



# THE COMMUNITY CHURCH

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## INSTITUTIONAL RACISM. WHAT'S NEXT?

*"Do the best you can until you know better. Then when you know better, do better."* —Maya Angelou

More than 100 members of Holy Trinity have listened to Alicia Sojourner's presentation on Institutional Racism at Holy Trinity and have read her consultation report. We're grateful for Alicia's deep listening, her collection and interpretation of data, and her insights around equity and inclusion within our walls. She applauds us for the strong passion we have around racial justice. She also challenges us to attend to the gaps still needing attention so that we can be true to our Christian calling as diverse and equally beloved children of God.

In response to Alicia's findings several actions are already in motion. A small congregational equity team is forming to take action on at least one of the "messier gaps" in equity that were uncovered in the report. For example, the consultation reveals that as an organization we are not as welcoming and inclusive as we think we are to people who are not from a Northern European background. How can we create an environment that not only welcomes but also *includes* all people, that truly engages with and values each unique person? Our Church Council is evaluating two of its practices through a lens of equity and inclusion: the nominating process for council membership and how its meetings are conducted and decisions are made. Is the nominating process open-minded and impartial, valuing all skills and perspectives at this leadership level? Are the meetings conducted in a way such that all voices are valued, encouraged, and heard? Church staff is also taking action and using the Intercultural Development Inventory (IDI) to grow their individual and group skills in multicultural competence.

We're all learning in this journey towards being a more racially just organization. We need to keep using a racial lens to look at all aspects of our congregational life where equity and inclusion might not be fully realized—faith formation of children and adults, music and arts that enrich our faith, how and where we spend money, how we hire and retain staff and what could be missing in policies and procedures. In our day-to-day interactions, we need to have the grace and the space with each other to speak up when we hear comments or see actions that diminish the full worth of others. Even if we're not sure, let's raise the question. It can be hard, and none of us has this fully mastered, but we get better and learn only with courage and practice.

Holy Trinity has a long history of work on racial justice and attending to the needs of the marginalized. For this we can be proud. We are engaged in yet another initiative with organizational racism. The consultation encourages us to expand our vision of what it would look like to dismantle white privilege and be an anti-racist organization. It's a long journey of undoing the patterns of centuries. Maya Angelou's words embolden us to "do better" and we know we can. Together, we will arrive at a more equitable future. —Libby Olstad & Nicki Hines

## TWELFTH SUNDAY AFTER PENTECOST

### READINGS

Isaiah 51:1-7 Psalm 138;  
Romans 12:1-8; Matthew 16:13-20

### ADULT FORUM

SUNDAY, 9:30 AM

Login at [zoom.us](https://zoom.us) or call 312-626-6799 or click [here](#)

Meeting ID: 858 5687 1594

Password: 317879

#### AUGUST 23 "Service Trip to Cuba"

Donna Goodlaxson and Bob Brose

Donna and Bob will talk about their trip to Cuba last fall.

#### AUGUST 30 Fardosa Hassan

Fardosa Hassan is the Muslim Student Program Assistant in the Campus Ministries office at Augsburg University

### ANTI-RACISM ACTION STEPS

Alicia Sojourner's consultation on institutional racism challenges us to take anti-racism actions to meet our congregational equity and inclusion goals. At her recommendation, we plan to set up several small teams in the coming months to begin this work. These teams of 7-8 members will select several of the more challenging gaps in racial justice within Holy Trinity. They will use data from the consultation to develop action plans and means of measuring success. Others will be recruited to help with the work to be done. Action steps will be coordinated with staff leadership and Council, with some guidance from Alicia. We expect their work to start in late August or early September. If you're interested in being part of this important work, please email Randy Nelson ([rmelson1941@yahoo.com](mailto:rmelson1941@yahoo.com)) by August 25 with a few sentences on the interest, hopes, and/or experience you bring to an equity team.

*"Be it resolved, that following the inclusive and reconciling footsteps of Jesus, Holy Trinity Lutheran Church publicly declares that we still actively pursue racial justice in all aspects of our congregational life and make changes to better align our practices to being a racially just, beloved community."*

*Holy Trinity Racial Justice Statement, passed January, 2020*

## PARISH INFORMATION

### DIALOGUES ON RACE DISCUSSION—CHAPTER 5

Please join members from the Racial Justice Committee and Doctrine of Discovery Task Force for the continuation of the bi-weekly discussion series based on the short book, *Dialogues on Race*. If you would like a copy of the book (no charge), email Randy Nelson ([rnelson1941@yahoo.com](mailto:rnelson1941@yahoo.com)). The fifth chapter will be discussed Wednesday, August 26, from 7:00 to 8:00 p.m. Discussion questions are emailed to previous attendees.

To join this session, click [here](#) or login to Zoom, (or dial 312-626-6799 from your phone) and enter the meeting ID 987 6541 0718 and passcode 893110. All Holy Trinity members and friends are welcome to participate. If you have not previously participated, you are welcome to join the session (each chapter pertains to a different topic).

### MEALS ON WHEELS DELIVERY AUGUST 24-28

Holy Trinity is responsible for delivering meals the week of August 24-28. Meals are picked up at Nokomis Square (35th Ave. S. and 50th St. E) at 11:15 a.m. Volunteers can sign up to deliver meals for one day or several days. Please contact Mary Engen ([engenmary@yahoo.com](mailto:engenmary@yahoo.com)) if you are interested and available. We have procedures that are being used to mitigate the COVID-19 virus situation.

### YOUTH CHOIR VOICE CHECKUPS!

- For Returning and NEW Singers entering Grades 1-8
- Wednesdays August 19 and September 2
- 10:00 a.m. - 12:00 p.m. and 6:00 p.m. - 8:00 p.m.
- Visit the following link to sign up for a 30-minute Zoom chat with Ms. Ann: <https://signup.com/go/xZWDjmE>
- Let's catch up and see how your voice is growing!

### TEXT STUDY RESUMES (VIA ZOOM) ON TUESDAYS

Join other members at 11:00 a.m. on Tuesdays to study the bible readings for the upcoming Sunday (you can find the readings at the top right of this newsletter). Join the Zoom Meetings here: <https://luthersem.zoom.us/j/124730048>, or call 1 (312) 626 6799 and enter meeting ID 124 730 048.

### PRAYER FOR SPIRITUAL RESILIENCE

God of this shared earth  
and this shared experience:  
may this great leveller of a disease,  
this reminder of our common fragility,  
our mortality,  
and our recognisable fears,  
be also the great correction  
in our collective story.  
May this be the moment  
when we start again  
with clearer eyes and kinder hearts,  
and with a renewed resolve  
to do justice, love mercy  
and walk humbly  
together.  
Amen.

[www.corrymeela.org](http://www.corrymeela.org)

### WORSHIP LINK FOR SUNDAY, AUGUST 16

The worship service for August 16 can be found here: <https://vimeo.com/448201586>. We invite you to find bread or crackers, wine or grape juice (or any morsel of food and sip of liquid) in your house and celebrate Holy Communion with us.

### PASTORAL CARE

Please don't hesitate to contact us with pastoral care emergencies (Church Office: (612) 729-8358; Pastor Angela: (612) 248-9121; Pastor Doug: (612) 310-5752). We will do our best to care for you from a distance. Please contact one of the pastors if your household is suffering because of COVID-19 or the effects of social unrest; we have resources to help.

### WELCOMING REFUGEES AND IMMIGRANTS

The Church of St. Frances Cabrini invites all to its upcoming online presentation by Bishop Ann Svennungsen, Mpls Area Synod, ELCA, and Archbishop Bernard Hebda, Archdiocese of St. Paul and Mpls. **Monday, August 31, 7:00 - 8:30 PM.** The bishops will expand on their earlier joint statement, "[Resettlement Policy: Create a Welcoming Society, Not More Barriers, for Refugees](#)" (*Star Tribune*, December, 2019). This presentation will challenge each of us to examine what is holding us back from creating a welcoming society for refugees and immigrants. To register for this free online live event, visit [cabrinimn.org/tegeder-talk-signup](http://cabrinimn.org/tegeder-talk-signup).

### JOIN A STEPPING OUT IN FAITH FOCUS GROUP

Thank you again to everyone who responded to the recent Stepping Out in Faith survey, as we consider how best to faithfully steward the proceeds from the Trinity Apartments sale. As a next step, you are invited to join members of the task force as we dig deeper into the common themes and questions from the survey results. Five initial focus group sessions have been scheduled, and other sessions may be added depending on demand. You can sign up by [clicking here](#) or by contacting the church office ([office@htlcmpls.org](mailto:office@htlcmpls.org)/612-729-8358). Group size is limited to allow for active participation so sign up ASAP. If you are unable to participate on a Zoom call, contact the office to schedule a one-one conversation with Tina Russell.

- Monday, August 24, 8:00-9:30 p.m.
- Thursday, August 27, 7:00-8:30 p.m.
- Saturday, August 29, 9:00-10:30 a.m.
- Tuesday, September 1, 10:00-11:30 a.m.
- Wednesday, September 9, 3:30-5:00 p.m.

### VIDEOGRAPHER HELP NEEDED

The Financial Stewardship Committee would like help putting together short videos for their presentation on Stewardship Sunday in October. Please email Sue Roberts ([sroberts@htlcmpls.org](mailto:sroberts@htlcmpls.org)) if you would like to help.

### CONCERNING PEOPLE

We remember those who are in need of God's tender care, including **Chrystopher Burbine, Cori Gershon, and Mark Symchych.**