for Vicki Mann was discussed. Kathy will bring this question to the Nurturing Relationships Committee.

A parish organizer visioning team will explore options related to how we proceed to structure the Parish Organizer position, which is now open with Meghan's departure. This is expected to be about a 3-6 month effort. Nine potential HT members have been identified representing a cross section of ages, gender, and time at Holy Trinity, with a goal to have a total of five people involved. The proposal is that these people be called to determine their interest in participating in this process.

- *A motion was made and seconded to give Deb Sodt permission to contact the nine potential team members to determine their interest. Motion carried.*

Pastor Ingrid led a discussion about the church property, specifically the church garage and playground. There is a proposal from the Asset Management Board of Trinity Apartments that we explore with an architect some preliminary options for how we might potentially redesign the space around the church, including garage, playground, and parking. HTLC would not need to pay for any of this; it would be included in the refinance for Trinity Apartments. (Amy recused herself from this discussion since her child goes to the preschool that uses the playground.)

- *Motion was made and seconded to engage with an architect and begin exploring options for the redesign of garage and playground over the next two months. Motion carried.*

Juliann provided an update on Cori Gershon's recovery in the hospital and encouraged us to reach out. Cori is at University of Minnesota Hospital.

Conclusion

Council members shared their perspectives on what we did well and could do better.

Meeting adjourned.