

Annual Congregational Meeting

January 26, 2020

12:00 p.m.

116th Year



**HOLY
TRINITY**
LUTHERAN CHURCH
MINNEAPOLIS, MN

THE AGENDA

OPENING SONG

WELCOME AND INVOCATION

Nicki Hines, President

Loving God
may we be found
and may we find
a place called home
a place where faith holds us
and grace renews us
where forgiveness longs for us
to be who you will us to be

may we find a place called home
where we are accepted as we are
where we are taken in
and loved unconditionally

a place called home
where we belong
and our souls fit
and our questions are allowed
and our anger is heard
and our needs are recognized
and our pain is held
and our names are known

and may this
be that place, O God,
this community
this group of travelers and doubters
and companions on the way

this home
where your place
is our place
and place isn't a building
but a way of being together
in relationship
held together
by love

Loving God
Homecoming God
may we make this a home
to all who still yet seek
a place of grace-filled sanctuary
and gracious welcome

So be it
Amenⁱ

I declare the 116th Annual Meeting of this congregation convened.

REPORT OF THE SECRETARY

Donna Scott, Secretary

1. Minutes of the Annual Meeting, January 27, 2019
2. Parish Statistics

Pages 3-4

Page 5

COUNCIL PRESIDENT'S REPORT

PASTORS' REPORTS

Pastor Angela T. Khabeb
Pastor Ingrid C. A. Rasmussen

Pages 6-7

Page 8

2019-2020 CONGREGATIONAL GOALS

1. *Continue to grow in competency and commitment to racial justice, moving from awareness to action within our local community.*

We could fulfill this goal by:

- Making our congregational Racial Justice Statement, adopted in 2019, visible within our building.
- Integrating the Racial Justice Statement into the full life of our faith community by inviting each standing committee and working group to articulate a goal related to racial justice that will be included in the 2020 annual report and that will guide their area of ministry in 2020.
- Strengthening our partnership with CTUL (Central Trabajadores Unidos en La Lucha), CAIR MN (Council on American-Islamic Relations), and Village Financial Cooperative by showing up when asked to do so.
- Hosting one joint meeting in 2020 with the Holy Trinity Lutheran Church Council and the Minnesota Swahili Christian Congregation Leadership Team to discern mutually-agreeable opportunities for congregational connection.

2. *Grow in competency and commitment to issues of gender and sexuality in our congregation.*

We could fulfill this goal by:

- Honoring our 35th Anniversary of being an open and affirming faith community by renewing our Reconciling in Christ commitment and restating our welcome and celebration of LGBTQIA+ people.
- Offering opportunities to learn about living healthy lives as sexual beings, whatever our orientation or identity, using "Our Whole Lives" curriculum across age groups.
- Proposing a plan for the construction of at least one permanent all-gender restroom.

3. *Nurture faith and attend to our spiritual lives through education and faith practices.*

We could fulfill this goal by:

- Providing 2-3 educational opportunities for "beginners"—those new to a community of faith, returning to faith, or others who want to learn the basics.
- Introducing 2-3 prayer practices for the congregation to explore together.

4. *Enhance the congregation's communications strategy.*

We could fulfill this goal by:

- Drawing on the work of the Communications Audit (2016) and the Communications Task Force (2018), evaluate our current practices and implement 2-3 changes in 2020 that will enhance the effectiveness of our communication.

TABLE CONVERSATION

Where have you seen the goals taking shape in our congregational life? How might we deepen our commitments to these goals in the coming year?

TREASURER'S REPORT

John Sulzbach, Treasurer

- | | |
|---|---------|
| 1. Balance Sheet | Page 9 |
| 2. Independent Accountant Report | Page 9 |
| 3. Statement of Receipts and Expenditures | Page 10 |
| 4. Report of Special Funds Receipts in 2019 | Page 10 |
| 5. Endowment Fund Report | Page 11 |
| 6. African Pastors' Endowment | Page 11 |

REPORT OF THE 2019 NOMINATING COMMITTEE

Page 12

CHURCH COUNCIL ELECTIONS

Pages 12-13

1. Presentation of slate as prepared by the Nominating Committee
2. Request for additional nominations
3. Introduction of nominees
4. Rules of procedure for the conduct of elections
 - a. On the first ballot, congregation members will vote for up to four candidates. Election on the first ballot shall be by majority vote of those casting ballots. A majority shall be defined as one more than half.
 - b. Following the first ballot, the persons receiving the greatest number of votes shall be elected. In the event of a tie, all remaining names shall remain on the ballot.
5. Appointment of Election Committee: Chris Engen, Roberta Shaw
6. First Ballot

ELECTION OF 2020 NOMINATING COMMITTEE

Karen Kunze, Joel Wiberg, Johannes Arifin, and the four council members completing their terms: Nicki Hines, Katelyn Hollaway, Benjamin Martinez, and Donna Scott.

PROPOSED BUDGET, STEWARDSHIP CAMPAIGN HOPES, AND SPECIAL APPEALS

Pages 14-16

COMMITTEE GOALS AND TASKS FOR 2020

Pages 17-22

1. Worship and Fine Arts
2. Adult Education
3. Outreach
4. Public Voice and Organizing
5. Nurturing Relationships
6. Church Property
7. Youth
8. Housing Social Service
9. Children and Family Ministry
10. Personnel
11. Financial Stewardship

REPORTING AND INFORMATION

Pages 23-27

1. Bishop Ann Svennungsen, Minneapolis Area Synod
2. South Minneapolis Meals on Wheels
3. Programs in the Holy Trinity Facility
4. Trinity Housing Corporation
5. Trinity Apartments

OLD BUSINESS

NEW BUSINESS

1. Stepping Out in Faith Page 28
2. Refugee Resettlement Funds Page 28

WORD OF THANKS

Page 29

DISMISSAL

God, lead us, that we may faithfully witness to your grace wherever you will send us.

Teach us love. Teach us compassion. Above all, out of love and compassion, teach us to act.

Go in peace. Serve the Living God.

Thanks be to God!

MINUTES FROM 115th ANNUAL MEETING, JANUARY 27, 2019

Ann Schrooten and Trinity Village Singers led the congregation in singing "God Is Here Today."

President Bryan Kuzel convened the meeting and read a prayer.

SECRETARY'S REPORT

Roberta Shaw presented the minutes of the 2018 annual meeting, previously approved by the Church Council.

A motion was made and seconded to approve the minutes of the 2018 annual meeting. Motion carried.

Two items in the parish statistics were noted: a baptized membership increase from 1,234 to 1,253 in the past year; average Sunday worship attendance increase from 211 to 222.

PRESIDENT'S REPORT

Bryan Kuzel noted that this is the 115th year of Holy Trinity's life. Over the past year:

- We called Associate Pastor Angela Khabeb and are blessed to have her in our community.
 - With congregational input, the Council created congregational goals.
 - We received an Innovation Hub Grant (Augsburg University), providing funding for a project focused on connections with young adults. Asefa Melka Wakjira is helping with the early stages of this project.
 - We received a Communities of Calling Grant (St. John's University). It provides funding with a broad focus on "vocation."
 - The Council approved bringing a Racial Justice Statement and bylaw changes to a congregational vote.
 - Thank you to our excellent Pastors, staff, committee leaders and members, and contributors for all the work they do.
- As in 1904 we are faced with a time of immense possibility and hope, much work still needs to be done, and we need to remain focused on living out Christ's welcome in our community.

LEAD PASTOR'S REPORT

Pastor Ingrid Rasmussen noted that it has been a year since she was called to be Lead Pastor and expressed her gratitude for the last twelve months of our shared story, highlighting several of the many events and activities of 2018.

ASSOCIATE PASTOR'S REPORT

Pastor Angela Khabeb expressed her pleasure with the way that she and Pastor Rasmussen work as a team. It brings her joy to be serving a healthy congregation, to be part of the Holy Trinity family. A recent highlight for Pastor Khabeb was a 24-hour retreat with the youth. It was an honor to be with that great group.

CONGREGATIONAL GOALS

The 2018 congregational goals, which are ongoing for 2019, were reviewed:

- Continue to grow in competency and commitment to racial justice, moving from awareness to action within our local community
- Grow in competency and commitment to issues of gender and sexuality in our congregation
- Nurture faith and attend to our spiritual lives through education and faith practices
- At tables, parishioners discussed these goals and were encouraged to submit their thoughts in writing.

TREASURER'S REPORT

John Sulzbach presented the December 31, 2018, financial reports. The balance sheet shows an endowment of over \$1 million. We are on track with the Opening Doors campaign pledges.

A motion was made and seconded to approve the December 31, 2018 balance sheet. Motion carried.

The statement of receipts and expenditures shows that we fulfilled the budget through fulfilled pledges. Personnel expenses were less than budgeted because of staff transitions. Youth expenses were over budget because of a larger confirmation group who went to Heifer Ranch. The new boiler is saving us \$2,000/year.

A motion was made and seconded to approve the statement of receipts and expenditures. Motion carried.

The report of special funds receipts was discussed. The amount for Longfellow School reflects people's desire to give beyond the special appeal of a prior year. The outside accountant certified that our financial records are in good order.

A motion was made and seconded to approve the treasurer's report. Motion carried.

ELECTION OF CHURCH COUNCIL

Bryan Kuzel presented the slate of candidates prepared by the 2018 Nominating Committee (Joyce Peterson, Kevin Proescholdt, Judy Davison, Chris Engen, David Krig, Roberta Shaw) The Council nominees: Tom Cahoy, Amy Froiland-Parada, Steve Murray, Kathy Ohler. The president called three times for additional nominations from the floor. There were none, and President Kuzel declared the nominations closed.

A motion was made and seconded to approve the nominees by acclamation. Motion carried.

A motion was made and seconded to approve the new nominees for Church Council. Motion carried.

ELECTION OF 2019 NOMINATING COMMITTEE

Bryan Kuzel presented the slate of candidates for the 2019 Nominating Committee. They are Tom Kleven, Mike Nevergall, Libby Olstad and four Council members completing their terms at the end of 2019—Michael Douglas, Bryan Kuzel, Juliann Breting Rohn, and John Sulzbach.

A motion was made and seconded to approve the candidates for the Nominating Committee. Motion carried.

PROPOSED BUDGET

Treasurer John Sulzbach led discussion.

- Administrative fees coming from Trinity Apartments will increase because one of the three administrators is no longer in the partnership.
- As approved by the congregation a year ago, synod support is set at 10% of regular, seasonal, loose and special gift offerings. Funds that were previously in the Peace with Justice Committee budget will now fold into the Committee for Public Voice budget.
- We received a special gift to start a pastors' discretionary fund, to be used by the pastors for small needs that arise, so that they don't have to go to Council for approval.
- The Outreach Committee budget is increased because an anonymous donor gave \$5,000 for racial justice work.
- Exodus Lending is no longer in the budget, as Exodus now operates separately from Holy Trinity.
- Peace with Justice has always budgeted for funds to give to other organizations; this needs to be reviewed by the new Committee for Public Voice.
- For the second year in a row, staff and pastors are paid within synod guidelines. Staffing and budget decisions are being made around the upcoming departure of Parish Organizing Leader Meghan Olsen Biebighauser.

A motion was made and seconded to approve the 2019 budget. Motion carried.

2018 STEWARDSHIP CAMPAIGN HOPES

These hopes were not discussed at this meeting. Details are included in the 2019 Annual Meeting packet.

2019 SPECIAL APPEALS

The Financial Stewardship Committee and Church Council have authorized appeals for the following special funds in 2019: ELCA World Hunger and Sanctuary Support.

A motion was made and seconded to approve the 2019 special appeals. Motion carried.

COMMITTEE GOALS AND TASKS FOR 2019

President Kuzel directed the congregation to the committee goals as outlined in the packet. Peace with Justice for All Creation will be incorporated into the Committee for Public Voice.

OLD BUSINESS

There was no old business to discuss.

NEW BUSINESS

Racial Justice Statement: Bryan thanked the racial justice group for bringing this before so many groups in our congregation. The Minneapolis Area Synod asked all congregations to do a statement. At this time, there are no plans to distribute our statement synod-wide.

A motion was made and seconded to approve the Racial Justice Statement. Motion carried.

Proposed Bylaw Changes: Council approved bringing to the annual meeting a proposed bylaw change to delete the language about the Committee on Peace and Justice for all Creation and Working Groups for Neighborhood Issues and to add language about the new Committee on Public Voice and Organizing. Meghan Olsen-Biebighauser presented the rationale, explaining that this would bring administrative and funding support to all working groups and that the work of the Committee on Peace and Justice for All Creation and Working Groups for Neighborhood Issues would continue.

A motion was made and seconded to approve the bylaw changes. Motion carried.

WORD OF THANKS

Pastor Ingrid expressed thanks to Vicki Mann and Sue Roberts for their work on preparing the agenda and reports and to the meal organizers. She also thanked Bryan Kuzel for his presidential leadership and the four outgoing Council members for their service.

A motion was made and seconded to adjourn the meeting. Motion carried.

PARISH STATISTICS

BAPTIZED MEMBERSHIP 1-1-19	1,253	
I. Baptized Members Received This Year		
A. Baptism – Children	12	
B. Affirmation of Faith and Transfer	<u>28</u>	
	40	
II. Baptized Members Removed This Year		
A. By Death	6	
B. By Transfer or Inactive	<u>9</u>	
	15	
BAPTIZED MEMBERSHIP 12-31-19		1,278
CONFIRMED MEMBERSHIP 1-1-19		970
I. Confirmed Members Received This Year		
A. Affirmation of Faith and Transfer	13	
B. Baptized Members Confirmed	<u>4</u>	
	17	
II. Confirmed Members Removed This Year		
A. By Death	6	
B. By Transfer or Inactive	<u>8</u>	
	14	
CONFIRMED MEMBERSHIP 12-31-19		973
AVERAGE WORSHIP ATTENDANCE		204

PASTORS' REPORTS

Pastor Angela T. Khabeb

Dear Beloved Community, this is the day that the LORD has made. Let us rejoice and be glad in it. 2019 has been an amazing year, filled to the brim with countless times for faithful fellowship, dynamic worship, and spiritual growth. As you can imagine, it would be impossible for me to list all the many and varied experiences that I have enjoyed this year serving as one of your pastors. However, I am eager to share the following highlights with you from 2019.

In January, our confirmands enjoyed a time of exciting spiritual growth during our Confirmation Retreat. Our young older teens participated in the Do Justice retreat, a collaboration with three other congregations. Our students participated in several learning opportunities through Luther Seminary and local organizations. It was a transformative experience.

We also had the opportunity to be the public church in a remarkable way. On January 13, we were greeted by an individual who was carrying a rather large sign with hateful, homophobic language. Pr. Ingrid led our congregation in a loving response. We began our early service outside on the church steps and invited the protestor to join us in worship. Siblings in Christ, I cannot overstate how proud I am to belong to a congregation who is dedicated to the body of Christ and willing to put their faith into action. Indeed, God's love is for everyone. No exceptions.

February was full of activity. Our youth were invited to showcase their gifts and talents through the Youth Recital. Our youth also held our annual Holy Trinity Pancake Breakfast. Our volunteers outdid themselves. They prepared a marvelous spread and excellent event! We had a great time of fellowship, food, and fun. Over President's Day weekend, we held our Family Retreat where several families came together to build community and deepen relationships. Our Racial Justice Team began exploring the possibility of joining the Emmaus Collective, a grassroots effort to dismantle white supremacy in church culture. Joining the Emmaus Collective flows from our commitment to racial justice equity.

March marked the beginning of the Lenten whirlwind. Lent is probably one of the busiest times in the church year. Our Lenten journey focused on sharing our stories. On March 2, we hosted the CTUL (Centro de Trabajadores Unidos en la Lucha - Center for workers united in the struggle) Pancake Breakfast which is their main fund-raising event. Over 700 people attended and they even ran out of food! They raised over \$11,000. How awesome is that? We held two Ash Wednesday services, Lenten Soup Suppers, midweek worship services, and a book study on Michelle Obama's *Becoming*. We welcomed new members and the confirmands and sponsor enjoyed 100% involvement at our bowling party at Memory Lanes.

The Lenten flurry of activity continued into much of April. Alicia Sojourner, racial justice consultant, began engaging our congregation in our work together in creating the beloved community that Jesus desires for us. Many Holy Trinity members attended Lenny Duncan's lecture at a local ELCA church. Lenny Duncan is the author of *Dear Church A Love Letter from a Black Preacher to the Whitest Denomination in the U.S.* We entered into Holy Week as we journeyed to the cross. We held Saturday Easter Vigil and enjoyed an intergenerational experience with our very own Mike Mann as he shared stories with the community. Also on Easter Sunday, we had a glorious worship service with choirs and brass and great preaching where we proclaimed Christ is risen! He is risen indeed, Hallelujah!

May began with the Minneapolis Synod Assembly. The Minneapolis Area Synod gathers annually to conduct business in the Synod Assembly, which is the synod's highest legislative authority. More than 400 participants attended, including representatives from each congregation and all active rostered leaders. The gathering was filled with worship, inspiration, presentations, and necessary business. Also in May, we offered a new small group which focused on education surrounding anti-Semitism. During this 6-week class, we learned new concepts and broadened our understanding.

The Festival of Homiletics was held in Minneapolis. The Festival of Homiletics is like Woodstock or Coachella for preachers. I was thrilled beyond words to attend. What a gift.

Early in June we had our Confirmation Picnic. Holy Trinity hosted an "Our Whole Lives" training where several Holy Trinity members were trained in the OWL curriculum. We launched our OWL classes this fall.

June also provided me with an amazing, transformative continuing education experience. I was selected to attend a weeklong writing workshop with author, pastor, and Womanist theologian Renita Weems. She taught *From Journaling to Memoir: Making Sense of Your Inner World*—a workshop for women who want to hone their skill in writing short personal essays. It's so ironic that I attended a writers' workshop and lack the words to describe the transformative impact on my life. I'm a better pastor, preacher, and writer because of it.

During July, the Khabebes typically visit our family in Omaha, NE. This is always an interesting and humorous time. In July, I attended several meetings and other learning opportunities—two that stand out are OUTFRONT Minnesota’s workshop on welcoming people who identify as LGBTQIA+ and learning how to be allies and the Minneapolis Synod-sponsored Leaders of Color Gathering. These events served as a reminder of the beautiful diversity of the family of God. I’m thankful for these experiences. August was hot fun in the summertime! We had our 3rd Annual Family Church Picnic, the Boundary Waters Canoe Base trip, Lutheran Night at the Minnesota Twins game, and the Churchwide Assembly in Milwaukee.

September marked the beginning of our fall programming. There was lots of energy and excitement in the air. We had backpack blessings, confirmation orientation, lay communion ministers’ luncheon, and new member orientation. The Minneapolis Synod also hosted the Bishop’s Theological Conference in Brainerd, MN. I also had some additional engagement in worship services beyond Holy Trinity. I was the guest speaker at Becketwood midweek service. It was a delight and a joy. I also served as the keynote speaker at a Women of the ELCA synodical gathering in Madison, WI. Also, in September, I participated on a panel discussion at Park Avenue Methodist Church because I was a part of the documentary *White Savior: Racism in the American Church*. It was an honor to be included on this ground-breaking endeavor. I also received the “Emerging Voice” award and named a distinguished alumna of The Lutheran School of Theology in Chicago.

Pastor Ingrid and I had a chance to meet with all four of our confirmands and hear their hopes and ideas for their individual faith journeys, our Holy Trinity Community, and God’s creation. We celebrated their new roles as adults in our congregation through the rite of Confirmation on Reformation Sunday. It was a powerful worship service that brought nearly every person present to tears. Speaking of joyful tears, we also celebrated Korla Masters’ ordination service at Holy Trinity. The service was simply fantastic. We are so proud of her. We also enjoyed a very successful fall retreat, Peace in Chaotic Times, at St. John’s Collegeville. We had 15 participants and learned a lot from our presenter, Cathy Nordheim from Wisdom Ways. October was rich with ample educational and worship opportunities. Another fantastic highlight from October was our Storytelling Workshop with Mark Yaconelli. He encouraged us to speak our own truths and live a story-filled life.

Under the exceptional leadership of Pastor Ingrid and the Doctrine of Discovery team, we experienced an outstanding Johnson Symposium with Mark Charles and a deeply moving worship with Rev. Jim Bear Jacobs. In an ongoing effort to stay connected with the broader church, I wrote an article in November’s *Gather* magazine titled, Midnight Joy, and I completed a four-part video series with Augsburg Fortress that addresses grief surrounding various types of perinatal loss. I also connected with Wisdom Ways through teaching two Hedgerow classes where we engaged the book, *Stand Your Ground: Black Bodies and the Justice of God* by Kelly Brown Douglas. I also joined the Minneapolis Area Synod’s SOAR team (Strategic Organizing Against Racism) under the leadership of Brenda Blackhawk. And of course, November marked the time of preparation for our Advent journey. In November, we prepared to prepare. That’s church life!

During our Advent journey, we embraced the theme of sacred darkness. We chose readings and hymnody that illustrated the beauty and grace of night and darkness. We had worship-filled midweek services where we were reminded that Zacchaeus came to Jesus under the cover of night. The wise men sought the newborn king at night. Wonderful things happen in the dark. We are all created in the darkness of the womb and the resurrection happened in the darkness of the tomb. To further engage the theme of sacred darkness, Rachel Trelstad-Porter and I collaborated and created a sung benediction titled *Beautiful Blackness*. As always, the high point of December is celebrating the birth of Jesus Christ. We enjoyed glorious worship services on Christmas Eve. Joy to the world and peace on earth.

As we walked through 2019 together, we’ve experienced the full spectrum of life. We’ve celebrated births, baptisms, confirmations, and weddings. We’ve also walked alongside members of the Holy Trinity community as they entered the church triumphant. We’ve gathered together for memorials and funerals. As the Body of Christ, we are a vast family that spans nations, languages, and cultures. St. Paul was fond of using the familial language of “sisters and brothers” in Christ. As siblings of faith, we are not alone on our faith journey because we are blessed with the remarkable gift of abundant community. After all, we are created in God’s image and our God exists in divine community—God the Creator, Redeemer, and Holy Spirit. The Trinity continues to call us into a similar unity within the Body of Christ. Yet even within this miracle of spiritual kinship lies both blessing and burden. Thank God the complexity does not outweigh God’s gift of diverse community. God’s narrative is big enough to encompass all of our stories. Siblings, the divine narrative has no beginning and it has no end. We are a family. An imperfect, struggling, growing, amazing, powerful family of God. We have been marked with the cross of Christ forever. May God continue to strengthen our ministry as sisters and brothers in the body of Christ.

“The Lord has done great things for us and we are filled with joy” (Psalm 126:3)

Pastor Ingrid C. A. Rasmussen

One of the most difficult things a pastor needs to decide each day is how to spend her time. There are a thousand faithful and worthy ways to build a work week. No two days are ever the same, which is one of the beautiful aspects of this particular calling. As you might imagine, the beauty is also the challenge. Time is a limited resource, thus more time spent in one area of ministry means less time spent in another area of ministry.

This is particularly true when ministry demands something of a leader that falls outside the usual pastoral duties of preaching, teaching, and pastoral care. At last year's annual meeting, I could not have anticipated how much time and energy the renovation and ownership restructuring of Trinity Apartments would require. Since January 26, 2019, I have exchanged 4,000 emails, been in 100 hours of meetings, and hired two lawyers and an affordable housing expert to assist our work. I have not acted alone, but rather with the strong support of Holy Trinity members who agreed to use their God-given gifts and abilities to ensure that this work was in the best interest of the residents of Trinity Apartments and congruent with the ministry commitments of this congregation. All of us have been guided by prayer, by the Holy Spirit's nudges...and by HUD requirements.

As we come to the close of this process, with pages and pages of legal documents to guide our ongoing relationship with Community Housing Development Corporation and Trinity Apartments, we renew our commitment to these relationships that have strengthened our congregation and the wider community for the past forty years. I'm grateful to have learned a lot about those things for which seminary has few classes, including affordable housing, the law, lending, equity, assets, investing, and coalition building.

In the midst of all of this good and faithful work around affordable housing, another unexpected opportunity arose. I was contacted by one of our labor organizing and racial justice partners, Centro de Trabajadores Unidos en Lucha (CTUL). CTUL had become aware of a construction trafficking case that involved undocumented workers. The story goes something like this: Construction company knowingly hires undocumented laborers. When laborers raise issues related to mistreatment or insufficient pay, the company threatens to report them to ICE, and in some cases actually provides their names and locations to make pick up easy. The threat of detention and deportation silences the workers and protects the company against litigation.

CTUL called us to show up for a couple of men who had been caught up in a situation much like the one outlined above. Many of you attended hearings at Fort Snelling's Whipple Building, where detained immigrants are processed through the courts, to show support for these workers. CTUL also asked that Holy Trinity temporarily house one worker upon release, which we did. The Council didn't make this decision lightly for a variety of reasons, not least of which was that we wanted a member in the building at all times with our guest. This meant a lot of organization and volunteer hours, including overnights. I want to thank those of you who led this effort to accompany the stranger, who, through our faith, we also call the neighbor. This was time well spent in 2019—risking, learning, growing, and deepening our understanding of immigrant justice granted and immigrant justice denied.

As I look to 2020, I'm looking forward to having a little less time with lawyers and a little more time with all of you. I also look forward to more time spent strengthening relationships with the neighbors who create this beautiful community in which our congregation is planted. I wish to thank Pastor Angela and all of our devoted staff members—Fiona Carson, Tali Cox, Kathy Ekwall, Erik Gerhardt, Nolan Gusdal, Vicki Mann, Dennis Nordholm, Sue Roberts, Ann Schrooten, Hannah Scott, David Sims, Maggie Westaby, Rachel Trelstad-Porter, Andrea Martin, and Pam Wetterlund—for their hard work and leadership. And I offer my sincere thanks to each one of you for the love and support, wisdom and strength, energy and vision that you share with me. I am grateful to serve in this place and look forward to the ways that God will continue to lead us and surprise us in the months to come.

BALANCE SHEET
December 31, 2019
Holy Trinity Lutheran Church

ASSETS

CURRENT ASSETS

Cash in Bank - General Fund	\$111,841.17
Cash in Bank - Savings	19,727.71
Cash in Mission Plus Savings	83,333.54 *
Investments (Merrill Lynch)	279,494.39
Endowment Fund (ELCA)	<u>1,123,093.64 *</u>

Total Current Assets **\$1,617,490.45**

** Indicates November 2019 balances, December balances were not yet available at the time this report created.*

FIXED ASSETS

Equipment	\$350,244.18
Land and Buildings	1,122,043.65
Building Improvements	<u>2,269,148.70</u>

Total Fixed Assets **\$3,741,436.53**

TOTAL ASSETS **\$5,358,926.98**

LIABILITIES AND NET FUND

CURRENT LIABILITIES

Restricted Funds	\$360,374.44
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LONG-TERM LIABILITIES

MIF Mortgage Payable	\$246,789.70
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Total Liabilities **\$607,164.14**

NET FUND

\$3,302,499.71

TOTAL LIABILITIES AND NET FUND **\$3,909,663.85**

INDEPENDENT ACCOUNTANT REPORT

Akins Henke and Company

The Financial Stewardship Committee and the Church Council have engaged a new firm, Akins Henke and Company, to complete a financial review of our 2019 financials.

The staff of Akins Henke and Company has extensive experience providing audit, review, compilation, tax, and consulting services to churches and not-for-profit organizations. Akins Henke and Company currently serves approximately sixty churches and not-for-profit organizations in various industry sectors. One hundred percent of their audit practice is comprised of churches and not-for-profit organizations. For reference, they also serve the following clients: Hennepin Avenue United Methodist; Plymouth Congregational Church; The Basilica of Saint Mary; Central Lutheran Church; and Roseville Lutheran Church.

We believe the size of our budget now warrants a financial review, which is a more thorough process than the compilations we have contracted in the past. The review will be completed in the next several months and when completed the summary of the findings will be made public.

STATEMENT OF RECEIPTS AND EXPENDITURES
For the Year Ended December 31, 2019
Holy Trinity Lutheran Church

	2019 ACTUAL	2019 BUDGET	VARIANCE OVER (UNDER)
RECEIPTS:	<u>\$784,266.36</u>	<u>\$793,200.00</u>	<u>(\$8,933.64)</u>
EXPENDITURES:			
Adult Education Expense	4,475.10	5,000.00	(524.90)
Children & Family	5,052.14	4,000.00	1,052.14
Council	1,263.30	1,000.00	263.30
Financial Stewardship	1,799.93	1,700.00	99.93
Housing Services	48.96	100.00	(51.04)
Lutheran Magazine	1,338.78	1,600.00	(261.22)
Lutheran Social Service	2,000.00	2,000.00	-
Nurturing Relationships	578.18	1,500.00	(921.82)
Office Expense	24,891.21	20,000.00	4,891.21
Operating Reserve	0	2,700.00	(2,700.00)
Outreach	4,890.79	7,400.00	(2,509.21)
Parish Organizing	7.00	0	7.00
Pastors Discretionary Fund	2,023.37	2,000.00	23.37
Personnel	521,624.91	554,000.00	(32,375.09)
Properties	122,959.38	110,000.00	12,959.38
Public Voice and Organizing	3,199.15	3,500.00	(300.85)
Synod Support	58,700.00	58,700.00	-
Worship & Fine Arts	12,809.33	12,000.00	809.33
Youth	6,186.17	6,000.00	186.17
TOTAL EXPENDITURES	<u>\$773,847.70</u>	<u>\$793,200.00</u>	<u>(\$19,352.30)</u>

SPECIAL FUNDS

In addition to the general budget of the congregation, it is our practice to help support nonprofit organizations doing the work of service and justice. The following indicates the donations for other organizations during the year of 2019:

ELCA World Hunger and Development	\$15,155.32
CTUL	\$1,030.00
Longfellow Alternative High School	\$420.00
Fare for All Vouchers for Longfellow Students	\$1,830.00
Disaster Relief	\$2,220.00
Refugee Resettlement	\$340.00
Racial Justice	\$830.00
Donations for Immigrants in Sanctuary	\$1,895.00

Receipts for the Opening Doors building renovation fund in 2019 were \$73,226.39.

ENDOWMENT FUND

December 31, 2019

Holy Trinity's Endowment Fund is part of the ELCA Endowment Fund. This is a fund that combines monies from the ELCA Endowment Fund with that of other churches and agencies that are part of the ELCA. This fund uses the same money managers that invest ELCA pension plans.

The ELCA Endowment Fund pursues its investment objective using criteria of social responsibility that are consistent with the values and programs of the ELCA. These social responsibility guidelines shape the universe of securities in which the fund invests.

Investing in this manner is similar to holding shares in a Mutual Fund. Shown below is a summary of the investments on December 31, 2019.

ENDOWMENT FUNDS		MARKET VALUE
ELCA Mission Inv. a/c 4641	1 year	\$1,000.00 <i>(exp. May 2020)</i>
ELCA Endowment Fund	846.6922 shares	\$1,123,093.64 *
African Pastors' Fund ELCA Endowment Fund	35.9626 shares	\$47,344.41 *
TOTAL ENDOWMENT FUNDS		<u>\$1,173,938.05</u> *

The ELCA Endowment Fund pays out interest on a quarterly basis. It will continue to be used to supplement the budget of Holy Trinity. In 2019, \$73,753.58 was received from all investments. Money that is given to the Endowment Fund will not be spent unless an extreme emergency arises, but the income received will help support activities of the church.

The Financial Stewardship Committee would encourage all members of the congregation to consider designating bequests or memorials for this fund. Also, investments such as life insurance proceeds, savings accounts, certificates of deposit, real estate, or IRAs can be made payable to the church upon death of the holder.

When wills and estates are being written, the Investment Fund is a vehicle whereby living memorials can be given to the church, and these monies will continue to support the activities of Holy Trinity long after the donors are gone. The Committee would like to invite you to remember Holy Trinity in your estate planning.

Members should also be aware of the fact that gift annuities can be written, whereby gifts of property or securities are given to the church and the donor receives a large tax deduction and also gets paid a yearly income based on the value of the gift during their lifetime, some of which is tax-free.

AFRICAN PASTORS' ENDOWMENT

This endowment was established to provide a supplement to the retirement pension of pastors and pastors' widows in the Northwest Diocese of the Lutheran Church in Tanzania. As of November 30, 2019, the fund had a balance of \$47,344.41. In December 2019, \$1,694 was sent to the Diocese for disbursement.

** Figures are taken from statements from November 30, 2019. December statement was not yet available.*

REPORT OF THE 2019 NOMINATING COMMITTEE

Michael Douglas, Tom Kleven, Bryan Kuzel, Mike Nevergall, Libby Olstad, Juliann Breting Rohn, John Sulzbach

CONTINUING MEMBERSHIP OF THE COUNCIL

One Year Remaining

Katelyn Hollaway
Nicki Hines
Ben Martinez
Donna Scott

Two Years Remaining

Tom Cahoy
Amy Froiland-Parada
Steve Murray
Kathy Ohler

PERSONS WITH EXPIRING THREE-YEAR TERMS

Michael Douglas
Bryan Kuzel
Juliann Breting Rohn
John Sulzbach

CHURCH COUNCIL ELECTIONS

Slate of Candidates for Election to Church Council Four to be Elected to Three-Year Terms

Connie Adams is originally from Wisconsin, she came to Minnesota to attend Augsburg College and this has been her home ever since. She has been a member of Holy Trinity Lutheran Church for about ten years. For the first eight years, or so, her work-related travel kept her attendance infrequent and her involvement at a minimum. She did, however make time to join the HTLC travel groups to Central Europe and Iona, Scotland.

Since quitting full-time work in 2017, Sunday mornings typically find her in the front section on the pulpit side for the second service. In the past two years, she's had the opportunity to participate in a Nominating Committee, the Stewardship Committee, and the Call Committee. She has also served Lay Communion and Sunday morning coffee, joined in the fellowship of Second Sunday Suppers, and most recently became involved with the AMMPARO/Sanctuary work.

David Broberg has been a member of Holy Trinity Lutheran Church for 30 years. He has served two previous terms on the Church Council, and also served as president for two consecutive years. He currently works for Hennepin County as a Senior Social Worker in the Adult Protective Services program. He has a Bachelor's Degree in Theology, a Master of Divinity Degree, and a Master's Degree in Social Work.

David and his life partner, James Sass, live in Plymouth. He has served on the board of his townhome association as a director since 2010, both as treasurer and currently as vice president. He is also currently on the board of directors for Reconciling Works/Twin Cities. He enjoys singing, reading, and listening to music. He has been a long-term member of the Trinity Singers, a small vocal ensemble that sings once a month at the 8:45 a.m. service on Sundays.

Scott Cole married his wife, Stephanie, at Holy Trinity in September 1980, and became a member very shortly thereafter. In 1981, he began co-leading confirmation classes, which he continues yet today. He has served two terms on the council in past, has sung in the choirs, served on various committees and task teams, most recently the Opening Doors initiative to remodel our offices and the church entry. He has a passion for community theater, and performed in many of HT's productions, and is pretty handy with tools/construction. Almost 6 years ago he founded a consulting cooperative called Collectivity that helps nonprofits working with communities around affordable housing, education, workforce development, transportation, and health/wellness. Social justice and race equity are at the heart of his work with Collectivity clients, and he is grateful for HT's deepening ministry in this area.

Aric Sorenson is a lifelong Lutheran from North Dakota. He has resided in the Twin Cities since college at the U of M. He enjoys cooking, movies, and travel as well as singing in church choirs when able. Aric has been working in the solar industry for 6 years and has helped several churches and other nonprofits with their renewable energy goals. Aric is a member of Holy Trinity's Caring for Creation working group and looks forward to continuing to serve the church. Aric and his partner, Ty Inglis, live in a 100 year old house in South Minneapolis. Aric "forgives" his parents for turning Presbyterian!

RESPONSIBILITIES OF THE CHURCH COUNCIL

Chapter 12 of the Constitution

- C12.04. The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following:
- a. To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its mission and goals.
 - b. To seek to involve all members of this congregation in worship, learning, witness, service, and support.
 - c. To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.
 - d. To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling, appointment, or employment.
 - e. To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
 - f. To promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding.
 - g. To arrange for pastoral service during the sickness or absence of the pastor.
 - h. To emphasize partnership with the synod and churchwide units of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America.
 - i. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
- C12.05. The Congregation Council shall be responsible for the financial and property matters of this congregation.
- a. The Congregation Council shall be the board of trustees of this congregation, and as such shall be responsible for maintaining and protecting its property and the management of its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of Minnesota, except as otherwise provided herein.
 - b. The Congregation Council shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of the congregation.
 - c. The Congregation Council may enter into contracts of up to \$25,000 for items not included in the budget.
 - d. The Congregation Council shall prepare an annual budget for adoption by this congregation, shall supervise the expenditure of funds in accordance therewith following its adoption, and may incur obligations more than \$25,000 in excess of the anticipated receipts only after approval by a Congregation Meeting. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on in partnership with the synod and churchwide organization.
 - e. The Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of benevolence monies to the synodical treasurer.
 - f. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.

BUDGET FOR THE YEAR OF 2020

Holy Trinity Lutheran Church

Receipts	2019 Budget	2019 Actual	Proposed 2020
Regular offerings	\$555,000	\$544,870.74	\$572,000
Seasonal offerings	10,000	6,981.75	8,000
Loose offerings	12,000	6,216.73	8,000
Special gifts	10,000	6,135.00	7,000
Living Lutheran magazine	500	256.00	500
Allowance for use of HT	78,000	79,821.85	81,600
Administrative fees	41,000	44,500.00	50,000
Uncategorized Revenue*	16,700	12,500.00	38,940
Interest and earnings	70,000	82,984.29	74,000
Total Income	\$793,200	\$784,266.36	\$840,040
Expenditures			
Synod Support*	\$58,700	\$58,700.00	\$59,500
Lutheran Social Service	2,000	2,000.00	2,000
Adult Education	5,000	4,475.10	5,000
Financial Stewardship	1,700	1,799.93	7,500
Nurturing Relationships	1,500	578.18	1,500
Public Voice & Organizing*	3,500	3,199.15	18,840
Worship and Fine Arts	12,000	12,809.33	12,000
Youth	6,000	6,186.17	15,900
Children & Family	4,000	5,052.14	7,600
Church Council	1,000	1,263.30	3,000
Outreach	7,400	4,890.79	4,500
Living Lutheran Magazine	1,600	1,338.78	1,400
Personnel	554,000	521,624.91	565,000
Office Expense	20,000	24,891.21	22,000
Operating Reserve	2,700	-	100
Church Property	110,000	122,959.38	112,100
Housing Social Services	100	48.96	100
Pastors' Discretionary	2,000	2,023.37	2,000
Total Expenditures	\$793,200	\$773,847.70	\$840,040

* Uncategorized Revenue: Included in this category are Communities of Calling grant funds for staff time (\$1,500), Healthy Seniors donation for building usage (\$1,000), matching gift for stewardship campaign (\$16,632.66), Pafko Estate for future staffing (\$4,439), and Roxane Weeks Estate for general use (\$15,368.34).

* Synod Support: Each year, Holy Trinity designates 10% of regular, seasonal, loose, and special gift offerings we receive to fund ministries in our synod and beyond. When we share with the Minneapolis Area Synod, they in turn designate a portion to the churchwide work of the Evangelical Lutheran Church in America. Synod Support enables the ELCA to pool resources to serve our neighbors in ways that no individual or congregation can do alone. We help support the ministries of the wider church such as camps, colleges, seminaries, and more. We fund the ministries we rely on, such as recruiting new rostered leaders and accompanying congregations in times of crisis or pastoral transition. We help to build relationships with companion churches around the world. Synod Support is one way we are church together, in our community and in the world.

* Public Voice and Organizing: The Committee and working groups are included in this line. The following describes the budget breakdown: Racial Justice (\$9,615), Sanctuary/AMMPARO (\$500), Reconciling (\$800), Israel/Palestine (\$500), Doctrine of Discovery (\$1,500), Creation Care (\$1,700), Meals on Wheels (\$300), and Committee Work, including organizing, training, and neighborhood membership fees (\$3,925).

2019 STEWARDSHIP CAMPAIGN HOPES

"When he finished teaching, he said to Simon, "Push out into deep water and let your nets out for a catch."

-Luke 5:4, *The Message*

In addition to ongoing ministry expenses, the proposed budget includes the following hopes that were articulated during the 2019 Stewardship Campaign: a deepened commitment to the Earth, to our youngest members, to racial justice, and to ministry excellence.

DEEPEN OUR COMMITMENTS TO THE EARTH

- Allow people to opt out of the print version of the Community Church if they prefer to receive congregational communications online.
- Reduce paper waste by encouraging the use of online giving and distributing offering envelopes for only those households who prefer to donate by cash or check.
- Complete a feasibility study for the installation of solar panels on our property.

DEEPEN OUR COMMITMENTS TO OUR YOUNGEST MEMBERS

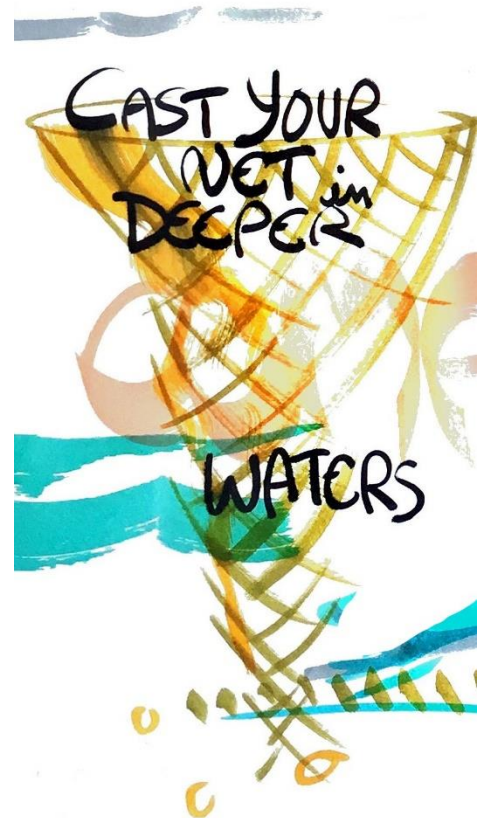
- Abolish the fee associated with participating in Confirmation.
- Offset a majority of the costs related to retreats and summer programming critical to faith formation, including: Children's Summer Musical Camp; High School Service and Learning Trip (Puerto Rico this year!); Middle School Trip to Wilderness Canoe Base or Heifer Ranch; High School Trip to Wilderness Canoe Base; Holy Ground Cardboard Camp; Confirmation Retreat; Handbell Camp.

DEEPEN OUR COMMITMENTS TO RACIAL JUSTICE

- Sharing the building and custodial support generously with our partners allows the congregation to make a wide impact on the community. In 2019, the Holy Trinity building hosted Central Trabajadores Unidos en La Lucha's (CTUL) annual pancake fundraiser, with over 400 people coming for food, community-building, and dancing! We also had the opportunity to host events for Council on American-Islamic Relations (CAIR MN) and many other community organizations.
- For almost twenty years, Holy Trinity has gifted space to the Minnesota Swahili Christian Congregation, a congregation of the Evangelical Lutheran Church in America. In 2020, our two congregations will host a joint event for our leadership teams, growing in relationship and discerning mutually-agreeable opportunities for congregational connection. The goal is to once again have both communities of faith share worship and a meal in 2020.

DEEPEN OUR COMMITMENT TO MINISTRY EXCELLENCE

- God works in powerful ways through Holy Trinity. Even as the congregation moves forward in some new ways, maintaining existing ministries through ongoing support is critical to the future.



SPECIAL APPEALS

The Financial Stewardship Committee and Church Council have authorized appeals for the following special funds in 2020: ELCA World Hunger, Seminary Support Fund, and Wilderness Canoe Base.

- **ELCA WORLD HUNGER**

Working with and through our congregations in the United States, Puerto Rico, and the U.S. Virgin Islands, as well as Lutheran churches overseas and other partners, ELCA World Hunger is uniquely positioned to reach communities in need. From health clinics to microloans, water wells to animal husbandry, community meals to advocacy, your gifts to ELCA World Hunger make it possible for the ELCA to respond, supporting sustainable solutions that get at the root causes of hunger and poverty.

- **SEMINARIAN SUPPORT FUND**

Nominated by the Adult Christian Education Committee

Our church constitution identifies that it is a value for us to “seek out and encourage qualified persons to prepare for the ministry of the Gospel.” While every vocation is an opportunity to respond to God’s call to service, it is especially important for us to support future leaders for the church. We have done that through our internship program in past years and our regular mission support given through the synod. Over the past several years, we have also had the wonderful opportunity to support four exceptionally qualified seminary candidates who are members of our congregation—Meagan McLaughlin, Korla Masters, Allison Johnson Heist, and Sara Jensen.

Along with our prayers and encouragement, Holy Trinity supports members preparing for ordination through our Seminarian Support Fund. This fund was initially created in 2014 through a generous bequest from the Oscar and Eleanor Ostrom estate. Its primary beneficiaries are members of Holy Trinity who are seeking rostering in the ELCA as a response to their call to ministry and service.

The Seminarian Support Fund is a tangible way we can offer support to seminarians, both this year and in the future. The Ostrom estate funds have been used well and are slowly diminishing. \$3,225 remains in the fund in 2020. We would gratefully welcome donations to the fund in honor of one of our seminarians or in honor of someone who influenced your faith journey.

- **WILDERNESS CANOE BASE**

Nominated by the Youth and Children and Family Committees

Wilderness Canoe Base is a camp located in the Boundary Waters Canoe Area Wilderness. It was founded in 1956. They seek to have every person who visits Wilderness Canoe Base realize they are strong, loved, and welcome in a Christ-centered wilderness experience. Josie Hines, one of our teenage leaders, reflects on her experience at Wilderness this past summer:

“A little over a month ago, a group of youth, myself included, went to the Boundary Waters. The older of us went off on a 3 day canoe trip out, while the newly minted confirmands stayed at base camp. I cannot speak for their experience, but I do know they had a lot of fun. While the camp and canoeing was the highlight of the trip, the journey started long before the Gunflint Trail. As always, the entire time we were talking and laughing, stopping here or there for food, gas, or the bathrooms. Highlights of the trip up were mostly inside jokes that you won’t get, but I will tell anyway because they make me smile: Culver’s sprinkles is one, along with luxury toilets.

Once we got up to camp, the first day was a whirlwind of preparations. We learned everything we needed to know to live, because we left camp the next morning. Then, after much journaling, we fell asleep in our dimly lit yurt.

The actual Boundary Waters part of the trip is such a whirlwind. As memories are, I remember bits and pieces, but the biggest things are a little fuzzier. I can say for certain that no matter how many coves we accidentally turned into, or how many berries we picked, it was super fun, and I am so glad I went. It is one of those things you didn’t want to do the day before, but when you look back, you will remember forever. Also during this trip, there in those tall trees and on the open water that I have felt a real connection to God. I felt it, in the trees, and water, and air.”

Wilderness leadership is currently seeking to make upgrades to bathrooms, siding, roofs, and insulation in several of their facilities. We would gratefully welcome donations to their efforts in honor of one of our youth, past or present, or in honor God’s marvelous creation.

COMMITTEE GOALS AND TASKS FOR 2020

MISSION STATEMENT

We, the baptized people of Holy Trinity Lutheran Church, are committed to bearing witness to God's creative and redeeming actions within the life of this community and world.

- We proclaim the Good News of Jesus the Christ through Word and Sacrament.
- We assist and challenge people to address the issues of life and faith in the light of the biblical witness.
- We respond to human need as servants and advocates.
- We endeavor to be prophetic in the search for justice and peace.
- We welcome, with no exception, all people to the full life of this community of faith.

WORSHIP AND FINE ARTS

Responsibilities include the following:

1. *Provide support to and consultation with the pastors and music staff regarding the conduct of weekly and special worship services in accordance with the practices of the Evangelical Lutheran Church in America and in a manner that draws upon the resources of the ecumenical community of faith.*
2. *Provide for the availability of worship and devotional resources.*
3. *Coordinate the conduct of fine arts events.*
4. *Provide for the purchase of worship supplies, vestments, banners, and art work.*

Tasks/goals

1. To continue our commitment to creative, inspiring, inclusive, and culturally competent worship services and the accompanying music program for all ages.
2. To engage the congregation in deliberation and action regarding refinements in worship practices, sanctuary furniture and layout, and worship-related materials that increase our hospitality and welcome to all people without exception, including and especially youth and children.
3. To equip and train members of the congregation for participation in worship support and leadership, including ushering, assisting, serving communion, altar guild, etc.
4. To review and revise the funeral and wedding planning guides.

ADULT EDUCATION

Responsibilities include the following:

1. *Formulate policies that will guide the educational programs of the congregation for adults (e.g. Adult Forum, Johnson Symposium, occasional retreats and dialogue events).*
2. *Coordinate the development of specific educational experiences in implementation of the policies.*
3. *Provide for the care of the library, purchase appropriate materials, and encourage library use.*

Tasks/goals

1. Arrange for Sunday Adult forums throughout the year, incorporating congregational reading projects and discussion. Efforts to include participation of all generations will continue.
2. Arrange for and implement the annual Johnson Symposium on Faith and Society including selection of format and presenters for 2020.
3. Provide for the development of the Library and its use.
4. Oversee the administration of the Seminarian Support Fund and consider measures to maintain and enhance it.
5. Review who/what organizations made presentations at Adult Forums in the 2019 calendar year.
6. Explore options for intergenerational activities in consultation with staff and other committees of the congregation (e.g. Youth, Innovation Hub Initiative).
7. Plan and implement occasional travel/study trips. Consult with other congregational committees when appropriate.
8. Explore ways in which members can share their faith journey by developing regular occasions for conversation through vehicles such as small groups and My Life Story—My Faith Story. Encourage sharing across generations through the use of one on one conversations.
9. Explore options for presenting Bible Studies and other learning opportunities as part of congregational life.
10. Explore ways of using social media to deliver education opportunities.
11. Continue seeking ways in which Adult forums can be a place where a diversity of voices is welcomed and encouraged both in the presentations themselves and in the discussions that follow.
12. Seek feedback on how the Adult Educational programs are meeting congregational expectations including the use of metrics where appropriate.

OUTREACH

Responsibilities include the following:

1. *Connect and promote the ministry of Holy Trinity to the broader community.*
2. *Introduce visitors and potential new members into the life of the congregation.*
3. *Coordinate ecumenical dialogue and participation.*

Tasks/goals

1. Meet once each year to hear reports from all the working groups included under its umbrella. Each group or team works vigorously and efficiently to accomplish its own goals. Teams include: Fare for All, Longfellow School's Community Partner Group, Lutheran Volunteer Corps Support Group, Music in the Garden, Open Streets, and the Swahili Partnership.
 - a. Fare for All, with Mary Ann Sheets at the lead, Fare for All has had another year of growth, serving more clients every month. Mary Ann handed the baton to Julie Cahoy as of the December, 2019. At least 16 different members volunteer to help on monthly Wednesday afternoon distribution days. It is sometimes chaotic, often crowded, always satisfying.
 - b. Longfellow School's Community Partner Group, an awesome gathering of folks who knit every Tuesday afternoon with the students, prepare and serve homemade snacks for celebrations, and provide gifts for the students and their children at a Holiday Sharing celebration. In addition, members of Holy Trinity rock babies, tutor students, donate cash for Fare for All gift cards, and give end-of-the year support, including prom dresses and graduation gifts. The students, teachers, and administrators from the school are grateful for our relationship with Longfellow School. Zoe Martinez does a great job as liaison, keeping everyone informed about ways to help and items that are needed.
 - c. Music in the Garden provided musical magic four times in the summer of 2019. We feature live music, support local musicians, share good food, and enjoy the company of neighbors and congregation members. Wood-fired pizza continues to be a big hit. Erin Arifin has stepped forward to lead the organization for lunch preparation and serving. There is a continuing need for help with this huge live music / great food effort.
 - d. Open Streets, under the unflappable guidance of Tom Cahoy was a lovely success this past summer. Plans are underway for 2020 to continue the corn hand-out and to bolster the bike decorating booth with additional ideas and more volunteers. Thanks, Tom, for stepping into this leadership position so ably.

PUBLIC VOICE AND ORGANIZING

Responsibilities include the following:

1. *This committee gathers regularly to pray for discernment, to consider all of the issue-based work in which Holy Trinity is engaged, and to ask big-picture questions about Holy Trinity's engagement in the public square.*
2. *The responsibilities of the committee shall include discernment of the following:*
 - *How is Holy Trinity meeting its congregational goals related to justice in our world?*
 - *How is Holy Trinity engaging the tools of community organizing both internally and in our outward-facing ministries?*
 - *To whom in our neighborhood is Holy Trinity listening? Where is God calling us to act powerfully in the neighborhood?*
 - *With whom is Holy Trinity partnering to win concrete improvements in people's lives, to give people a sense of their own power, and to alter the relations of power? This question assumes ongoing evaluation of these partnerships.*
 - *While we are deeply rooted in our particular neighborhood and city, how do we ensure that we are also attending to national and global issues?*
3. *This committee does not lead on particular issues, but seeks to offer support to and to embolden the efforts of the existing and future issue-based working groups, particularly through financing, publicity, communication, and strategy. This committee also acts as a discernment body as the congregation considers where to lend our energy and attention at particular times.*
4. *Committee members commit to receiving training in community organizing and to engaging in regular one-on-one conversations with congregation members, working group members, and neighbors.*

Tasks/goals

1. Recruit 2-4 additional members to serve on this committee.
2. Coordinate our work with the new community organizer staff person.
3. As needed, enhance community organizing skills of PVOC members and members of related working groups (e.g., AAMPARO, Creation Care, Doctrine of Discovery, Israel/Palestine, Racial Justice, Reconciling, Sanctuary Support).
4. Sponsor attendance at organizing trainings held by Minneapolis Area Synod.
5. Hold at least 20 1:1s with members of the congregation and our partners.
6. Assist working groups, as needed, with developing and managing budgets.
7. Continue to strengthen communication with the congregation and with individual working groups.
 - a. Host Meet-and-Greets with working groups twice a year.
 - b. Produce and distribute quarterly "The Public Voice" newsletter.
 - c. Coordinate monthly reports to Council.

- d. Support other ways for publicizing working groups' efforts.
- 8. Reach out to new members who may be interested in being involved in a working group (e.g., hold 1:1s, produce a short informational video and/or brochure, review new members' information forms.)
- 9. Assess coordination of Holy Trinity's various responses to hunger issues, with a focus toward advocacy.
- 10. Annually, evaluate how well our activities align with current congregational goals.
- 11. Discern gap areas, including emerging or unmet neighborhood, national and global needs, to which Holy Trinity could respond.

DOCTRINE OF DISCOVERY

Tasks/goals

- 1. Educate the public to an accurate history of the impact of European colonization on the Indigenous People of this continent. This is done by way of forums, events (like the Johnson Symposium), films, book studies, and relationship-building with Native people and organizations.
- 2. Advocate for a legislative proposal that will create a fund for Native programs funded by an increase in the state deed tax on every land and real estate transaction. This involves working with state legislators and Native and non-Native organizations.

AMMPARO

Tasks/goals

- 1. Continue to support two teenage girls who came to the U.S. as unaccompanied minors.
- 2. Follow the news of a training for more "Guardian Angels" (minors' court support) to be held this spring.
- 3. Potentially hold an educational event, such as a film on unaccompanied minors.
- 4. Connect with other AMMPARO churches in the area.

RECONCILING IN CHRIST

Tasks/goals

- 1. Build on Holy Trinity's status as a Reconciling in Christ congregation by updating our welcome statement.
- 2. Continue our work to be visibly and truly welcoming to all.

RACIAL JUSTICE GROUP

Tasks/goals

- 1. Develop and implement actions from the recommendations of our consultant on institutional racism at Holy Trinity.
- 2. Evaluate relationships with our three community organizations led by people of color and determine next steps with each.
- 3. Complete necessary actions for membership in the Emmaus Collective, specifically the second antiracism training and community project requirements.
- 4. Develop two to three programs that address equity and inclusion in light of the current election year.

CARING FOR CREATION WORKING GROUP

Tasks/goals

- 1. Have the congregation adopt a Caring for Creation statement and have this identified as one of the three major foci of the church (along with Racial Justice, inclusion of LGBTQIA).
- 2. Present the Council with a proposal for church rooftop solar.
- 3. Help plan and participate in the 50th anniversary Earth Day activities.
- 4. Encourage members to increase their personal and community involvement in creation care activities, including Earth Day, quarterly ELCA Eco-Faith events, and Energy Fairs.

NURTURING RELATIONSHIPS

Responsibilities include the following:

1. *Coordinate the process through which members are integrated into the life, mission, and service of the congregation.*
2. *Provide for the development of special groups for constituencies such as women, men, youth, and seniors.*
3. *Coordinate efforts within the congregation to care for home-bound persons and those in special need.*
4. *Provide for special congregational events that have an essentially relational function.*

Tasks/goals

1. Ensure persons unable to attend worship because of physical or transportation limitations receive a monthly communion visit by a member of the Lay communion Ministry Team.
2. Facilitate intentional and welcoming events in a variety of settings. In 2020 this may include: one game night; regular Encore! Events; First Friday with Friends; two or more outdoor activities; Twins game; picnic; Lynx game; First Sunday musings; two or more downtown lunch group gatherings; Second Sunday suppers; seasonal labyrinth opportunities.
3. In partnership with staff, facilitate new member welcome and connection.
4. Accompany members of the congregation through life transitions such as grief, birth, death, and illness. In 2020 this will include: continuing to provide grief ministry booklets, and coordinating Feeding the Spirit, a program that provides meals for individuals and families welcoming new children, navigation illness, or experiencing loss.
5. Facilitate an adult retreat.

CHURCH PROPERTY

Responsibilities include the following:

1. *Provide for the maintenance of all property owned by the congregation.*
2. *Provide for the purchase of all supplies related to the normal use of the properties of the church.*
3. *Develop short- and long-range plans for the renovation, replacement, and expansion of church properties.*

Tasks/goals

1. Implement a solution to the ground water problem in the boiler room.
2. Replace the aging sewer ejection pumps.
3. Install a hoist system for the new Advent wreath.
4. Install sound abatement in the first-floor conference room (old latch-key room).
5. Implement recommendations of our recent energy audit by EnerChange.
6. Continue to replace the old tables and chairs.

YOUTH

Responsibilities include the following:

1. *In conjunction with the pastor, provide service, fellowship, and educational activities that complement the confirmation curriculum;*
2. *Facilitate opportunities for youth (grades 7-12) to engage with each other, the congregation as a whole, and the broader church.*

Tasks/goals

1. Involve youth in planning and executing ongoing service projects.
 - a. Provide and serve meals quarterly at Trinity Apartments.
 - b. Provide a retreat in the fall for those youth to be confirmed.
2. Plan and carry out educational and fellowship activities involving youth.
3. Support pastors and teaching staff with the confirmation program, including the annual winter retreat.
4. Coordinate and administer the sponsorship program for youth in confirmation. Provide 3-4 group activities for sponsors and confirmands.
5. Organize and carry out the annual pancake breakfast and bake sale fundraisers with youth leadership and participation.
6. Plan and implement a faith-forming summer experience for all confirmation and post-confirmation youth.
7. Continued expansion of ministry with high school students with leadership from the Associate Pastor.
8. Explore intergenerational learning opportunities.

HOUSING SOCIAL SERVICE

Responsibilities include the following:

1. *Work to build connections and a sense of community with and among residents of Trinity Apartments and Trinity-on-Lake buildings.*
2. *Coordinate programming at Trinity Apartments and Trinity-on-Lake.*
3. *Arrange for periodic health screening and other special events and services for apartment residents.*

Tasks/goals

1. *Work to build a sense of community and connections with the residents of Trinity-on-Lake.*
Since opening on November 2003, Trinity-on-Lake Apartments have been a major focus of Housing Social Services. This 24-unit building has an intake policy of 1/3 residents who are in need of subsidized housing and another 1/3 who are recovering with mental health issues.
 - a. *Suppers are served the last Saturday of the month, being cognizant of those on public assistance running low on funds. A team of 2 or families rotate serving, about 2 turns /year. For the past 3-4 years the numbers of attendees have averaged 5-10. Several former residents who attended suppers, have moved away.*
 - b. *Providing welcome baskets to new residents.*
 - c. *Responding to residents asking us for help to feel more secure after a building break-in, and reports of residents leaving the entrance doors ajar for non-residents. Called on Trinity Apts. staff, pastor, & Precinct liaison.*
 - d. *Responding to a supper guest asking for help with interpersonal relations. Called on Trinity Apt. staff and pastor.*
 - e. *Invited residents to the Advent suppers, in lieu of the December building supper.*

CHILDREN AND FAMILY MINISTRY

Responsibilities include the following:

1. *Coordinate educational programs for children and their parents from birth through Grade 6 (e.g., Sunday School, summer program, baptism classes, communion instruction).*
2. *Coordinate the process of recruiting and training persons to function as teachers in the congregation's educational programs for children.*
3. *Review and evaluate resources used in the educational programs for children.*
4. *Provide programming to support, encourage, and equip the congregation in vocations as a parent or partner.*
5. *Coordinate occasional intergenerational opportunities (e.g., retreats, classes, concerts).*

Tasks/goals

1. *Facilitate inter-generational connection throughout the HTLC community.*
2. *Expand access to the "Our Whole Lives" Sexuality Curriculum in 2020 to include middle school as well as high school.*
3. *In collaboration with Coordinator for Children, Youth, and Family Ministry, plan and execute a successful Family Retreat in February.*
4. *Increase children's recognition and participation in our church community's worship life.*
5. *Plan for and lead occasional gatherings/activities for families (e.g., gym nights, neighborhood bike rides, picnics).*
6. *In recognition of the congregation's role in the faith formation of our children and youth, help to create tangible ways in which the congregation reminds the baptized and their family of the congregation's support.*

PERSONNEL

Responsibilities include the following:

1. *Provide for the support and evaluation of all staff members;*
2. *Develop recommendations for staff remuneration and benefits;*
3. *Provide for regular evaluation of staffing needs in the light of opportunities for mission and available resources;*
4. *Initiate/evaluate termination procedures for staff workers except for pastors (termination procedures for pastors shall follow guidelines provided in Constitution 9);*
5. *Develop and interpret 'personnel policies.'*
6. *Negotiate pastoral compensation (interim or permanent) at the time of call and on an annual basis thereafter in consultation with the president of the congregation.*

Tasks/goals

1. *Continue monitoring and enhancing the performance evaluation process for staff and pastoral positions.*
2. *Review and update personnel policies and guidelines.*
3. *Work actively with pastoral and other staff on staffing plan.*
4. *Monitor personnel needs in consultation with appropriate committees and staff.*
5. *Evaluate personnel budget projections through 2024.*

FINANCIAL STEWARDSHIP

Responsibilities include the following:

1. *Encourage personal and corporate stewardship practices that are consistent with the teachings of the church.*
2. *Provide for interpretation of the work of the wider church and the use of benevolence monies.*
3. *Monitor income and disbursements and provide for regular analysis and reporting of same to the congregation.*
4. *Supervise the insurance program of the congregation as it relates to properties and liability.*
5. *Provide for an annual audit of all financial accounts of the congregation and programs associated with it.*
6. *Coordinate the development of a budget for the congregation and its interpretation.*
7. *Make provision for the conduct of special authorized financial projects of the congregation.*
8. *Receive and invest such monies, gifts, or bequests as are referred to the endowment fund by the Church Council with annual earnings from these investments allocated to the general budget of the church. The committee shall recognize and abide by the following in making investments.*
 - a. *Every form of income or gain is of equal value and benefits available the congregation are proportionate to the return of the fund (in light of the tax status of the congregation – non-taxable)*
 - b. *There shall be no short selling or buying on margin.*
 - c. *The fund shall be authorized to invest in bonds, notes, debentures, mortgages, preferred or common stocks, insurance contracts, mutual funds, commercial paper, certificates of deposit, and bankers' acceptances.*
 - d. *Professional investment management may be contracted.*

Tasks/Goals

1. Fulfill the general budget for 2020 of \$840,040.
2. Provide opportunities to educate children, youth, and adults about good stewardship.
3. Authorize Special Funds:
 - a. World Hunger
 - b. Seminarian Support Fund
 - c. Wilderness Canoe Base
4. Promote lifelong stewardship, including gifts and estate bequests, for the long-term financial stability of the church.
5. Develop a policy regarding specially designated gifts that reflect the interests of the donor but not necessarily those of the church.
6. Maintain a brief description of people associated with estate gifts.

REPORTING AND INFORMATION

BISHOP ANN SVENNUNGSEN, MINNEAPOLIS AREA SYNOD

Dear Friends in Christ,

Frederick Buechner offers a definition of grace:

Grace is something you can never get but can only be given. There's no way to deserve it ... any more than you can deserve the taste of raspberries and cream or bring about your own birth. A good sleep is grace, and so are good dreams. Most tears are grace. The smell of rain is grace. Somebody loving you is grace.

I've thought about adding another thing to Buechner's list: A good congregation is grace. Being a part of a church you can call home—that is grace. It is grace to hear God's word proclaimed, to be drawn into the mystery of God through worship, to be connected in community. It is within the church that our lives are transformed, that our brokenness is made whole. And, it is within the congregation that we are led and empowered to be the real presence of Christ -- in our neighborhoods and with our neighbors.

You are reading this report because you care about your congregation; you care in a way that prompts you to read your congregation's annual report and attend its annual meeting. Thank you.

The commitment to faithful and vital congregations is the highest priority of the Minneapolis Area Synod. Most of our time is spent supporting our 145 congregations and six mission starts:

- We work to accompany congregations in times of discernment or visioning, conflict resolution or problem solving, staff relationships and program development.
- We show up for anniversaries, installations, congregational meetings. We attend monthly conference meetings for pastors and deacons.

The synod's commitment to vital congregations is deeply related to its commitment to support leaders, both lay and ordained. This aligns with the ELCA's strategic foci of Vital Congregations and Leadership.

It is hard to imagine vital congregations without healthy and faithful leaders. Synod staff share this commitment, so:

- Our synod currently has 65 people preparing to be pastors and deacons; synod leaders meet with each of them about four times during their seminary years.
- We worked with 50 congregations in call processes last year. I visit each congregation once it has completed its ministry site profile. My colleagues meet with call committees much more often.
- We facilitate peer groups for support and prayer for everyone who works in a church -- not just pastors.
- We provide educational and training resources for congregations - especially for church councils and committee leaders - like the "Tool Kit" on February 22, highlighting topics like evangelism, stewardship and finances, how to lead productive meetings, maximizing the value of congregational real estate, church safety and emergency preparedness, and more.
- We provide pastoral care to the 700 rostered leaders in our synod, of whom half are retired. It is my great privilege to bring greeting from the larger church at funerals for our rostered leaders.

And we foster partnerships:

- among and between congregations,
- between ELCA congregations, the synod, the national church, and the wider faith community,
- with ecumenical and global partners, and
- with community organizations that share our mission objective and bring deeper and more sustainable health to our communities.

January marks the mid-point of my eighth year as your bishop. I am so grateful for this calling and honored to serve with you as partners in the Gospel. For most of my years as bishop, our Synod has been led by the vision statement:

*We work together so all experience gracious invitation
into life-giving Christian community,
and live in just and healthy neighborhoods.*

Yes, a good congregation is a gift of grace. May God bless you and your congregation and all the partners in our synod, that together we may discover new ways to share God's grace, build beloved community, and be the real presence of Christ -- in our neighborhoods and with our neighbors.

SOUTH MINNEAPOLIS MEALS ON WHEELS (SMMOW)

During 2019, South Minneapolis Meals on Wheels (SMMOW) has served 700-1,100 meals per month. Meals are delivered 5 days per week with optional weekend meals delivered on Friday. SMMOW employs a part-time Program Coordinator and an Assistant Coordinator. In addition, they contract for the services of a bookkeeper. The organization is managed by a Board of Directors consisting of 12 persons and an Operations Council consisting of representatives from each of the 17 member churches.

During 2019, South Minneapolis Meals on Wheels

Served meals for up to 45 clients per weekday

Delivered over 11,000 meals during 2019

Completed 34 home visits with clients

Received \$11,170 (as of Dec. 10) in contributions from Member Congregations

Appreciated the volunteer service of 19 Community Volunteer Drivers
and 213 Volunteer Drivers/Assistants from Member Churches

During 2019, we have relied on 17 member churches in South Minneapolis to coordinate and deliver meals. Thank you for your congregation's diligence over the past years in delivering meals for South Minneapolis Meals on Wheels.

Many of our member churches have donated generously this past year. We also wish to acknowledge a second significant contribution from Bethany Lutheran Church as a part of distributed funds after their closure last year. Our bylaws require a financial contribution from each member church as a stable base of funding for our organization. SMMOW is grateful for the rich variety of ways in which our member congregations meet their expected annual financial contributions to SMMOW. Some examples include cookie sales, contributions from groups within the church, and annual budgeted contributions. Churches also vary widely in the time of year when they provide their donations. We hope you will give some thoughtful consideration as to how your congregation can best provide a contribution to continue supporting the mission of South Minneapolis Meals on Wheels.

Please thank the following volunteers from Holy Trinity Lutheran Church: Harry and Martha Mueller, Julie Cahoy, Carol Johnson, Erin and Johannes Arifin and Matthew and Gabby, Betty Pittlekow, Bob and Bev Peschiutta, Chris and Mary Engen, Wayne Vetter, Susan Nixon and Wally Lentz, Rod and Linda Heining, Lois Eid, Andrea Hansen

Mary Engen

Chair, South Minneapolis Meals on Wheels Board of Directors

PROGRAMS IN THE HOLY TRINITY FACILITY

Our 50-year relationship with the **Metro Work Center** continues. This program provides independence, enhances participant self-esteem, and promotes community integration through employment opportunities, life skill development support, and recreation activities for up to 57 adults with developmental disabilities and related conditions. The Direct Care Staff are the backbone of this organization.

Bright Prospects Cooperative Preschool (BPCP), founded in 1948, is one of the oldest continuously running cooperative preschools in the nation. Managed completely by volunteers (family members of students) and staffed by two professional early child educators, the preschool helps students achieve kindergarten readiness and social development through a dynamic curriculum that promotes empowerment, creativity, and fun. In the 2019-2020 school year there are approximately 24 families participating, with children ages 3-5 attending 2-5 mornings a week. More information can be found at: brightprospectspreschool.org.

There are many other programs and community committees and projects that regularly use our building, including **Longfellow Community Council, Longfellow Alternative High School, Interfaith Committee on Immigration, Longfellow Healthy Seniors, Centro de Trabajadores Unidos en Lucha (CTUL), AARP Tax Aide, Fare for All, South Minneapolis Meals on Wheels and Meals on Wheels Board, Open Access, City of Minneapolis Elections, Do Justice, Pastures A Plenty, Eastside Neighborhood Services (Living Well), Lutheran Volunteer Corps, CAIR-MN, Sojourners Institute, AMMPARO, Bright Stars of Bethlehem.**

TRINITY HOUSING CORPORATION

Holy Trinity established Trinity Housing Corporation in the late 1970s as a non-profit entity to develop Trinity Apartments. In the late 1990s Trinity Housing Corporation undertook the development of another housing project, Trinity on Lake Apartments, a 24-unit mixed-use building. Trinity on Lake was dedicated in November 2003. Trinity on Lake operates at full capacity. It is overseen by BDC Management, a subsidiary of Brighton Development, which had primary responsibility for fundraising and other development tasks with Trinity on Lake. A separate housing services committee is responsible for arranging meals once per month at Trinity on Lake, with the goals to build connections and a sense of community with and among residents of the building.

TRINITY APARTMENTS

In the 1960s Holy Trinity had a vision for creating a senior retirement center. By the late 1970s, that vision became a reality with the construction of Trinity Apartments, a facility with 120 units of safe and affordable housing. For the last 40 years, Holy Trinity has been an owner and active partner in Trinity Apartments, working alongside affordable housing organizations to maintain this Section-8 facility that serves approximately 135 people.

Community Housing Development Corporation (CHDC) is the nonprofit affordable housing development organization that partners with Holy Trinity in the ownership and management of Trinity Apartments. In 2019, pastors and congregational leaders discussed with CHDC the need for significant financial investment in the building. At the same time, interest rates are low, which means that we can secure funds for renovation activities to preserve the property. Additionally, the initial Housing Assistance Payment (HAP) contract needs renewing. This is the right time in the long life of this property to comprehensively reposition it to ensure affordability for years to come.

Holy Trinity leadership is proposing a new partnership with CHDC which would continue the commitment to affordable housing, provide critical improvements for Trinity Apartments and the broader Holy Trinity campus, and maintain the day-to-day working relationship between Trinity Apartments and Holy Trinity, including annual payments to honor the support church staff provide the residents and the facility. In this proposal Holy Trinity would cease to be an owner in the building but would remain an active partner in the facility, working alongside CHDC to ensure the health and vitality of the property and its residents.

At its September meeting, the Church Council considered the proposed change and voted to call a congregational meeting for the purpose of voting on a new partnership model for Trinity Apartments that allows for financing to complete critical renovations and improvements for the building. At a congregational meeting in early November, the congregation voted by overwhelming majority to affirm the Council recommendation. The minutes from that meeting are included below.

*Minutes from the Special Congregational Meeting Regarding Trinity Apartments
Meeting Held at Holy Trinity Lutheran Church (HTLC)
November 3, 2019*

Nicki Hines, Church Council President, called the congregational meeting to order at 12:15 p.m., welcomed all, and introduced herself. She reminded everyone about voting member definition and clarified that associate members are not eligible to vote. She confirmed that we met the constitutional requirement for a quorum of at least 50 people. Nicki then offered a prayer.

Pastor Ingrid Rasmussen provided a brief history of HTLC's involvement with Trinity Apartments and outlined the current situation (see *Addendum A*). She reminded the congregation that this meeting is to discuss Trinity Apartments, the high-rise directly across the cul de sac. (Trinity on Lake, the low-rise on Lake Street, is an entirely different building overseen by a different 501c3.)

Pastor Ingrid then introduced some key players in this initiative:

- Allison Johnson Heist has been a member of Holy Trinity for eight years and on the Trinity Apartments board since 2013. She has worked as an organizer with congregations creating affordable housing through her past work at Beacon Interfaith Housing Collaborative.
- Laura Bolstad has been a member of Holy Trinity for seven years and has served on the Trinity Apartments Board for five years. Laura has worked in the affordable housing field for twelve years, focusing on homebuyer programs and home improvement finance.
- Ty Inglis is a Holy Trinity member. Ty is a CPA, with more than 30 years of experience providing audit, accounting, and consulting services to organizations in many industries.
- Roseanne Hope, one of our attorneys, has practiced commercial real estate law for 20 years, representing commercial developers, retail, health care, finance and manufacturing companies and financial institutions.
- Matt Crellin is an experienced housing development head and project manager, having served most recently at Beacon Interfaith Housing Collaborative. Matt brings expertise in housing development and affordable housing finance.
- Eve Borenstein, an attorney with the firm Harmon Curran, has served the nonprofit sector for more than 30 years as an exempt organizations tax lawyer, sector advocate, and instructor. When testifying before Congress in 2012, Eve was called the "Queen of the 990."
- Deb Nelson, an accountant with Eide Bailly, specializes in working with tax-exempt organizations to address a wide range of tax issues, including those that may threaten organizations' exempt status or result in unexpected penalties.

Nicki gave an overview of the four documents involved in the transaction being voted upon. She then outlined the risks involved for HTLC (see *Addendum B*).

Pastor Ingrid reviewed the planned improvements of the Trinity Apartments property (see *Addendum C*). These planned improvements of Trinity Apartments are in three areas: critical physical needs, sustainability upgrades, and livability improvements.

Nicki then described the potential sources of income for HTLC resulting from this transaction. As was stated in the congregational letter, the fact that HTLC will receive any money through this transaction was unexpected. We were prepared to give away our ownership because we believed that it is in the best interests of the residents, the sustainability of the property. We believed the risk of doing nothing was significant. But, as we worked through the details, we have learned that HTLC will receive income through three different sources (see *Addendum D*).

Nicki addressed the question of what will be done with the funds.

- Immediately before us is the work of finishing the transaction, the documents, etc. That is our first priority at this time.
- We cannot yet answer what we'll do with the income from this transaction. At this point we can lay out some broad parameters:
 - Church Council will develop a process through which we will thoughtfully and carefully develop a plan to steward these funds.
 - Church Council will seek input from the congregation in a variety of ways.
 - Church Council will consider our historic commitments, our current priorities, our congregational goals, our tabled hopes and dreams, and the needs of the community and world that we could potentially respond to.
 - Timewise, we will find a balance between thoughtful planning and analysis paralysis.
 - We will be mindful that this situation will shape the direction of our ministry for years to come.

If all goes according to plan, most of these funds will be received soon after the closing, so in late January/early February of 2020.

The motion was made and seconded as follows:

On a closing date to be determined (now anticipated to be in early 2020), we, the members of Holy Trinity Lutheran Church of Minneapolis, Minnesota, ("Holy Trinity Church") authorize the three board members of Trinity Apartments Corporation appointed by Holy Trinity Church to take such actions to facilitate the transfer of Trinity Apartments to a new ownership entity in which Community Housing Development Corporation is a partner, and authorize Pastor Ingrid Arneson Rasmussen to sign a Memorandum of Understanding and related documents, as are necessary to facilitate the rehabilitation and refinancing of such property."

The floor was opened for questions and discussion:

Question: Please confirm that HTLC would be able to appoint three advisory board members? *Answer:* Yes, we will. Holy Trinity will appoint three. CHDC will appoint three.

Question: Has there been estimate as to how rents may change for current residents? Any changes expected? *Answer:* There is no expected change for resident rents. The current and future guideline is that no one pays more than 30% of their income on rent.

Question: Does this agreement cover just the building and not the land? Are we aware that boundaries of the land come right up to HTLC church? *Answer:* Both and yes. The Shared Use agreement is where we are detailing many aspects of the relationship, including lines of ownership i.e. who will "own" which parking spots, etc. We know this has been an issue with easement agreements in the past, and we have worked hard to clean this up in the Shared Use Agreement to make it clear who receives primary ownership of what space.

Comment: Many church members have been here for a long time and remember that it took HTLC years to act on the desire to participate in an affordable housing initiative. It is "beautiful" to see that we are a church body who has supported so many people in this way and that we can continue to do that.

Question: Could you repeat information about the risks in this transaction? *Answer:* The biggest risk is in the first 15 years of the term when Wells Fargo has 99.99% ownership. The risk is that, in the unlikely event of CHDC going out of business and being unable to meet financial obligations, Wells Fargo would be the sole owner, and they are not bound to work with us. However, they would be motivated to find another affordable housing entity to partner with them. Benefits that will be realized through this project outweigh any perceived risk. In fact, we think there is more risk to Trinity Apartments' longevity in our doing nothing.

Question: A concern was expressed that HTLC leadership made an "immense miscalculation" when we originally thought this would be a net-zero transaction and instead it has become a big financial boon to the congregation. In this case, it is a good thing, but it could have been the other way around. So, how did we miscalculate this so much? *Answer:* With affordable housing, you don't know the complete financial implications until the transaction. We had to wait on many different steps of the process, including appraisal, city bonding, rent studies, etc. Affordable housing transactions are quite different from residential real estate. There are various funding pieces that we simply could not have anticipated earlier.

Question: Why was this not discussed on or before stewardship Sunday? *Answer:* We did not have all the information at that time. Even these numbers today are not yet final, but they are the best we know right now, and we wanted to share them with the congregation for transparency. We have not withheld information, and that is why we sent the congregational letter as soon as we had good estimates. We want this to be a trustful relationship. Having said that, in terms of stewardship and our budget for 2020, we don't see this money affecting our budget for 2020. The budget will be formed in the same way we have in the past. The money from this transaction is unexpected and additional, on top of the regular budget, and we will have thoughtful congregational discussion about its use.

Question: Do you feel comfortable trusting Wells Fargo, given their history? *Answer:* They have been in the affordable housing business for a long time and they have a very dependable track record in this area. An example: They gave Beacon funding to buy property in 2006 and, even with the collapse of the market, the bank still stuck with it. When other banks were foreclosing, they did not. We know they have had issues in some other areas of their dealings with consumers in the past, but we don't have any reason to believe they would not be trustworthy in this case.

Question: Where will the new garage be located? *Answer:* Garage will be on the alley side (west side) of the Holy Trinity Lutheran Church building.

Question: Will the \$4M+ be to the benefit of HTLC? *Answer:* That will be discerned through a thoughtful process in the future. We expect that it will benefit HTLC, our mission, and our community.

Question: What do we think the taxes will be on the \$4M? *Answer:* We have a tax attorney and an accountant studying this now, and we will communicate that information when we have it.

Question: In view of fact that the closing is not scheduled until January, is there a drawback to voting later instead of today? *Answer:* We have 99% of information now, and the missing pieces are small details that would not substantially change this overview of the plan. The Church Council will review documents in the next week and we can talk about sharing all of these with congregation. I feel confident we have the info needed to vote on this motion at this point.

Question: Based on concerns about the property line issues, could we re-establish a different boundary for the church property before this transaction so we have control over what happens? *Answer:* This has been addressed via the more detailed easements in the agreement with CHDC, and easements are legal descriptions of property. For any future considerations, easements are recorded in the county and any new owner would have to abide by them. An easement isn't the same as a deed, but very close. So, moving from the current informal "handshake" to recorded easements will be an improvement and provide clarity. In the future, we may decide as a congregation that we want to go through a thorough replatting of the property; CHDC would work with us. However, replatting is a long and expensive process. Since the city council is set to vote on our bonding in January, we would not be able to do this in time.

Question: Will this property always be affordable housing for seniors? *Answer:* Yes, it will be affordable housing but not necessarily only for seniors. Seniors now make up only 65% of building, so the age of tenants in the building has gone down since the building's beginnings.

Question: A concern was expressed about having the financial arrangements of the transaction become public and the affect it may have on HTLC's standing in the community. How will we handle that? *Answer:* At this point, the talking points are: that this is an extraordinary and unexpected outcome of this transaction, and our congregation/council are considering thoughtfully how to manage this in the best way possible. On a side note, we are seeking counsel and input from other leaders in the ELCA and other congregations who have had a similar experience.

Question: Have we done due diligence on CHDC, including recommendations from any other churches? *Answer:* We did not request recommendations from other churches, but, as stated earlier, we investigated their financials, audited their books, and have done our own research on their stability and integrity. CHDC has a strong history of their support for affordable housing, but each affordable housing agreement is distinct and unique. They have shown a high integrity in our work together thus far, and it has been a positive experience.

Comment: There is also a risk of doing nothing, which is that HTLC is not in the affordable housing business, and we are not experts in that business. A further risk of doing nothing is that the building needs significant work right now with plumbing, electrical, and other areas.

Motion was made to call the question and this was seconded.

Final comments from congregation members:

- We have a responsibility to make sure this money does not change who we are as a church. *Answer:* Agreed.
- Thank you for the information shared before and during this meeting. Please keep the entire congregation informed. *Answer:* We are committed to sharing and will continue to communicate as we know more going forward.
- The most important question that each need to answer is whether this is the best decision for HTLC and all the players involved. And it seems clear to me that it is.

Motion was restated. Nicki reviewed that a majority vote is needed for the motion to carry. Voting was completed via written ballots from those in attendance. Voting results were:

- 76 Yes
- 5 No
- 2 Abstain

Meeting adjourned at 1:20 p.m.

NEW BUSINESS

STEPPING OUT IN FAITH

Stepping Out in Faith is the initiative to discern how to steward the extraordinary gift that the congregation will receive from the sale of Trinity Apartments. We approach this work with gratitude and wonder for the bold idea that leaders and congregants had over 40 years ago to *Step Out* in the community and address the need for affordable housing. At a time when Holy Trinity had few resources, the congregation followed their mission to lead and minister. Today, we are the beneficiaries of this work and we too seek to *Step Out in Faith* boldly and address the needs of our congregation, community, and world, trusting that God will walk alongside us as we discern how best to respond to those needs.

Stepping Out in Faith will be a multi-phase, multi-year process. To begin the work, the Church Council has decided to form a task force that will be closely connected to the Council. The initial goal of this first phase will be to bring to the Church Council, and subsequently put to the congregation for a vote, a recommendation for how the proceeds from the sale of Trinity Apartments will be portioned out. Phase one will identify the allocation percentages and rationale behind them. The task force will come to this recommendation with input from the congregation, review of guiding documents, and thoughtful conversation and analysis.

Members: The committee will consist of approximately seven confirmed members of Holy Trinity, including Council President Nicki Hines, chair, Pastor Ingrid Rasmussen and five additional members. Those interested in participating are invited to complete an application. The executive committee, together with the full Council, will select the members.

The skills and qualities that we seek in members include the following: listening, facilitation, commitment to the wide ministry of congregational life, financial acumen, involvement with congregational ministry, creativity, ability to synthesize information, and communication. An applicant need not have all of these skills; one or two is sufficient! *Please note that not all applicants will be chosen to serve on the Stepping Out in Faith Task Force, as we seek to build a representative and well-rounded task force.*

Timeline: We anticipate forming the task force by the end of February with the first meeting to be held in March. The task force will meet approximately once a month with work and additional meetings (e.g., document preparation, listening sessions) in between. Work will continue through 2020, with the goal to have a congregational vote on the recommendations at the January 2021 Annual Meeting.

REFUGEE RESETTLEMENT FUNDS

Due to recent significant cuts in the federal refugee ceiling, Holy Trinity does not anticipate co-sponsoring refugees in the foreseeable future. In conversation with the Public Voice and Organizing Committee, the Church Council brings the following motion to the congregation for consideration: We move to redesignate the Refugee Resettlement Fund under the wider category of the Intercultural Development Fund, with the understanding that the funds could be used to support refugee resettlement, should the need arise and funds are still available. The fund, which currently has a balance of \$3,540.01, has supported Holy Trinity's co-sponsorship (with the Minnesota Council of Churches) of refugee families. The Intercultural Fund was started in 2016 and is designated for Holy Trinity programs that increase our own intercultural competency and address racial injustices in our society.

WORD OF THANKS

We are grateful for the contribution of ideas, time, and financial gifts from all participants in the Christian community at Holy Trinity. We extend our thanks particularly to those who have had special leadership responsibilities this year:

EXECUTIVE COMMITTEE

President of the Church Council: Nicki Hines
Vice President of the Church Council: Juliann Breting Rohn
Secretary of the Church Council: Donna Scott
Treasurer of the Church Council: John Sulzbach

MEMBERS OF THE CHURCH COUNCIL IN 2019

Tom Cahoy	Katelyn Hollaway	Ben Martinez	Juliann Breting Rohn
Michael Douglas	Nicki Hines	Steve Murray	Donna Scott
Amy Froiland-Parada	Brian Kuzel	Kathy Ohler	John Sulzbach

COMMITTEE CHAIRS

Adult Education: Randy Nelson	Financial Stewardship: Gary Johnson (outgoing), Steve Murray (incoming)
Personnel: Carol Berg	Church Property: Rod Johnson
Housing Social Services: Joy Nelson	Youth: Sara Jensen
Children & Family: Rachel Nevergall	Public Voice: Patty Busse and Hannah Rector
Nurturing Relationships: Helen Norheim	Worship and Fine Arts: Keith Olstad (outgoing), Jan Mehlhoff (incoming)
Outreach: Juliann Breting Rohn	

CHURCH STAFF

Fiona Carson	Angela Khabeb	Ingrid Rasmussen	Maggie Westaby
Tali Cox	Sue Kmetz (May-Sept.)	Sue Roberts	Rachel Trelstad Porter
Kathy Ekwall	Vicki Mann	Ann Schrooten	Pam Wetterlund
Erik Gerhardt	Andrea Martin	Hannah Scott	
Nolan Gusdal	Dennis Nordholm	David Sims	

ⁱ *Prayer written by Roddy Hamilton.*