

HOLY TRINITY LUTHERAN CHURCH COUNCIL

Meeting Minutes

May 18, 2020

Present: Pastor Ingrid Rasmussen, Pastor Angela Khabeb, Pastor Doug Mork, Nicki Hines, Connie Adams, Tom Cahoy, Donna Scott, Amy Froiland-Parada, Scott Cole, Aric Sorenson, Katelyn Hollaway, Steve Murray, Ben Martinez, David Broberg, Kathy Ohler, David Rojas Martinez

Devotions:

Kathy Ohler shared a moving reading from *Dare to Journey* by Henri Nouwen.

Council Member of the Month:

Scott Cole shared pictures of his wedding at HT many years ago. He has a wife, Stephanie, and two daughters, Lauren and Danielle, who are both adults. Scott's career started in the Air Force and Air Force reserves, then he got into technical work, ran the family business Johnson Radio Communications, was Principal of two different Waldorf Schools, ran an educational software company, and most recently started a consulting cooperative to help non-profits build their capabilities. He is interested in shared economy/purpose driven economy and equity crowd funding. He loves tennis, golf, music, playing guitar and piano, cooking and was involved with theater at HTLC. His connection to HTLC in addition to being married here is that he has also served as co-lead for Holy Trinity Youth Confirmation class for almost 40 years! This is Scott's third term on the Church Council.

Deacon David introduced himself. He is very excited to get started working with all of us. David was born in Mexico. He has his mom, three sisters and two brothers, some in US and some in Mexico City area. David immigrated to rural Indiana, became a Lutheran because of his car breaking down and turning into a Lutheran parking lot! He went to Valparaiso University focusing on international relations and philanthropic work, but he decided he was also interested in Christian ministry. So he worked hard to become a Lutheran Deacon which brought him to rural Minnesota. He absolutely loved rural Minnesota and decided to go to Luther Seminary for the last four years. He just turned in his last assignment on Friday, so congrats to David! He is excited to begin working and learning at HTLC and he recently moved very close to the church. His first language is Spanish.

Council members introduced themselves to both Deacon David and Pastor Doug who joined the council meeting for the first time.

Minutes:

A motion was made and seconded to approve the April Church Council minutes and the April 26th Congregational Meeting minutes. Motion carried.

Reports/Updates

Financial reports: Regular offerings were as expected. Seasonal offerings were surprisingly strong given the pandemic. Special gifts category now includes the COVID-19 Donations. Interest and earnings were higher than budgeted due to timing of March payment. Expenditures were favorable to budget. Trinity Housing Corp shows remaining balance of \$8,185 for recent bills which will be paid soon.

- *A motion was made and seconded to accept the financial reports as presented. Motion carried.*

Nicki requested that all council member please review the committee reports offline.

Pastor Angela's report:

- Completed Midwest Academy supervisor training
- Has been busy working with Stepping Out in Faith, the HTLC group considering investment of the Trinity Apartments funding
- Met with Alicia Sojourner and Racial Justice group to discuss next steps
- She is doing nurturing check-ins once a week and really enjoying them.
- Teacher recognition: she has been writing thank you notes to all teachers
- Completed the Bible presentations for fifth graders!
- Pastor Angela and David will start 1:1s next week
- Attended SOAR meeting (Strategic Organizing Against Racism)
- Next week she will be on vacation before Ingrid is on parental leave

Pastor Ingrid's report:

- 20s/30s group is rethinking grant plan for Riverside Innovation Hub; there are some new members of this group which is wonderful.
- Expansive Language finalized RFPs and invited eight writers to reply. We will select in June, and there will be one service written by Fall and another by next Summer 2021. This is very exciting work.
- Stepping Out in Faith group is gaining traction; they have written a comms plan, determined how to garner feedback from the congregation, and continue to be very busy.
- Personnel met to review budget for 2020-2021.
- Pastor Ingrid is getting ready for Parental Leave, creating worship plans for June 24 – Oct 1.
- Pastoral care: she emphasized again that this is very difficult at this time, especially how to accompany the dying in a faithful and personal way while not being able to have contact.

Old Business

Racial Equity Audit Next Steps from Alicia Sojourner:

1. Present audit to informal and formal Holy Trinity leaders in June, including committee leaders and other leaders within the congregation.
2. Present audit to staff and have staff identify two or three “messy” issues to address with action plans.
3. Identify a Change Team (outside of Council) from HTLC who could lead this work congregation-wide to help move the work forward together productively.
4. Write a mission statement for this work.
5. Present findings to whole congregation in person when we can do that

The Church Council discussed what areas should the council take a hard look at and agreed that we should assess and potentially update our practices related to (1) Nominating Committee and (2) Roberts Rules of Order. We want to have Alicia Sojourner work with us to examine the Nominating Committee process first.

We will ask Alicia to share the presentation she showed to the Council. We have not yet received the final report since Alicia has not been able to get access to the full information.

New Business

Congregational survey re communications, programming and care: the council reviewed the questions on the survey and were asked to **give feedback by 5:00 pm Tuesday**. Pam plans to send out to congregation on Wednesday this week.

- For Question 11: add “about the same” as an answer option.
- Add question about frequency of social media use.

Statement on the Payroll Protection Program (PPP). We received the PPP loan, which is excellent news! This loan will allow Holy Trinity to keep all HTLC staff employed, and it also allows us to be generous with our Building Partners if they need it. A letter from the Council about this will be put into the Community Church.

Statement on staying closed

Council members had significant discussion and provided input to the statement to the congregation. This statement will be sent to the congregation this week.

ELCA Disability Ministry Grant

Great news! We applied in Fall last year for \$25K to make our bathrooms accessible. We received \$12,500. However, the total estimated cost is \$78,000 per floor for three multi-gender bathrooms. We have options:

1. Return the funds because we cannot fund the total renovation
2. Do another project closer to \$12,500 OR
3. We find money to cover the remainder.

Requirement of the grant is that we must say we are working toward the grant program’s goals by December.

The Church Council agreed to receive the money, then work on plan to use the funds for the bathroom accessibility and multi-gender renovation project.

Motion

Motion was made and seconded to ask the Financial Stewardship Committee to discuss moving forward with the project given the amount of funding received and other funding options available.

Nominating Committee – Nominating Committee will consist of outgoing council members Donna Scott, Katlyn Holloway, Nicki Hines, and Ben Martinez. Three other members will be added and those are Karen Kunze, Joel Wiberg, and Johannes Arifin. Ben agreed to take lead on pulling this group together.

Conclusion

Final question: what are you thankful for?

- I'm healthy and employed
- Like my neighborhood and my home
- To be with my family
- For all the internet connections that help us stay connected
- New work, new community
- For all of you

Next meeting June 15th

Meeting adjourned 9:15 pm.