

HOLY TRINITY LUTHERAN CHURCH COUNCIL

Meeting Minutes

October 19, 2020

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

Devotions: Amy Froiland-Parada shared a moving post from someone who died from cancer and shared his thoughts before he died. “We are all a divine union.”

Council Member of the Month:

Tom Cahoy shared that he grew up in Hudson, Wisconsin as the youngest of four children. He moved to Minneapolis straight out of high school, and he met his wife Julie who he has been with since 1977 (congrats!). Tom has two kids - Alex and Hannah. He has worked for Thrivent since 2006 and he enjoys working from home now. He likes aquariums and fish as well as doing things outside – biking, snowshoeing, skiing, you name it! His favorite journey was a trip to Portland hiking and camping with his son along the west coast. A significant time in his life was about 10 years ago when he decided his life was not going in the direction he wanted. His kids were graduating, and he needed to change his life, so he stopped smoking and drinking, and started exercising and trying to be a better person. It was a major turning point for him. Thanks for sharing with us, Tom! Holy Trinity is blessed to have you in our community.

Motions:

A motion was made and seconded to approve the September Church Council minutes. Motion carried.

HTLC Executive Committee Recommendation to Church Council:

There are three organizing positions funded by grant money at the Minneapolis Synod, in racial justice, economic justice and environmental justice. For the racial justice position, funding runs out in November. The Synod recently contacted some churches to determine if there was interest in providing any funds to help continue this position.

The executive committee of the Council discussed the option of giving an additional tithe based on the amount over budget we anticipate for year-end in the four offering categories. Briefly, our annual contribution to the Synod is calculated at 10% of what we budget for regular, loose, seasonal and special offerings. This year, we anticipate regular offerings will be what was budgeted, loose and seasonal will be less than budgeted, however, special offerings will be significantly more than budgeted due to the large number of unrestricted and unexpected donations given to the general operating fund in response to George Floyd’s death. In total, we expect to be about \$46,000 over what we budgeted in those four offering categories. This is a very unusual situation. Therefore, the executive committee is recommending that HTLC give the Synod a tithe of 10%, approximately \$4,600, to help support the racial justice position.

This means that HTLC would give the Synod \$4600 more than our 2020 budgeted allocation to help fund this position. Because the additional special gifts were given in response to George Floyd's death, allocating some of it to a position focused on racial justice is appropriate. We will state this is a one-time funding allocation to help continue this particular position.

Motion

A motion was made and seconded to agree with the Executive Committee's recommendation to offer the Synod \$4600, which is 10% of the anticipated average of the four offering categories, as a one-time gift to help continue the racial justice position.

Reports/Updates

David reviewed some key points from the committee reports, which were provided to all Council members before the meeting.

Financial Reports:

Steve Murray provided comments on the reports. For Special Appeals, we discussed when is the best time to ask the congregation for input on this. Due to all the other activity right now, we decided to move special appeals from this year to this coming year, and then look at possibly adding a third one after congregation inputs. For now, we will maintain Wilderness Canoe Base and Seminary Tuition Fund as special appeals for 2021.

Motion was made and seconded to carry over the two special appeals from 2020 to 2021 and possibly add a third if identified in 2021. Motion carried.

HTLC is tracking well on regular offerings and special gifts, which is still a blessing. Note that Use of Building revenue will be much less than budgeted due to the agreement of rent forgiveness with MetroWorks for the rest of the year.

Expenses for three areas will be higher than budgeted due to COVID and community needs: Office expenses, properties, worship expenses. However, overall we will be at or under budget on expenses.

Motion

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

Pastor Ingrid's reflections:

- Staff doing intercultural development inventory and it's been a powerful experience. Now doing individual coaching.
- HTLC welcomed two student learners: Karleigh Crepin and Mollie Varpness. They are getting engaged in our ministry now. They would like to discuss our experience of the sacraments. If interested, let Ingrid know.
- Stepping out in Faith had a retreat at church. They did an analysis of all the info gathered from surveys, focus groups and meetings. Ingrid is very proud of the work they have done, and they

continue to track so that we will have a proposal by annual meeting in 2021. Kudos to that group!

- There have been two in-person worship opportunities: Peterson funeral and confirmation for Kristen Townsend. We are learning about what we need for this. Pastor Doug Mork has been a fantastic help on all of this and she is grateful for his knowledge of technology!
- Longfellow Rising workload is incredible for rebuilding. Ingrid is gathering with partners each week to develop strategic plan forward. Happy to say that our BIPOC neighbors are on list from Mayor for assistance. We are very grateful!
- Working on Longfellow Steering Committee for resident engagement and creating a small area plan.
- BBC reporter came for conversations with Longfellow Rising group about why does this work matter for us. Key quote from that conversation: “Not very many coalitions are united around such strong value systems.”

Pastor Doug’s reflections:

- Longfellow Rising: Ingrid’s work is tremendous and HTLC has carved out a space of being perceived as a community leader in convening neighbors toward rebuilding; we occupy an important and unselfish space in this group. Ingrid work is going to make a difference. We will continue to push to have all voices at the table and no one left out. Some remarkably committed and intelligent partners at the table.
- He is leading some technology work for sanctuary.
- They had a very successful launch of BDC, and they have gained Mayor’s and Attorney General’s support.

Old Business

Discussion re: Transformation of Decision Making – Scott Cole, Pastor Doug Mork, Ben Martinez, and Steve Murray

Ben and Scott provided background and overview of the work of this group. Recommendation is to shift to some version of “consensus model” for all groups within the church who are asked to make decisions. The reason to is assure that we include all voices in decision making. The consensus model does take more time, and you must have all information available to all on the front end of the process, so training is critical. We discussed differences with using consensus model in small vs. large groups. Some HTLC committees are already operating more like consensus. We agreed to discuss with them and get input.

Good question was asked: How do we measure success of this transformation in decision making? How will we know if we were able to “fix” this problem that came up in racial justice work? We discussed potential to use a survey: what confidence do you have in decision process now vs. same survey two years from now, etc. in order to measure success.

It is critical that we take two actions at the same time: implement new rules but also new processes to determine who is on various decision-making bodies. Recommendation also is to not having major decisions be made in Annual Meeting where people often feel uncomfortable speaking up. Instead, do them in smaller forums or special meetings.

Ingrid suggested we have a conversation with staff from The Hub bike shop about where we are and where we'd like to go to get guidance from an expert. They are a co-op business and so have experience with consensus making models. We agreed to give ourselves two months to explore further resources and get additional guidance. Scott agreed to help move this forward.

We agreed to add to our parking lot: the HTLC Constitution was last updated many years ago and likely needs to be revised. That should be addressed in 2021.

Front Doors

Three options were provided for input. The input was that most council members preferred the look of wood doors and doors that would be fitted to the opening. Ingrid will share our feedback with the architects and property committee.

Conclusion

Next meeting is November 16, 2020.

Meeting adjourned 8:48 pm.