



HOLY
TRINITY
LUTHERAN CHURCH

ANNUAL
CONGREGATIONAL
MEETING

Our 117th Year!

January 31, 2021

12:00 p.m.

Minneapolis, Minnesota

THE AGENDA

OPENING MUSIC (11:45-12:00)	<i>Cameron Kinghorn</i>
WELCOME AND INVOCATION (12:00) <i>I declare the 117th Annual Meeting of this congregation convened.</i>	<i>Nicki Hines, President</i>
REPORT OF THE SECRETARY (12:00-12:05)	<i>Donna Scott, Secretary</i>
1. Minutes of the Annual Meeting, January 26, 2020	Pages 3-5
2. Parish Statistics	Page 6
COUNCIL PRESIDENT'S REPORT (12:05-12:10)	
PASTORS' REPORTS (12:10-12:25)	
Pastor Doug Mork	Page 7
Pastor Angela T. Khabeb	Pages 8-9
Pastor Ingrid C. A. Rasmussen	Pages 11-12
2020-2021 CONGREGATIONAL GOALS (12:25-12:30)	
1. <i>Continue to grow in competency and commitment to racial justice, moving from awareness to action within our local community.</i>	
2. <i>Grow in competency and commitment to issues of gender and sexuality in our congregation.</i>	
3. <i>Nurture faith and attend to our spiritual lives through education and faith practices.</i>	
4. <i>Enhance the congregation's communications strategy.</i>	
SMALL GROUP CONVERSATION (12:30-12:40)	
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 (12:40-12:50)	<i>Steve Murray, Treasurer</i>
1. Balance Sheet	Page 13
2. Independent Accountant Report	Page 14-15
3. Statement of Receipts and Expenditures	Page 16
4. Report of Special Funds Receipts in 2020	Page 17
5. Endowment Fund Report	Page 17
6. African Pastors' Endowment	Page 17
REPORT OF THE 2020 NOMINATING COMMITTEE (12:50-12:55)	Page 18
CHURCH COUNCIL ELECTIONS (12:55-1:00)	Pages 19-21
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: Sue Roberts, Pam Wetterlund	
6. First Ballot	

ELECTION OF 2021 NOMINATING COMMITTEE (1:00-1:05)

Teresa Butel, Laura Bolstad Grafstrom, Zoe Martinez, and the four council members completing their terms: Tom Cahoy, Amy Froiland-Parada, Steve Murray, and Kathy Ohler

OLD BUSINESS (1:05-1:15)

Pages 22-24

Accessible Parking and Bathrooms

Stepping Out in Faith Proposal

PROPOSED BUDGET AND SPECIAL APPEALS (1:15-1:25)

Pages 25-27

COMMITTEE GOALS AND TASKS FOR 2021 (1:25-1:27)

Pages 28-35

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 (1:27-1:30)

Pages 36-43

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
6. Doctrine of Discovery Film with Gwendolyn Cates
7. Longfellow Rising

NEW BUSINESS (1:30-1:40)

1. Caring for Creation Statement of Urgent Concern

Page 44

WORD OF THANKS AND DISMISSAL (1:40-1:45)

Page 45

MINUTES FROM 116th ANNUAL MEETING, JANUARY 26, 2020

Ann Schrooten and David Sims led the congregation in singing “This Little Light of Mine.”

President Nicki Hines convened the meeting and read a prayer.

SECRETARY’S REPORT

Donna Scott presented the minutes of the 2019 annual meeting, previously approved by the Church Council.

A motion was seconded to approve the minutes of our 2019 annual meeting. Motion carried.

Two items in the parish statistics were noted: a baptized membership increased from 1253 to 1278 in the past year; average Sunday worship attendance slightly down.

PRESIDENT’S REPORT

Nicki shared her history with Holy Trinity and some changes and major activities during the past year:

- Staff changes
- Creation of Community Engagement and Educational Coordinator position
- Trinity Apartments transaction

There are at least two major initiatives planned for 2020:

- Big Committee Meeting Nights – All committees will hold meetings on first Thursday or second Tuesday of the month. Pastors will give a 6:45 p.m. update, then the meetings will be held from 7:00 to 8:30 p.m. Child care will be available. This new plan is to help committees communicate and collaborate, make them more accessible to all, and support pastors and staff by reducing the number of evening meetings they need to attend (currently attending up to 15/month).
- Improved Communication Initiative – There will be a new practice of publishing a binder with Council Minutes and other materials in the Community Room starting next week. Council meetings are open to all who are interested in listening in. The Church Council is the only exception to the Big Committee Meeting and still will meet third Monday of every month for the near term and will look to change to the third Tuesday of the month at a later date.

ASSOCIATE PASTOR’S REPORT

Pastor Angela’s report highlighted our identity at HTLC as a family: “an imperfect, struggling, growing, amazing, powerful family of God.” She was filled with gratitude and excitement for the work of this community in 2019 and what we can accomplish together in 2020.

LEAD PASTOR’S REPORT

Pastor Ingrid’s report highlighted her work in 2019 on the Trinity Apartments transaction, including heartfelt thanks to all who assisted with this complex contract. She spoke with enthusiasm of our congregation’s faithful and active support of Centro de Trabajadores Unidos en Lucha (CTUL) during 2019, especially in agreeing to temporarily house an individual victimized by construction trafficking abuse. And she thanked all of the staff. With joy, we celebrated Pastor Ingrid’s announcement that she is pregnant and due in July!

CONGREGATIONAL GOALS

Juliann Breting Rohn introduced the 2019-2020 Congregational Goals and asked the attendees to discuss the following questions at their table:

- 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?

Notes were made at each table and handed in to the Church Council for consideration.

TREASURER'S REPORT

John Sulzbach presented the December 31, 2019 financial reports. The balance sheet shows a balance of over \$1M in the endowment fund, which means the interest generated from that fund can provide for the ministry of the church. We are so grateful to those who have remembered HTLC in their estate planning.

Opening Doors campaign has a net balance of \$246K. Pledges are still being fulfilled and Church Council will discuss and approve a plan soon to address that balance.

John discussed the need for an independent accounting report, which can take three different forms: Audit, Review, or Compilation. Holy Trinity has hired a new firm, Akins Henke, to do a review of our finances for 2020.

Question: Why don't the Assets and Liabilities match up on the Balance Sheet? Answer: New accounting review company suggested that we do not need to show depreciation. We will provide more information about this after the independent review.

A motion was made and seconded to accept the December 31, 2019 balance sheet. Motion carried.

The statement of receipts and expenditures shows that while we did not fulfill the budget, receipts exceeded expenses.

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

John presented the Special Funds information. He also covered the Endowment Funds.

A question was asked: What is the background of the African Pastors' Fund? Joel Wiberg answered by explaining our relationship with the LCT Northwest Diocese in Tanzania, and our desire to assist with pastors who choose to do ministry there. We send the interest to the diocese, which then distributes it to retired pastors or their widows. He explained that this is an ongoing fund.

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

ELECTION OF CHURCH COUNCIL

Nicki Hines presented a slate of candidates for 2020: Connie Adams, David Broberg, Scott Cole, and Aric Sorenson. She asked three times if there were additional nominations from the floor and there were none.

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

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

Welcome to the new council members!

ELECTION OF 2020 NOMINATING COMMITTEE

Slate of candidates for this: Karen Kunze, Joel Wiberg, Johannes Arifin, Katelyn Holloway, Ben Martinez, Donna Scott, and Nicki Hines.

A motion was made and seconded to approve the candidates for the 2020 Nominating Committee. Motion carried.

PROPOSED BUDGET

John Sulzbach presented the 2020 budget. There is an increase in regular offerings based on pledge cards and the faithful gifts of all of the congregation. Thank you. Uncategorized revenue was discussed in detail. Synod support is based on 10% of regular, seasonal, special, and loose offerings.

Public Voice and Organizing Committee budget increase was discussed by Jennifer Frenzel. This committee provides the funding for all the working groups outlined in the bottom of page 14 in the report. They are requesting funds for training, workshops, events with partners such as CTUL, transportation, childcare, etc. Request was made by a congregant to consider ISAIAH as a partner in the future. Jennifer agreed that the committee would consider that request.

Questions:

Why are there increases in Financial Stewardship? Answer: This is due to our independent accounting review being done by the accounting firm Akins and Henke.

Why is there an increase in Church Council? Answer: This increase is due to the need of the Church Council to work with programs the congregation has identified as a priority, like diversity and racial relationships.

The Special Appeals for 2020 were proposed as:

1. ELCA World Hunger
2. Seminarian Support Fund
3. Wilderness Canoe Base

A motion was made and seconded to approve the 2020 budget. Motion carried.

A motion was made and seconded to approve the 2020 special appeals. Motion carried.

COMMITTEE GOALS AND TASKS FOR 2020

Nicki Hines directed the congregation to the committee goals as outlined in the packet. She introduced all members of the committees and thanked them for all of their ongoing work to lead HTLC activities.

OLD BUSINESS

There was no old business.

NEW BUSINESS

1. The Stepping Out in Faith Task Force was discussed with the goal of making recommendations to the congregation about how the Trinity Apartments funds could be allocated. She explained the process of forming the task force and asked that all those interested in becoming a part of this task force submit their application by February 14th.
2. Refugee Resettlement Funds

A motion was made and seconded to redesignate the Refugee Resettlement Funds 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. Motion carried.

Other new business: A request was made for more handicapped parking and redrawing the handicapped parking lines in the front parking area. A request was made to consider more and/or remodeled bathrooms.

WORD OF THANKS

Nicki Hines shared words of thanks to the outgoing council members: Bryan Kunzel, Michael Douglas, John Sulzbach, Juliann Breting Rohn. She also thanked the pastors. The congregation thanked Nicki Hines, the Executive Committee, and the Council for their leadership, and Kathy Hollander and her team for their annual meeting preparation.

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

Meeting adjourned at 1:55 p.m.

PARISH STATISTICS

BAPTIZED MEMBERSHIP 1-1-20	1,278
I. Baptized Members Received This Year	
A. Baptism – Children	1
B. Affirmation of Faith and Transfer	<u>20</u>
	21
II. Baptized Members Removed This Year	
A. By Death	6
B. By Transfer or Inactive	<u>5</u>
	11
BAPTIZED MEMBERSHIP 12-31-20	1,288
CONFIRMED MEMBERSHIP 1-1-20	973
I. Confirmed Members Received This Year	
A. Affirmation of Faith and Transfer	17
B. Baptized Members Confirmed	<u>1</u>
	18
II. Confirmed Members Removed This Year	
A. By Death	6
B. By Transfer or Inactive	<u>5</u>
	11
CONFIRMED MEMBERSHIP 12-31-20	980
AVERAGE WORSHIP ATTENDANCE	195 in-person worship (Jan-Feb)
ONLINE WORSHIP ATTENDANCE	120-900 devices/service (Mar-Dec)

PASTORS' REPORTS

PASTOR DOUG MORK

*I am about to do a new thing;
now it springs forth, do you not perceive it?
I will make a way in the wilderness
and rivers in the desert.*

Isaiah 43:19

Perhaps I should have read this more closely at the beginning of 2020! Unfortunately, many of the new things last year were not due to God's activity and could not easily be construed as rivers in the desert. It has been a hard year for so many. It was also an unusual time to start at Holy Trinity. While I might have expected a year of getting to know members, programs, worship patterns, and the like, instead I was invited along on the journey of figuring out how remote worship and Zoom programs might work. Most members I have still only met over Zoom or only through masks with appropriate social distance. I'm really looking forward to meeting you face-to-face in 2021!

The murder of George Floyd and the uprising that followed brought the deep racial inequities of our neighborhoods, institutions, and world into even sharper focus. However, as crises often do, it also called forth the extraordinary gifts and love of people both within the congregation and from our community. I saw an amazing response by the Holy Trinity community, its neighbors and allies, and I think we saw more clearly some of those things that matter most. Holy Trinity was changed, likely in ways we don't fully understand yet, and we'll be living into aspects of our new callings for years to come. I'm truly grateful to be walking with you in mission and ministry!

As you know, my call to Holy Trinity is part time. The other part of my ministry here is as Executive Director of the Building Dignity and Respect Standards Council (BDC), an organization committed to bringing and enforcing a worker-driven Code of Conduct to Twin Cities non-union construction. This work too has come into sharper focus following the events of the summer. While things have moved a little more slowly as well, progress has been steady, and we are preparing to build out our monitoring and enforcement staff as we begin talking with developers.

2021 will be a critical year in so many ways. Much is broken, healing is needed on many fronts. Yet there is deep work still to be done, the dismantling of systems of oppression and inequality that have been built into every aspect of our society, including the church. I enter 2021 with great hope, knowing that the work will be painful and hard, but grateful for the blessings of your partnership, life in this community, and of a shared sense of calling and purpose.

PASTOR ANGELA T. KHABEB

Dear Beloved Community, today, I am mindful of the words of St. Paul to the church at Ephesus:

“I beg you to lead a life worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace.” It seems as though our entire nation is crying out for unity. 2020 began just like every other year. Certainly, it is impossible to list every single thing that happened, given that our congregation is especially vibrant and active. Therefore, I will attempt to share some highlights.

In January, we enjoyed Game Night when we gathered to snack and play and fellowship. We all had such a good time sharing the evening with Holy Trinity members of all ages. It was a fantastic intergenerational experience. Our confirmands attended an awesome retreat complete with devotions, worship, activities, and something called “broomball.” It was an inspirational time of learning, growth, and friendship.

Our Racial Justice team is committed to education and equity. In keeping with our goals to partner with organizations with BIPOC leadership (Black, Indigenous, People of Color) we welcomed the workshop, *Confronting Islamophobia*, with our partner organization, CAIR (Council on American-Islamic Relations) Minnesota.

One of my personal highlights from January was attending Meagan McLaughlin’s Ordination. It was my honor to share such a special, long awaited moment with Pastor Meagan.

In February, we held our Lay Communion Luncheon, celebrated our children through the Youth Recital, and began interviewing for the Community Engagement and Education Coordinator. The ENCORE community had a field trip to Minnesota History Center in St. Paul. My heart overflowed with delight when Misty Erickson and Mike Eull closed on their Habitat House. I cried tears of joy! What a wonderful experience to be present at their housewarming.

Then along came the month of March. We had no idea how much our world would change.

LIVING IN PANDEMIC TIMES

Our leaders encouraged us to shelter in place for two weeks. Many of us acquiesced, albeit reluctantly, hoping that we would be back to normal in a few days. We could see the proverbial light at the end of the tunnel. Little did we know, the light was actually a train—a pandemic train that ran us over. Now, in the aftermath of 2020, we find ourselves in varying locations on a bizarre continuum ranging from constant inconvenience to chronic isolation, from economic devastation to the death of a loved one, and from lingering depression to a complete mental health collapse. “We are afflicted in every way, but not crushed; perplexed, but not driven to despair; persecuted, but not forsaken; struck down, but not destroyed” (2 *Corinthians* 4:8-9).

We had to reimagine how we would worship together while being apart. We entered into the land of online worship. It has not been an easy transition for many of us. Fortunately, we learned that when we are unable to meet God in our familiar worship spaces, we discover that our God is not limited by the locations in which we gather. Many of us are accustomed to encountering God through corporate worship. Thankfully, the Spirit is active beyond our buildings, pipe organs, and worship books. Our Savior is fond of breaking boundaries. During this pandemic, we have broadened the ways in which we worship. Thanks be to God! Our God cannot be contained.

Often, I've found myself feeling heavy hearted. I've asked myself repeatedly, "Is the Good News still good in the midst of a global health crises?" St. Matthew makes it clear: "Remember, I am with you always, to the end of the age" (*Matthew 28:20*).

RACIAL JUSTICE UPRISING

The twin pandemics of institutionalized racism and white supremacy have been laid bare, exposing the oppression and anti-blackness that many live in, with, and under. We learned about events that were heartbreaking, devastating, and downright terrifying. There was the murder of Ahmaud Arbery, who was jogging while black. Then we learned of the killing of Breonna Taylor who was shot 8 times by police for sleeping while black. And then we witnessed with our own eyes the gruesome murder of George Floyd when three officers knelt on the altar of his black body and sacrificed him in the name of systemic racism and white supremacy.

I watched all eight minutes and forty-six seconds of the video of George Floyd's murder. As I watched, I wept bitterly. When George Floyd cried out, "Mama, Mama...I can't breathe," I knew I had to go to the protest march. I had no idea that the protest march would lead to an Uprising and that the Uprising would happen on Holy Trinity's doorstep.

Our community needed us, and we responded with God's merciful love. Our church doors were propped open all day and all night. In our fellowship room, medics were tending to people who were wounded. The impromptu clinic spilled out onto our front lawn. I stood in the foyer, just beyond the church doors, welcoming people. Repeatedly, I heard reports of fires less than a block away.

I walked a few yards toward the Third Precinct building. Immediately, I felt the heat. My lungs began to fill with smoke. But I had to see it with my own eyes. Our church neighborhood was nearly unrecognizable. The fires on Lake Street mirrored the generational pain that many in the Black community have carried. As I returned to the church, the only prayer I could find in my spirit was that of the psalmist's, "How long, O, Lord? How long?" (*Psalms 13*)

FAMILY FIRST LEAVE

From September until the end of November, I was permitted to take Family Leave. Words cannot express my gratitude to Holy Trinity Personnel Committee and Church Council for their generosity and understanding. Siblings in Christ, quite frankly, I have learned that racialized trauma is real. I was overwhelmed by the additional stress from the twin pandemics of white supremacy and systemic racism, and struggled with my new responsibilities of being a home school teacher of three children (one of whom is living with autism), a school nurse, gym teacher, lunch lady, principal, and referee. Thank you for supporting me and my family. This is what it means to be the body of Christ. This is what justice looks like.

I would like to briefly mention my involvement in other projects, events, and ministry opportunities. I have continued to serve on the Minneapolis Area Synod Candidacy Committee, S.O.A.R. (Strategic Organizing Against Racism) Team, and the Expansive Language venture. I also enjoyed working with the Innovation Hub and Stepping Out in Faith teams while Pr. Ingrid was on parental leave. Speaking of parental leave, we had our first drive by baby shower. Our car-a-van welcomed Baby Lars into the Holy Trinity community. It was a great day filled with joyful energy.

I have also participated in continuing education. For example, I attended Midwest Academy Organizer Training and Leadership on the Way with Pastor Ingrid.

HOPE THAT DOES NOT DISAPPOINT

We have basically accepted that there is no such thing as “back to normal” for us any time soon. Today I struggle, siblings in Christ. This is supposed to be one of the greatest countries in the world, the United States of America! I’m not quite sure how “united” we are. But I do know that some of us are weary. Some of us are distrustful. Some of us have experienced strained if not severed relationships. Yet, even though we have seen the best and worst in ourselves, I want you to know, there is no better time to be the Body of Christ.

Even though the future is uncertain, I am convinced that nothing is more powerful than God’s love. Not death, life, angels, rulers, not COVID-19, systemic racism, or even a knee on our neck can separate us from the love of God poured out for all humanity through Jesus Christ.

We have hope and this hope does not disappoint.

PASTOR INGRID C. A. RASMUSSEN

As I begin, I want to thank each rostered leader, staff member, and intern by name: Pastor Angela Khabebe, Pastor Doug Mork, Ann Schrooten, David Sims, Deacon David Rojas Martinez, Sue Roberts, Pam Wetterlund, Kaia Ellis, Nolan Gusdal, Dennis Nordholm, Kathy Ekwall, Erik Gerhardt, Fiona Carson, Talli Cox, Hannah Scott, Anna Kleven, Rachel Trelstad Porter, Mollie Varpness, and Karleigh Crepin. It's my honor to serve with this team of gifted leaders. I'd also like to thank Nicki Hines, our Council President, and our other Council leaders, who were elected for such a time as this.

Not long ago, Paul reminded me of a conversation that we had at the end of February 2020. After eighteen months spent navigating an unexpected and complex affordable housing transaction, following the completion of twenty-four legal documents, and within reach of a closing date, I announced that I would soon have a lot of free time on my hands, saying, "I think it's time for me to find a new hobby."

Little did I know that as I imagined a leisurely future a virus was making its home in communities across the globe, including ours. Days after we finalized the Trinity Apartments transaction, my attention necessarily turned to COVID and its effects on congregational life. We moved worship and programming online. We established a COVID Task Force. We worked with staff and building partners to create safe working conditions. All while navigating our collective grief, educating kids at home, and distancing from those whose physical proximity we cherish.

Many church colleagues struggled through these early days of COVID. The virus became so intensely politicized that congregations near and far suffered under the weight of divisive partisan politics. This congregation was not of one mind; we rarely are. Even still, you supported church leadership's decisions at every turn. I am grateful that among the many pandemic challenges we faced, congregational infighting was not one of them. Thank you.

Two months into COVID, George Floyd—a beloved Black child of God—was murdered in broad daylight at 38th and Chicago. As righteous anger filled the streets and demonstrators found their way to the Third Precinct, we were called to act. We went from doors locked to doors open in a matter of minutes—first serving as a medic station and then serving as a food and basic necessities distribution center. We were interviewed by news outlets around the world. Donations poured in. Real talk: those days and months were tough—tear gas, flash bangs, sleepless nights, fires, power outages, evacuations, fear, risk, sadness, hunger, thirst, sickness, and more. Every step was tenuous; every step felt like an act of faith.

When the smoke cleared, neighbors found each other and formed a coalition called Longfellow Rising, which has been meeting at least once weekly since June to organize for a more equitable rebuild. It's an interfaith, intercultural, interdisciplinary vision that I've previously known only in my dreams. One of our current projects is a cocoon/ butterfly public art project during the seasons of Lent and Easter. It grew out of Holy Trinity's worship theme "Emerging Anew." It will be designed by a Dakota artist, housed on the property of a liquor store owned by a Jewish family, built by the American Institute of Architects (AIA), and curated by a Hindu Indian-American artistic director. After it's constructed, stakeholder groups and passersby will be able to put their laments and their hopes into the cocoon, which will then be used to create the butterfly that emerges. This is one example of how Holy Trinity has transformed during these months of turmoil; our life of faith is being lived out more publicly, in loving partnership with our neighbors.

Jan Richardson says that “loving is never just about opening our heart. It is about being willing to have our heart become larger as we make room for people and stories and experiences we never imagined holding. It is about being willing to have our heart become deeper as we move beyond the surface layers of our assumptions, prejudices, and habits in order to truly see and receive what—and who—is before us. It is about being willing to have our heart continually shattered and remade as we take in not only the brokenness of the world but also the beauty of it, the astounding wonder that will not allow us to remain the same.”

Holy Trinity, I think we’ve learned a thing or two about love this year—about making room, about holding the unexpected, about consciously challenging our assumptions, about seeing the neighbors standing before us, about being shattered, about celebrating beauty, about changing. This is the hard gospel work into which the Holy Spirit calls us.

Thank you for allowing me to partner with you as one of your pastors. I ask forgiveness for any phone calls I missed and for all the thank you notes I failed to send. Your compassionate communications, cookies and bottles left on the doorstep, shower gifts, unceasing prayers, Christmas cards, and other acts of kindness kept me going this year.

Finally, I can assure you that 2020 included no new hobbies, but it did include a new baby. I close by naming Paul, Solveig, and Lars [a.k.a. Baby BLM], whose flexibility, courage, delight, and unfailing love show me Jesus each day.

BALANCE SHEET

For the Year Ended December 31, 2020

ASSETS

CURRENT ASSETS

Cash in Bank - General Fund	\$171,787.53
Cash in Bank – Savings	399,875.61
Cash in Mission Plus Savings	<u>49,833.25</u>

OTHER CURRENT ASSETS

African Pastors Fund	52,175.74
Endowment Fund (ELCA)	1,269,045.39
Stepping Out in Faith (Fund A)	<u>1,269,853.91</u>

INVESTMENTS

Investments (Merrill Lynch)	279,494.39
Trinity Apartments Reserves	663,339.12
Stepping Out in Faith Term Grand Fixed 2 yr	1,332,287.75
Stepping Out in Faith Term Grand Fixed 3 yr	1,336,883.14
Stepping Out in Faith Term Inv Fixed 4 yr	<u>1,337,822.29</u>

TOTAL ASSETS **\$8,162,398.12**

LIABILITIES AND NET FUND

CURRENT LIABILITIES

Restricted Funds	\$767,386.19
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LONG-TERM LIABILITIES

NET FUND \$7,395,011.93

TOTAL LIABILITIES AND NET FUND **\$8,162,398.12**

Note: In conversation with our auditor, we removed the category of fixed assets (building and equipment) from our balance sheet.

INDEPENDENT ACCOUNTANT REPORT

July 23, 2020

Akins Henke and Company
600 Inwood Avenue North, Suite 160
Oakdale, MN 55128

This representation letter is provided in connection with your review of the financial statements of Holy Trinity Lutheran Church (the Church), which comprise the statements of assets, liabilities and net assets – cash basis as of December 31, 2019, and the related statements of support, revenue, and expenses – cash basis, functional expenses – cash basis, and cash flows – cash basis for the year then ended, and the related notes to the financial statements, for the purpose of obtaining limited assurance as a basis for reporting whether you are aware of any material modifications that should be made to the financial statements in order for them to be in conformity with the cash basis of accounting described in footnote 1 of the notes to the financial statements.

Certain representations in this letter are described as being limited to matters that are material. Items are considered material, regardless of size, if they involve an omission or misstatement of accounting information that, in light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would be changed or influenced by the omission or misstatement.

We confirm, to the best of our knowledge and belief, as of July 23, 2020 the following representations made to you during your review.

Financial Statements

1. We acknowledge our responsibility and have fulfilled our responsibility for the preparation and fair presentation of the financial statements in accordance with the cash basis of accounting described in footnote 1 of the notes to the financial statements.
2. We have made available to you all:
 - a. Financial records and related data, of which we are aware, that is relevant to the preparation and fair presentation of financial statements.
 - b. Additional information that you have requested from us for the purpose of the review.
 - c. Unrestricted access to persons within the entity from whom you determined it necessary to obtain review evidence.
 - d. Minutes of the meetings of the governing board or summaries of actions of recent meetings for which minutes have not yet been prepared.
3. There have been no communications from regulatory agencies concerning noncompliance with, or deficiencies in, financial reporting practices.
4. All transactions have been recorded in the accounting records and are reflected in the financial statements.
5. The effect of the uncorrected misstatements are immaterial, both individually and in the aggregate, to the financial statements as a whole. A list of the uncorrected misstatements is attached to this letter.
6. We acknowledge and have fulfilled our responsibility for designing, implementing, and maintaining internal control relevant to preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.
7. We acknowledge our responsibility for designing, implementing, and maintaining internal control to prevent and detect fraud.
8. We have no knowledge of any fraud or suspected fraud that affects the Church and involves management, employees who have significant roles in internal control, or others where the fraud could have a material effect on the financial statements.

9. We have no knowledge of any allegations of fraud or suspected fraud affecting the Church's financial statements communicated by employees, former employees, grantors, regulators, or others.
10. We have disclosed to you the identity of the Church's related parties and all the related-party relationships and transactions of which we are aware.
11. We have no plans or intentions that may materially affect the carrying value or classification of assets and liabilities.
12. The following have been properly recorded or disclosed in the financial statements:
 - a. Related party transactions and related accounts receivable or payable, including sales, purchases, loans, transfers, leasing arrangements, and guarantees.
 - b. Guarantees, whether written or oral, under which the Foundation is contingently liable.
 - c. Commitments to purchase or sell investments or agreements to repurchase assets previously sold.
 - d. Significant estimates and material concentrations known to management that are required to be disclosed in accordance with FASB ASC 275 *Risks and Uncertainties*.
13. There are no –
 - a. Known or suspected instances of noncompliance with laws or regulations whose effects should be considered for disclosure in the financial statements or as a basis for recording a loss contingency.
 - b. Actual or possible claims or assessments that our lawyer has advised us are probable of assertion and must be disclosed in accordance with FASB *Accounting Standards Codification 450, Contingencies*.
 - c. Other material liabilities or gain or loss contingencies that are required to be accrued or disclosed by FASB *Accounting Standards Codification 450, Contingencies*.
14. The Church has satisfactory title to all owned assets, and there are no liens or encumbrances on such assets nor has any asset been pledged as collateral.
15. There are no designations of net assets that were not properly authorized and approved or reclassifications of net assets that have not been properly reflected in the financial statements.
16. We have complied with all aspects of contractual agreements that would have a material effect on the financial statements in the event of noncompliance. This includes complying with donor requirements to maintain a specific asset composition necessary to satisfy their restrictions.
17. We believe significant assumptions we used by us in making accounting estimates, including those measured at fair value, are reasonable in the circumstances.
18. We are in agreement with the attached adjusting journal entries you have proposed, and they have been posted to the Church's accounts.
19. There is no pending or threatened litigation.
20. All events subsequent to the date of the Church's financial statements and through the date of this letter that would require adjustment to, or disclosure in, the aforementioned financial statements have been adjusted or disclosed.
21. We have responded fully and truthfully to all inquiries made to us by you during your review.
22. In regards to the preparation of the financial statement and journal entries provided by you, we have:
 - a. Assumed all management responsibilities,
 - b. Overseen the services by designating an individual who possesses suitable skill, knowledge, and experience.
 - c. Evaluated the adequacy and the results of the services performed, and
 - d. Accepted responsibility for the results of the service.
23. The Church's books and records are complete.

STATEMENT OF RECEIPTS AND EXPENDITURES

For the Year Ended December 31, 2020

	2020 ACTUAL	2020 BUDGET	VARIANCE Over (Under)
RECEIPTS:	<u>\$1,188,059.66</u>	<u>\$840,040.00</u>	<u>\$348,019.66</u>
EXPENDITURES:			
Adult Education	5,145.13	5,000.00	145.13
Children & Family	1,214.74	7,600.00	(6,385.26)
Council	3,000.00	3,000.00	0.00
Financial Stewardship	7,476.29	7,500.00	(23.71)
Housing Services	0.00	100.00	(100.00)
Living Lutheran Magazine	1,435.20	1,400.00	35.20
Lutheran Social Service	2,000.00	2,000.00	0.00
Nurturing Relationships	638.80	1,500.00	(861.20)
Office Expense	31,168.96	22,000.00	9,168.96
Operating Reserve	0.00	100.00	(100.00)
Outreach	1,805.49	4,500.00	(2,694.51)
Pastors' Discretionary Fund	1,994.80	2,000.00	(5.20)
Personnel	627,200.92	565,000.00	62,200.92
Properties	128,648.15	112,100.00	16,548.15
Public Voice and Organizing	17,493.59	18,840.00	(1,346.41)
Synod Support	64,100.00	59,500.00	4,600.00
Worship & Fine Arts	17,106.43	12,000.00	5,106.43
Youth Committee	2,798.94	15,900.00	(13,101.06)
COVID-19 Emergency Response	25,921.00	0.00	25,921.00
Justice Fund Expenses	248,649.71	0.00	248,649.71
Interest Expense	261.51	0.00	261.51
Total Expenditures	1,188,059.66	840,040.00	348,019.66

NOTES ON EXPENDITURES:

- COVID and Uprising necessitated additional, unbudgeted spending in office expenses (e.g., multiple Zoom accounts).
- The additional expense in Personnel is entirely offset by the income from Building Dignity and Respect Standards Council, which reimburses us for Pastor Doug Mork's personnel expenses that we administer.
- Properties took advantage of the initial period of COVID building closure to undertake unbudgeted projects (e.g., the renovation of all building kitchenettes including the installation of energy efficient appliances).
- At the request of the Minneapolis Area Synod Bishop Ann Svennungsen, Church Council voted to give an additional gift to extend the funding for the synod's Racial Justice Organizer position.
- COVID necessitated additional spending for worship (e.g., Vimeo storage and livestreaming capabilities).
- COVID-19 Emergency Response expenses were funded entirely by special donations.
- Justice Fund expenses were funded entirely by special donations.
- The unbudgeted interest expense is a late fee we incurred during the Uprising while we worked to make payments through online platforms.

SPECIAL FUNDS

In addition to the general budget of the congregation, it is our practice to help support the work of service and justice. The following indicates the donations for other organizations, the Holy Trinity COVID-19 Emergency Fund, and the Justice Fund during the year:

ELCA World Hunger	\$6,658.00
CTUL	\$480.00
Fare for All Vouchers for Longfellow Students	\$1,070.00
Disaster Relief	\$2,100.00
Donations for Immigrants in Sanctuary	\$300.00
Receipts for the COVID-19 Emergency Fund	\$25,921.00
Receipts for the Justice Fund	\$495,875.45

ENDOWMENT FUND

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. The ELCA Endowment Fund pursues its investment objective using criteria of social responsibility that are consistent with the values and programs of the ELCA.

Investing in this manner is similar to holding shares in a Mutual Fund. Holy Trinity draws 4.5% on a five-year rolling average of unity value, which means that there should not be a drastic change in interest received from year to year. Shown below is a summary of the investments on December 31, 2020.

ENDOWMENT FUNDS		MARKET VALUE
ELCA Endowment Fund	902.6681 shares	\$1,269,045.39
African Pastors' Fund	37.1124 shares	\$52,175.74
Stepping Out in Faith	903.2432 shares	\$1,269,853.91
TOTAL ENDOWMENT FUNDS		<u>\$2,591,075.04</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 2020, \$64,914.87 was received from all investments. (Note: Stepping Out in Faith interest was reinvested not received.) 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. The Committee would also like to invite you to remember Holy Trinity in your estate planning.

AFRICAN PASTORS' ENDOWMENT

This endowment was established to supplement the retirement pension of pastors and pastors' widows in the Northwest Diocese of the Lutheran Church in Tanzania. As of November 30, 2020, the fund had a balance of \$52,175.74. In December 2020, a wire transfer in the amount of \$2,070.85 was initiated to the Diocese for disbursement.

REPORT OF THE 2020 NOMINATING COMMITTEE

The Nominating Committee includes the four outgoing Council members and up to four at-large members elected each year at the congregation's annual meeting. The 2020 Nominating Committee was comprised of Karen Kunze, Joel Wiberg, Johannes Arifin, Katelyn Holloway, Ben Martinez, Donna Scott, and Nicki Hines. The Nominating Committee is tasked with identifying individuals who will serve as leaders of the congregation. The recommended nominees should maintain a demographic balance on the Council, bringing perspectives from a representative cross-section of the congregation. Council nominees worship regularly, support Holy Trinity's overall ministry and mission, engage in regular financial giving (at any level), and exhibit leadership in one or more areas of congregational life.

CONTINUING MEMBERSHIP OF THE COUNCIL

<i>One Year Remaining</i>	<i>Two Years Remaining</i>
Tom Cahoy	Connie Adams
Amy Froiland-Parada	David Broberg
Steve Murray	Scott Cole
Kathy Ohler	Aric Sorenson

PERSONS WITH EXPIRING THREE-YEAR TERMS

Katelyn Holloway
Nicki Hines
Ben Martinez
Donna Scott

SLATE OF CANDIDATES FOR ELECTION

Allison Johnson Heist
Erin Henry
Gretchen Lund
Mike Nevergall

CHURCH COUNCIL ELECTIONS

Slate of Candidates for Election to Church Council

Four to be Elected to Three-Year Terms



Allison Johnson Heist joined Holy Trinity as a member in 2012. She has been active in the launch of Exodus Lending, racial justice efforts, the Opening Doors campaign, and in the oversight of Trinity Apartments as a congregational board representative. With the support of HTLC, Allison completed a Master's Degree in Leadership for Social Transformation at United Theological Seminary in 2019. She is currently the board chair of Resource Generation, a multiracial national organization led by and for young people dedicated to the equitable distribution of wealth. Allison works at Headwaters Foundation for Justice and lives in the Seward neighborhood of Minneapolis with her husband Kevin and their son Wesley.

Erin Henry found her way to Holy Trinity in 2016, when she and her now-husband George sought out a congregation that would engage genuinely with current events in our society. You may recall them (back in the days when we gathered in one location) as the people wandering the narthex with a busy toddler during the early service. Erin was raised in South Dakota by parents who met at divinity school and a granddad famous (in some circles) for his work in Lutheran church camps across the country. As an adult, she took a circuitous path back to the church, studying math and science at St. Olaf College and spending the next decade in the Twin Cities teaching, coaching, and mentoring while building a career in math research and software development. In the past few years, Erin has been grappling with the challenges of raising children to find faith while asking questions; connecting with God through nature while living in a culture of environmental destruction; and living out values of empathy, equality, and teamwork in the technical fields where she works.



Gretchen Lund has been a member of Holy Trinity Lutheran Church for 20 years. She is a teacher of English to multilingual students, a wife to Jeff Weiss, and a mother to three kids; Maggie, Peter and John.



Gretchen has gleefully served as a Trinity Village teacher for a number of years – the last of which she taught in conjunction with her newly-minted church member daughter Maggie and the incomparable Sara Christians. You may remember Gretchen from such films as, “Spring COVID Shutdown Sunday School,” broadcast by the HTLC Family Facebook page, and such live performances as, “Husband and wife duo scripture reading, featuring 3-year-old son’s escape attempt the WRONG WAY off the church balcony.” While the aforementioned sanctuary experience WAS exciting, Ms. Lund has also less notably but far more enjoyably sung with Trinity Singers at the 8:45 service for most of her years at Holy Trinity. Gretchen is pleased to be considered for the HTLC church council and looks forward to the opportunity to grow along with our community and congregation.

Mike Nevergall grew up in Ohio and attended Valparaiso University in Indiana, where he met his wife Rachel. After college, Mike and Rachel spent nearly a decade in Chicago, where they began their careers, completed graduate school, and started their family. They have three children— Caroline (8), Elliott (almost 6), and Leo (2 ½). Mike has spent his entire career in the not-for-profit sector. He currently serves as a Gift Planner at Gustavus Adolphus College, the job which brought the family to Minneapolis in Summer 2017. Since joining Holy Trinity in early 2018, Mike has participated on the stewardship work group, the Council nominating committee, and the Stepping Out in Faith task force. In his free time, Mike is an avid reader, loves watching and talking about soccer and other sports, enjoys visiting local breweries, and competes in endurance races.



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.

OLD BUSINESS

ACCESSIBLE PARKING AND BATHROOMS UPDATES

STEPPING OUT IN FAITH

Since early 2020, the seven-member Stepping Out in Faith Task Force has been in conversation with each other, members of Holy Trinity, and community leaders to gather input on how best to steward the approximately \$5 million received from the sale of Trinity Apartments. We approached 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. Today, we are the beneficiaries of this work and we too seek to boldly *Step Out in Faith* and address the needs of our congregation and community, trusting that God walks alongside us as we discern how best to respond to those needs.

The Task Force reviewed 11 institutional documents, surveyed 123 congregational members, had in depth conversations and focus groups with 72 members, and received input via email. Also informing our discussions were the regular meetings Pastor Ingrid and Task Force member ZoeAna Martinez had with community organizations, neighborhood businesses, city officials, and local leaders to understand the vision for the Longfellow neighborhood and specifically the 27th and Lake Street area in the wake of the murder of George Floyd.

The Task Force proposes that funds be allocated for four broad purposes. The proposal comes with a commitment to racial justice and inclusion, radical hospitality, capacity building in the community in and around Holy Trinity. These are strong values that surfaced in our conversations. In addition, the proposal supports three key principles: keep the funds local, develop and build on partnerships, and leverage additional funds. Dollar amounts proposed are based on 12/31/2020 figures, totaling \$5,276,847.

1. Sharing from Our Abundance

15% of funds (\$810,000) will be donated immediately to partner and community organizations whose work focuses on racial, economic, and social justice. Funds would be given to:

- Minneapolis Area Synod (MAS) – \$285,000 would be given to reduce educational debt for Black, Indigenous, and People of Color (BIPOC) rostered leaders in the MAS. The fund would be managed by BIPOC leaders within the synod.
- The remaining funds would be distributed equally among the following seven organizations (each receiving \$75,000):
- American Indian Community Development Corporation (AICDC) – AICDC provides culturally unique initiatives, housing, and entrepreneurial programs that will strengthen American Indian communities. <http://www.aicdc-mn.org>
- Council on American-Islamic Relations – Minnesota (CAIR-MN) – CAIR-MN's mission is to enhance the understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding. <https://www.cairmn.com>
- Centro de Trabajadores Unidos en la Lucha (CTUL) – CTUL organizes low-wage workers from across the Twin Cities to develop leadership and educate one another to build power and lead the struggle for fair wages, better working conditions, basic respect, and a voice in the workplace. <https://ctul.net>
- Exodus Lending – Helps Minnesota families out of payday loan debt and provides financial counseling services. <https://exoduslending.org>

- Longfellow Alternative High School Foundation – The foundation supports the students of Longfellow Alternative High School, a Minneapolis district-wide alternative school program for pregnant and parenting teens. <https://longfellow.mpls.k12.mn.us/index>
- MIGIZI – Nurtures the development of Native American youth in order to unleash their creativity and dreams – to benefit themselves, their families, and their community. <https://www.migizi.org>
- St. James African Methodist Episcopal (AME) Church – Located at 36th and Snelling Ave, St. James AME was the first African American congregation in Minneapolis and Minnesota, and Rev. Dr. Tracey Gibson serves the congregation. <https://www.motherstjames.com/>

Next steps: Donations sent to the organizations in February 2021.

2. Our Shared Community

45% of funds (\$2.4 million) will be used to support rebuilding of Lake Street, the neighborhood surrounding Holy Trinity, and BIPOC and immigrant neighbors. Priorities include accessible housing, racial justice, and environmental sustainability. Specific ways the funds will be used are yet to be determined. Conversation partners in this work may include Longfellow Rising, Lake Street Council, Longfellow Community Council, Longfellow Business Association, Seward Redesign, and others.

Next steps: As a Board Member of Longfellow Rising, Pastor Ingrid will serve as the primary liaison between Holy Trinity and the community groups involved. The Church Council will provide oversight and will appoint a subcommittee to respond to more immediate needs and issues. This model is used currently for the Justice Fund and has served both the needs of the community and Holy Trinity leadership well. Stepping Out members Randy Nelson and ZoeAna Martinez will stay involved in this work.

3. Our Shared Home

25% of funds (\$1.3 million) will be used to update and improve our building and provide for long-term viability. The building and grounds are used by dozens of community organizations and thousands of neighbors each year. In order of priority, projects include:

- Accessible, all gender bathrooms on all five floors
- Technology, lighting, and sound improvements in the sanctuary and educational spaces
- Reimagined community and worship space including addressing the stained-glass windows to reflect culturally accurate depictions and community spaces to foster intergenerational relationships
- Environmental sustainability including investment in solar panels/solar energy
- Basement improvements including kitchen and gym renovations

\$250,000 of these funds will be endowed to provide for ongoing maintenance and future needs. This investment will initially result in approximately \$10,000 annually for capital maintenance. We anticipate projects could begin as early as 2021.

The cost to complete these priority projects will likely exceed the money we propose to allocate for this area. We will invite congregational households to contribute to Our Shared Home as they are able.

Next steps: In the next few months, the Church Council will authorize a feasibility team. The team will likely work with Miller Dunwiddie Architects and Watson-Forsberg General Contractors to estimate costs for the identified priorities and make preliminary plans. This is the team of builders and architects we worked with for the Opening Doors Campaign. The feasibility team will also invite household members to contribute.

Stepping Out members Mike Nevergall, Libby Olstad, and Nicki Hines will stay involved in this work. We will invite a member of the Swahili Congregation to participate.

4. Our Shared Humanity and Congregational Life

15% of funds (\$766,847) will be invested, with the investment returns (approximately \$30,000 annually) to be used for serving the neighbor, fostering relationships, and celebrating community. Priorities include:

- Short-term housing, transportation, food, legal aid, and other immediate needs of our neighbors
- Intergenerational programming for the congregation and the community
- Community celebrations and gatherings

Next steps: Funds will be added to Holy Trinity's endowment, and each year's investment returns will be allocated through the annual budget process. These funds will create new baselines for the priority areas allowing for additional spending in those areas. For example, the proposed 2021 budget increases the Pastor's Discretionary expense line to \$10,000 from \$2,000 to support immediate needs of our neighbors. The budget also proposes additional funds to support video production for Children, Youth, and Family programming. The Church Council oversees the annual budget. This annual allocation of additional investment dollars through the budget process allows Holy Trinity leadership to respond to and support the most pressing needs for the community and congregation each year.

BUDGET FOR THE YEAR OF 2021

Receipts	2020 Budget	2020 Actual	Proposed 2021 (without SOIF)	Proposed 2021 (with SOIF)
Regular offerings	\$572,000	\$540,244.60	\$576,000	\$576,000
Seasonal offerings	8,000	8,551.73	8,000	8,000
Loose offerings	8,000	833.50	4,000	4,000
Special gifts	7,000	99,834.00	9,000	9,000
BDC	N/A	64,967.84	101,092	101,092
Use of HT building	81,600	55,841.00	46,136	46,136
Administrative fees for TA	50,000	50,000.00	51,000	51,000
Uncategorized revenue	39,440	28,301.41	105,688	105,688
Interest and earnings	74,000	64,914.87	74,000	119,000
Total Income	\$840,040	\$913,488.95	\$974,916	\$1,019,916
Expenditures				
Synod Support	\$59,500	\$64,100.00	\$59,700	\$59,700
Adult Education	5,000	5,145.13	5,000	6,000
Financial Stewardship	7,500	7,476.29	9,500	9,500
Nurturing Relationships	1,500	638.80	1,500	1,500
Public Voice & Organizing	18,840	17,493.59	17,216	17,216
Worship and Fine Arts	12,000	17,106.43	14,000	14,000
Youth	15,900	2,798.94	15,900	15,900
Children & Family	7,600	1,214.74	7,600	7,600
Church Council	3,000	3,000.00	3,000	3,000
Outreach	4,500	1,805.49	4,000	4,000
Personnel	565,000	627,200.92	690,000	700,000
Office Expense	23,400	32,865.67	25,400	25,400
Church Property	112,200	128,648.15	118,000	143,000
Housing Social Services	100	0.00	100	100
Pastors' Discretionary	2,000	1,994.80	2,000	10,000
Community Benevolence	2,000	2,000.00	2,000	3,000
Total Expenditures	\$840,040	\$913,488.95	\$974,916	\$1,019,916

2021 PROPOSED BUDGET, CONTINUED

NOTES ON RECEIPTS:

- Regular offerings are estimated based on financial commitments for 2021 and regular unpledged donations.
- Loose offerings assumes that we'll meet in person, in some capacity, for six months of 2021.
- We administer BDC's salary and benefits for Pastor Doug Mork. This line also includes their rent payment for office space.
- The Church Council voted to forgive \$34,935 of Metro Work Center rent in 2021.
- Uncategorized Revenue: Included in this category are Communities of Calling grant funds for staff time (1,500), Pafko Estate for (4,288); and PPP loan (99,400). Living Lutheran, formerly in its own line, is also included here (500).
- If Stepping Out in Faith is approved, we'd add approximately 1 million to our endowment at 4.5% or \$45,000 to interest and earnings. This would be used to create new baseline for pastors' discretionary, CYF and intergenerational ministries, and properties.

NOTES ON EXPENDITURES:

- 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.
- The increase in Financial Stewardship allows us to continue our practice of creating legal leases with our building partners.
- Public Voice and Organizing: Racial Justice (\$9,600), Sanctuary/AMMPARO (\$500), Reconciling (\$800), Israel/Palestine (\$800), Doctrine of Discovery (\$1,500), Creation Care (\$1,500), and Committee Work, including organizing, training, and neighborhood membership fees (\$2,516).
- With Stepping Out in Faith, Personnel is expanded to include a worship and Children, Youth, and Family video editor and a summer seminary intern. Excluding Pastor Doug Mork's salary and benefits, which are offset by BDC income above, Personnel's increase is 6%.
- Living Lutheran, formerly in its own line, is now included in Office Expenses.
- With Stepping Out in Faith, properties includes funds for two large projects—namely, resolving a longstanding ground water issue and replacing sewage ejection pumps.
- In 2020, the Community Benevolence line was called "Lutheran Social Service." In 2021, we expand to include donations to Lutheran Social Service (2,000), Minnesota Interfaith Power and Light (500), and Meals on Wheels (500).

2021 SPECIAL APPEALS

The Financial Stewardship Committee and Church Council recommend the authorization of appeals for the following special funds in 2021: ELCA World Hunger, Seminary Support Fund, and Wilderness Canoe Base. Note: These are the same special appeals that we authorized at last year's annual meeting.

- **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, saying, “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 2021

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 provide suggestions on how to increase participation of youth and children in worship.
3. 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.
4. To equip and train members of the congregation for participation in worship support and leadership, including ushering, assisting, serving communion, altar guild, etc.
5. 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 Forums throughout the year, incorporating congregational reading projects and discussion. Efforts to include participation of all generations will continue.
2. Arrange and implement the annual Johnson Symposium on Faith and Society including selection of format and presenters for 2021 (if possible).
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 2020 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 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 educational 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.
13. Analyze the experience of hosting Adult Forums on Zoom to determine if there are lessons to be learned that could be implemented to improve the conduct of the forums when we return to in person meetings.

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. Develop a COVID-19 plan for distribution. (Julie Cahoy, leader)
 - b. Longfellow School's Community Partner Group. Continue when it is safe for in person gathering. Find ways to be active that are COVID-19 safe. (Zoe Martinez, liaison)
 - c. Music in the Garden. We hope to continue this beloved tradition. We will follow the direction of our COVID-19 Task Force to ensure that it is done safely. (Erin Arifin, coordinator)
 - d. Open Streets. If this event is held in 2021, we will participate. (Tom Cahoy, Corn King)

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. Establish a trained Rapid Response Team ready to be available at the church in the event of protests in the area by March.
2. Hold at least 20 1:1s with members of the congregation and our partners.
3. Continue to strengthen communication with the congregation and with individual working groups.
4. 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.)
5. Discern gap areas, including emerging or unmet neighborhood, national and global needs, that Holy Trinity could respond to.
6. Build connections between various groups to encourage mutual support of initiatives such as racial justice and other overarching issues.

PALESTINE/ISRAEL

Tasks/goals:

1. Sponsor an adult forum with a speaker from Palestine.
2. Continue to provide/offer Palestinian olive oil for our congregation to purchase.
3. Advocate for policies at the state and national level that support the Palestinian people and reexamine our country's support of Israel. Connect our advocacy efforts
5. with the Public Voice Organizing Committee.
6. Sponsor educational opportunities on the Palestine/Israel conflict through films, book
7. discussions, adult forums, or other virtual or in-person events.
8. Represent HTLC in the work of Bright Stars of Bethlehem working for justice for
9. Palestinians through support of fundraisers and other educational efforts.

SANCTUARY SUPPORT

Tasks/goals:

1. Provide financial and other needed support to sanctuary congregations in the South Minneapolis Sanctuary Coalition.
2. Provide information on educational opportunities regarding immigration and sanctuary issues.
3. Provide information regarding up-coming prayer vigils and demonstrations.
4. Send out monthly emails to interested members summarizing news and requests from the monthly Coalition meetings.

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 respond to—as we are able—the unmet needs of the 3 teen mothers and babies that we have committed to since summer of 2019 and summer of 2020.
2. Help trouble -shoot when family sponsorship is rocky (often); supply diapers, clothes, equipment, phone costs and rides when necessary; provide various supports around legal assistance and court appearance (greatly delayed); communicate with Longfellow School staff and deliver learning materials if needed; interface with a teen- mother shelter; celebrate Birthdays & Christmas however we can. (Several HT members have made hats, blankets, etc).
3. Start “Guardian Angels”/Juvenile Court Watch volunteering whenever Immigration courts open up (Joy and Lynda are in training).
4. Continue with our own Education and Advocacy re. Immigration over the Southern Border, through information sent from the National Church Office AMMPARO Desk.
5. Recruit more members!

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. Address racial reparations with a series of 12 presentations and discussions that promote individual and congregational actions increasing equity and inclusion by November of 2021. Collaborate in this work with other Holy Trinity groups committed to justice work.
2. Assist the Holy Trinity Equity Team in implementing at least 50% of their action goals by December, 2021. (This team emerged from Holy Trinity's 2020 consultation on institutional racism.)
3. Promote congregational understanding and engagement in our partnership with organizations led by people of color: specifically, CTUL, CAIR-MN and Migizi. Accomplish at least one educational offering with each organization and increase congregant volunteerism in their missions by December, 2021.
4. Support Holy Trinity participants in the ACTION Project (A Commitment to Inclusion in Our Neighborhoods) with the goal of increasing awareness and implementing actions to reduce racism in our community. Success will be measured with positive changes in the group's Intercultural Development Inventory score (IDI) by October of 2021 and expansion of the Program with additional participants for 2022.

CARING FOR CREATION WORKING GROUP

Tasks/goals:

1. Give a rooftop solar recommendation to the Church Council.
2. Work with groups named in our Statement of Urgent Concern to implement the resolutions in the statement.
3. Coordinate with the Doctrine of Discovery and Racial Justice working groups when creation care issues arise.
4. Offer the congregation a monthly Care of Creation activity.
5. Offer the congregation opportunities to support the Line 3 tar sands oil pipeline resistance.

6. Partner with broader coalitions for policy change, such as MNIPL and ISALAH, and provide recommended action alerts to Holy Trinity members.

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 for all generations. In 2021 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 2021 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.
6. The committee will attempt to plan as many events as possible when it is safe to do so in regards to the Covid 19 pandemic.

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. Correct the ground water problem in the boiler room.
2. Replace the sewer ejection pumps.
3. Resurface the 31st Street main entry stairs.
4. Replace the steel-frame tables as funds permit.
5. Use the information obtained from energy audit by EnerChange to submit a grant proposal to Minneapolis' Green Cost Share program.
6. Gather information on what can be done in terms of ventilation and insulation to address the ice dam problems on the church's slope roof.
7. Transition our lawn maintenance to an organic, earth-friendly, pollinator friendly, human friendly lawn care plan.

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. Explore community, racial justice, and care of creation service opportunities.
 - 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 2-3 group activities for sponsors and confirmands.
5. Plan and implement a faith-forming summer experience for all confirmation and post-confirmation youth.
6. Continued expansion of ministry with high school students with leadership from pastors and staff.
7. 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 one-third residents who are in need of subsidized housing and another one-third who are recovering with mental health issues.
 - a. Current service of serving a meal once a month is on hold due to Covid-19 restrictions. When Covid-19 restrictions are lifted, resume meals.
 - b. Meet with committee to evaluate how the responsibilities could be met in new ways.

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 2021 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 before the end of year remotely or in person when it is safe to gather once more.
4. Increase children’s recognition and participation in our church community’s worship life. This is to be encouraged even as we continue to gather at a distance.
5. Plan for and lead occasional gatherings/activities for families (e.g., gym nights, neighborhood bike rides, picnics) when it is once again safe to gather in person.
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.
6. Support the staff Racial Justice Equity Team (two Personnel Committee members to serve on team).
7. Continue monitoring and managing COVID-19 impacts (following guidance outlined in Holy Trinity’s COVID-19 Interim Preparedness Plan) on health and safety of staff, congregational members, and partners using the church building.

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 2021.
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. Finalize Holy Trinity's policies and procedures document.

REPORTING AND INFORMATION

BISHOP ANN SVENNUNGSSEN, MINNEAPOLIS AREA SYNOD

God's grace, peace, and hope be with you through our Savior, Jesus Christ.

In a normal year, I would use this report to highlight the many ways the Synod partners with your congregation to bring good news to your communities. 2020 was hardly a normal year.

Like your congregation, the synod needed to adapt quickly due to the threat of COVID-19, to cancel some programs, introduce new events, and modify most everything else. I have been amazed by the innovation and hard work of congregational leaders. I want – and encourage you as well – to speak a word of deep thanks to leaders for all that has been asked of them to hold our communities together and foster their flourishing. Shortly after lockdown restrictions began in March, synod leaders led training sessions on online worship and pastoral care, as well as conversations on the question of Holy Communion as part of distance worship. In April, our Synod Treasurer and Secretary led two sessions on applying for PPP loans. In May, we were privileged to host Dr. Michael Osterholm for a presentation which drew 400 pastors, bishops, and leaders; as well as 100,000 viewers afterwards. We gave over \$46,000 in Imagination Grants to 25 congregations to strengthen their online worship presence. This fall, we gathered leaders for a well-received conversation on creative ways to celebrate Christmas. The synod staff provided worship services in May, July, and December, giving congregational leaders a much-needed respite.

Yes, 2020 was hardly a normal year. On May 25, 2020, the killing of George Floyd lifted the veil once again on the pandemic of systemic racism that infects our world. Churches near the killing and the uprising turned on a dime to address the immediate needs, supported by partner congregations throughout the synod. Clergy marched in silence led by AME Presiding Elder Stacy Smith. The Minnesota Council of Churches – which includes all six ELCA synods – voted unanimously to support a multi-year process “Dismantling the Structures and Repairing the Damage of Racism in Minnesota.” The synod's new racial justice web page (mpls-synod.org/outreach/racial-justice) provides key information for congregations to deepen their work for justice, including the new Center for Leadership and Neighborhood Engagement, led by Rev. Kelly Chatman. In addition to these efforts, we continue our essential and ongoing work of supporting leaders and fostering congregational vitality. We are blessed with over 700 rostered leaders, 325 serving in calls and 377 retired. We work hard so the church has the loving, faithful, and theologically well-formed ministers it needs. In 2020, we supported 67 persons preparing to become deacons or pastors.

In September, we were honored to receive a Lilly Grant that will support congregational cohorts committed to deepening their faith and neighboring practices. This month, we welcome Rev. Norma Malfatti as Director of Evangelical Mission who will promote our work in starting new congregations and accompanying our strategic ministries...

It is the generosity of congregations like yours that make the synod's work possible. Thank you! We seek to be careful stewards of every gift. With the PPP loan, which we pray will be forgiven, we hope to end our FY2020 year budget without dipping deeply into reserves.

I conclude this annual report with a word of deep gratitude for the privilege of serving as your bishop. And I look forward to January 2022, when we can once again worship and gather *in person* – with hugs and handshakes and singing.

SOUTH MINNEAPOLIS MEALS ON WHEELS (SMMOW)

This report comes with gratitude for volunteers, congregations, staff, individual donors, and the federal government (through Metro Meals On Wheels). All these made it possible for area residents to receive 13,655 healthy meals at their homes in 2020. Recipients are our neighbors who are elderly, have a disability or are unable (either temporarily or long-term) to prepare meals. The meals include both hot meals delivered daily Monday-Friday and meals for weekends.

SMMOW began as a joint project of area churches, with the first meals delivered in January 1973 on china plates and with real silverware. SMMOW, now an incorporated, non-profit charity, and its member churches carry this heritage forward to serve today's needs.

SMMOW is supported, managed and served by volunteers from its member churches. Volunteer drivers who deliver meals and smiles are the core of SMMOW. They come primarily from member churches. Drivers are scheduled by volunteer coordinators who also come from member churches. Coordinators meet together to work through common delivery issues. Volunteers from member churches serve on the managing board of SMMOW. Individuals from member churches donate financially to SMMOW. Volunteers from Holy Trinity Lutheran during 2020 included: Johannes and Erin Arifin and family, Julie Cahoy, Susan Nixon, Donna Goodlaxson, Mary and Chris Engen, Karen Batdorf, Rod and Linda Heining, Bob Peschiutta, Lois Eid, Wayne Vetter, and Harry and Martha Mueller.

Member congregations not only encourage their members, the churches themselves financially support SMMOW. Each member congregation has committed to make an annual contribution to provide SMMOW with a stable source of basic funding. Sadly, one of our member churches closed in December 2020. We thank Hope Lutheran for its many years of faithful support. We will miss them.

Covid-19 raised significant challenges in 2020 that continue in 2021. In response, SMMOW implemented sanitation and social distancing procedures to keep our vulnerable clients and our volunteer drivers safe. Board members trained in the kitchen to substitute should our program coordinator become ill. As the pandemic continued, demand to serve additional clients grew. In 2020 SMMOW delivered 20% more meals than in 2019. And demand is increasing. In December 2020, SMMOW delivered 68% more meals than in December 2019. SMMOW is struggling to meet this demand. But we can report that SMMOW did not miss a day due to Covid 19 or demand. We carry on.

This year SMMOW began a program of registration and background checks for all staff and volunteers. Implementation began with the board, staff, and driver coordinators, and continues with delivery drivers. While SMMOW has never experienced a problem, this practice helps ensure that meal recipients and their medical and financial information remain protected.

We are grateful for the work done in 2020 and look forward to continuing service in 2021. Challenges and possibilities include the continuing Covid 19 pandemic, the resulting increase in meal volume, planning for a likely decrease when the pandemic ends, ensuring meal quality, completing volunteer registrations, providing microwavable meals, offering frozen meals, offering periodic rather than daily deliveries, and recruiting new member churches/organizations.

Tom Overton, Chair of 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. COVID has significantly limited the number of people served in 2020.

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. COVID limited the number of families participating (down from 24 families to approximately 15), with children ages 3-5 attending 2-5 mornings a week. More information can be found at: brightprospectspreschool.org.

Lutheran Volunteer Corps (LVC) places recent college graduates (“Volunteers”) in full-time service positions at social-justice organizations across the United States in Baltimore, Minneapolis, Omaha, St. Paul, Washington, D.C., and Wilmington, DE — for one or two years. Service-year Volunteers are encouraged to explore LVC’s core principles: living simply and sustainably in intentional community while serving the cause of peace with justice. LVC places emphasis on the injustice of racism, oppression, and privilege in its leadership development curriculum; and Volunteers develop broad leadership skills while being placed with food justice, legal aid, environment, housing, immigration, education, health care, and other missions.

The **Building Dignity and Respect Standards Council (BDC)** is a standards-setting and monitoring organization built by the Construction Committee of CTUL (the South Minneapolis worker center that has been a long-time partner of Holy Trinity) for the non-union construction industry. BDC utilizes the Worker-driven Social Responsibility (WSR) model (wsr-network.org). Under this program, Developers enter legally-binding agreements with BDC that require all non-union contractors at every tier of a project to abide by basic standards that guarantee the rights of workers to fair treatment, a safe workplace, and a voice in their working conditions. In addition to BDC’s independent monitoring, workers are empowered as frontline monitors and defenders of their own rights, with strict protections against retaliation. Market consequences for non-compliant contractors ensure swift resolutions with meaningful remedies when violations are uncovered.

The Minnesota Swahili Christian Congregation has shared space with Holy Trinity for over twenty years. Since the start of COVID-19, the faith community has met on Zoom multiple times a week and gathered once for outdoor worship.

There are many other programs and community committees and projects that regularly use our building, including Avivo, 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, 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, Freedom Street Health First Aid Class, Sacred Ground, and Gustavus Adolphus’ Urban Geography class.

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 Trellis which had primary responsibility for fundraising and other development tasks with Trinity on Lake. In non-COVID times, 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

On March 18, 2020, Trinity Apartments Corporation (consisting of Community Housing Development Corporation and Holy Trinity Lutheran Church) sold Trinity Apartments to Trinity Limited Partnership (Wells Fargo and Community Housing Development Corporation) in order to undertake a significant renovation on the property and to preserve it as an affordable housing asset in our community. This complex legal transaction took over eighteen months and is articulated in twenty-four legal documents that are recorded in the Trinity Apartments Closing Book.

Those documents include:

1. Memorandum of Understanding between HT and CHDC
2. Financial Agreement re: distribution of sales proceeds, payment of developer's fees, payment for advisory fee payment between HT, CHDC and CHDC Trinity Development LLC
3. Trinity Apartments Corporation Asset Management Oversight and Advisory Board Agreement between HT and CHDC
4. Reciprocal Maintenance, Use and Easement Agreement (Shared Use Agreement) between HT, Pship and CHDC Longfellow LP (Trinity on Lake)
5. Consent of Mortgagee
6. Rules and Regulations between HT, Pship and CHDC Longfellow LP (Trinity on Lake)
7. Development Affordability Agreement (option) between HT and Pship
8. Memorandum of Development Affordability Agreement
9. Purchase and Sale Agreement between Seller and Buyer
10. Warranty Deed from Corporation to Partnership
11. Assignment of Leases and Contracts from Corporation to Pship
12. Seller's Statement
13. Title commitment for entire property
14. Parking Easement Agreement between CHDC Longfellow LP and Pship
15. First Amendment to Sidewalk Easement between CHDC Longfellow LP and TAC
16. Written Action of Corporation (director modification)
17. Written Action of Corporation (distributions and dissolution)
18. Written Action of Corporation (sale of property)
19. Articles of Incorporation of Trinity Apartments Corporation
20. Bylaws of Trinity Apartments Corporation
21. Resolution of Church authorizing Board to authorizing transaction and Pastor Ingrid to sign documents dated November 3, 2019
22. Certificate of Insurance
23. Survey
24. Satisfaction of Mortgage

The renovation, begun in March, was substantially completed at the end of November, despite the significant challenges posed by COVID-19. Renovation activity highlights include:

- The replacement of all the wastewater pipes, roof, and mechanical system.
- The improvement of common areas including the patios, entryway, lobby, community rooms, and hallway spaces on each floor.
- The addition of a game room, fitness room, and fireplace area.
- The replacement of all unit appliances, fixtures, and finishes and the addition of dishwashers, microwaves, and ceiling fans.
- The improvement of the parking and landscaping.
- Moving the church's garage closer to the church building and the installation of a new playground.
- The addition of security cameras and energy efficient site lighting.

The property successfully renewed the Section 8 rent assistance contract for the maximum allowable 20-year term. It has certainly been an extraordinary year!

DOCTRINE OF DISCOVERY FILM WITH GWENDOLYN CATES

In 2018, Holy Trinity agreed to act as the fiscal sponsor for filmmaker Gwendolyn Cates, who proposed to create a documentary film on the Doctrine of Discovery. The Doctrine was promulgated in several papal bulls from 1452 to 1493. The doctrine provided religious justification for European conquest and colonization of lands and indigenous peoples in the Americas, Africa and the Pacific. The Doctrine found expression in the U.S. myth of Manifest Destiny. The Project will also involve promotion and circulation of the film. This is the report Cates offers on her work in 2020:

This report outlines the current status of the project and recent developments, as well as summarizing some of the footage to give you a better idea of how the film is taking shape. The Doctrine film project is on schedule, despite obstacles including this pandemic.

Upon my return from a production trip to New Zealand, where I spent almost the entire month of October 2019 filming the Maori resistance to the 150th anniversary commemoration of Captain Cook's 'discovery' and arrival, focusing on an amazing Maori woman who is a community organizer and environmental activist, I updated the film teaser. Prior to that trip, for which I raised travel expenses, I had been working on fundraising for the better part of 2019 and late 2018, since my return from the very successful production trip to Guatemala. New Zealand offered an extraordinary opportunity to do some dynamic, visual 'history-telling' and also, like in Guatemala, to connect the Doctrine to the climate crisis. The Guatemala footage follows a Mayan attorney who is representing a collective of Mayan communities in the remote northeast who objected to their land being deemed 'terra nullius' or empty land and ripe for corporate exploitation by the government, and also includes footage from a trial during the ongoing genocide case, an interview with the lead attorney for the Mayans in that case, footage of the remote Mayan community that filed the 'terra nullius' case, and so much more. Connecting the Doctrine to the climate crisis is an important message of the film.

In late January 2020, I traveled to Syracuse to meet with an Oneida woman leader in order to plan filming an essential scene for the film, namely the scene that will explain how and when the Doctrine of Discovery was incorporated into U.S. law. The scene will be filmed on land that was recently returned to the Oneida. I was all set to film in late June, but that's postponed for the time being.

Once the pandemic hit, I realized that I would have to mainly work with existing footage, apart from the Oneida scene, which I am determined to film at some point. Fortunately, I have great footage, so I've been recalibrating and revising, focusing on three strong narrative threads: the Twin Cities Indigenous youth group, Guatemala, and New Zealand. (The New Caledonia footage will be included in the film, but is not one of the main narrative threads.)

This summer I had the opportunity to do some important filming of a main character, in the Twin Cities, that I had despaired of doing because of the pandemic. That opportunity presented itself when the funders who made the substantial donation this summer did so in exchange for my making a short film about the intersectionality and solidarity between the BLM and Native Rights movements. We traveled by van from NYC to Colorado, stopping briefly in Minneapolis/St. Paul, where in addition to filming for the short film, I was able to do this important filming for *The Doctrine*. During the trip, I also filmed another character, the mentor of the Indigenous youth group, at the site of the Sand Creek Massacre. Please let me know if you're interested in watching the short film.

Until this summer, the funds I raised covered expenses, mainly for the production trips. While I have spent so much time working on the project over the past 3 years, I have not been able to focus on editing, aside from editing and updating the film teaser, for lack of funding. Thanks to that donation, I'm able to edit this winter! Editing is extremely time-consuming and requires complete immersion. I'm still trying to raise funds to translate the Guatemala footage. This winter I will also work on and submit targeted grant proposals. Thank you so much for your support of this important project.

Longfellow Rising: Creating a Shared Vision

Longfellow Rising (LR) is a diverse group of business owners, property owners, nonprofit leaders, economic developers, and community partners who have either lost buildings and businesses due to fire and civil unrest, or whose businesses have been closed or impacted by fire and civil unrest, and/or who are deeply involved with supporting and providing relief for the residents and business and property owners in the neighborhood. LR works collaboratively to re-envision and redevelop the private and public spaces at Lake Street and Minnehaha Avenue affected by civil unrest with the following shared values: Honoring the uprising that followed the police killing of George Floyd, Longfellow Rising is committed to racial equity, creation care, affordable housing, worker justice, cultural vitality, economic prosperity, and belonging.

In late September 2020 LR issued a request for proposals for support to help facilitate this group in a development and re-building process of the neighborhood immediately surrounding the site of the former Third Precinct Headquarters on Lake Street and Minnehaha. The focus of this effort is the area south of Lake Street between Snelling Avenue and 29th Avenue, and between Lake Street and 31st Street East. In late November, LR selected Walser Consulting LLC, in partnership with Inspire to Change (I2C) and Urban Design Associates (UDA) as the team they would work with. On the following page is a summary of the work that LR and the consultant team plan to complete over the next six months.

Consulting Team

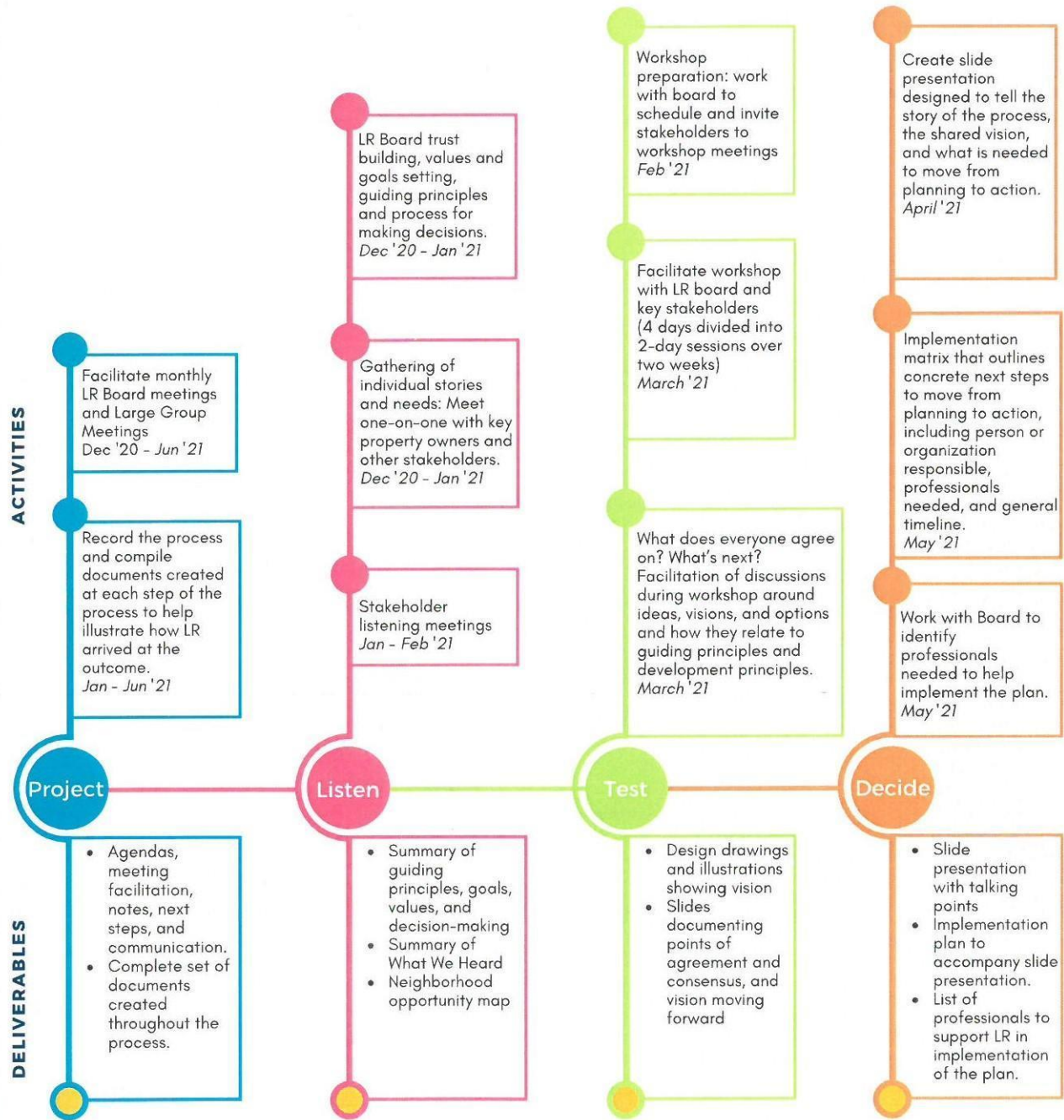
The Walser Consulting team has strong roots in this community, decades of experience leading collaborative planning and implementation processes to re-envision and redevelop places like Lake Street and Minnehaha, and a deep commitment to racial equity, affordable housing, economic prosperity, and cultural vitality, and has consistently work on projects that put those values into practice. They understand that how planning is done is as important as what is included in the plan. Their process is designed to build power and voice for people of color, and create the cross-sector partnerships necessary to move successfully from planning to implementation.

Walser Consulting LLC is the team lead and project manager and Darlene Walser will be responsible for the day-to-day management of the project, developing and guiding the process, ensuring the four tasks outlined in the RFP are effectively woven together to ensure overall success, and coordinating the consultant team.

Inspire to Change will help align the mission, purpose, values, principles, and activities of Longfellow Rising, and facilitate communication and group decision-making in ways that promote inclusivity, anti-racism, and long-term sustainability of Longfellow Rising. Andy Johnson and Sandy Agustin are the primary team members for this project.

Urban Design Associates (UDA) will help engage all the parties and stakeholders to articulate and illustrate a shared vision for the 27th Ave/Minnehaha/Lake Street triangle and the open spaces that surround it. They provide expertise in community-based design that is grounded in consensus building and their values of collaboration, context, and community. Megan O'Hara will lead UDA's team, which also includes their award-winning illustrator who translates visions into hand-drawn views that everyone can understand and react to over the course of a workshop.

LONGFELLOW RISING ACTIVITIES, DELIVERABLES, & TIMELINE



**LONGFELLOW
RISING**



NEW BUSINESS

STATEMENT OF URGENT CONCERN FOR THE CARE OF CREATION

God has blessed humankind with an abundant planet as our home, a habitat teeming with life, clean air, fresh water, awe-inspiring in fruitfulness, complexity, and beauty. We share this vast Earth community of life with all creatures, both human kind and other kind. As people of faith, we acknowledge that the human vocation is to “till and keep” Earth as a garden, even as we draw from it all that we need to live (*Genesis 2:15*). The Christian peoples of modern Western Europe and the United States of America and the economic systems we have developed are failing disastrously in this calling. Driven by a will to dominate both nature and neighbor with a culture of aggressive industrialization and economic imperialism, we have badly abused this home.

Furthermore, we have unjustly burdened colonized and Indigenous Peoples with a deteriorating environment, loss of life, and removal from homelands, and worsening impacts of climate change, and the loss of species and habitat. Yet despite the dire state of the living world, we believe that we can still curb our destructive ways – and must do so urgently – if only we hear God's call, open our eyes, and lend our hands to the restoration of creation.

Therefore, as members of Holy Trinity Lutheran Church, we resolve:

- To feature the principles of Creation Care prominently in church communications, services, and programming, and to use these channels to call our congregants to urgent action in defense of God's living world.
- To participate actively and effectively in broader actions that promote environmental concern and justice within our local, national, global, and faith-based communities, recognizing that fundamental system changes are needed. In particular, we pledge to support the leadership of Black, Indigenous, People of Color (BIPOC) and Youth communities in efforts to gain environmental justice and a sustainable future for all.
- To conduct all church business – including its investments, facility improvements, maintenance, purchasing, and waste management – in a manner that minimizes our carbon footprint and promotes clean air, clean water, and biodiversity.

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 Lutheran Church. 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: David Broberg
Secretary of the Church Council: Donna Scott
Treasurer of the Church Council: Steve Murray

MEMBERS OF THE CHURCH COUNCIL IN 2020

Connie Adams	Amy Froiland-Parada	Steve Murray
David Broberg	Katelyn Hollaway	Kathy Ohler
Tom Cahoy	Nicki Hines	Donna Scott
Scott Cole	Ben Martinez	Aric Sorenson

COMMITTEE AND WORKING GROUP CHAIRS

<i>Adult Education:</i> Randy Nelson	<i>Open Streets:</i> Tom Cahoy
<i>Personnel:</i> Carol Berg	<i>Financial Stewardship:</i> Steve Murray
<i>Housing Social Services:</i> Martha Mueller	<i>Church Property:</i> Rod Johnson
<i>Children & Family:</i> Rachel Nevergall	<i>Youth:</i> Sara Jensen
<i>Nurturing Relationships:</i> Helen Norheim	<i>Public Voice:</i> Patty Busse and Hannah Rector
<i>Outreach:</i> Juliann Breting Rohn (outgoing)	<i>Care of Creation:</i> Kathy Hollander
<i>Fare For All:</i> Julie Cahoy	<i>Doctrine of Discovery:</i> Michael Miller
<i>Friends of Longfellow:</i> Zoe Martinez	<i>Palestine/Israel:</i> Mary Engen
<i>Lutheran Volunteer Team:</i> Stephanie Oyen	<i>Racial Justice:</i> Libby Olstad
<i>Music in the Garden:</i> Nicholas Ellison	<i>RIC Recommitment:</i> Jennifer Frenzel
<i>Music in the Garden:</i> Erin Arifin	<i>Worship and Fine Arts:</i> Jan Mehlhoff

CHURCH STAFF

Fiona Carson	Nolan Gusdal	Ingrid Rasmussen	David Sims
Talli Cox	Angela Khabeab	Sue Roberts	Rachel Trelstad Porter
Kathy Ekwall	Vicki Mann (Jan-Mar)	David Rojas Martinez	Pam Wetterlund
Kaia Ellis	Doug Mork	Ann Schrooten	
Erik Gerhardt	Dennis Nordholm	Hannah Scott	