

Core Team Minutes

September 25, 2017

Holy Trinity Vision: to love God, uplift people, inspire hope and grow disciples of Jesus Christ, here and everywhere we go.

Present: Rene Meyer, Abby Kucera, Lynnette Dobberpuhl, Rev. Chad Gilbertson, Jeff Erlandson (Finance Chair), Mary Haugen (SPRT),

Opening Prayer

Discussion

SPRT Financial: Mary brought concerns to SPRT that the amount proposed by SPRT and approved by Core Team for the salary of CYF Coordinator is not what is being paid out. SPRT recommend that greater oversight be applied to confirm that the budget is updated correctly. Jeff Erlandson said that he will meet with the Treasurer to review the proposed and actual 2017 budgets to look for any discrepancies and correct them. Noting that human resource procedures have been largely informal at HT in the past, SPRT proposes that all human resources processes going forward become more professional. SPRT has new job descriptions for all positions with pay status/PTO/hours per week to be signed and updated annually by SPRT liaison and employees. They also created an employee handbook to protect Holy Trinity and its employees, covering conduct, jury duty, complaints, discipline and discharge, and confidentiality, among other things. SPRT liaisons and staff will perform a formal evaluation annually checking goals, outcomes, issues, etc.

The custodian position has been switched over to a service, with outcome of lower costs, and removing the concern of maintaining supplies and updating equipment (now provided by service).

SPRT has approved a new worship leader position for the new worship experience to be launched 2018. Rate of pay suggested \$25 per hour, (Chad will check with three other churches to confirm that is appropriate for the level of position) with the first six months 10 hours week, potentially growing to 15 hours per week after that, beginning Nov 1, 2017. (See Multiply Update for more info.)

The Core Team commends SPRT for great strides on updating documents, procedures, and new endeavors.

Finance: Jeff has received two responses for the 2018 budget. Trustees meet this week. Core Liaisons please prompt your ministry leaders for updated budgets which are due Oct 1.

CYF update: #bless business, church/school partnership & grant, new curriculum, youth leader conference (Orange)

New Business: The pastor and two leaders of a new Evangelical Baptist Russian Church, offshoot of an existing congregation in Shakopee, are looking for a new space to worship on Sunday afternoons and one evening during the week. They visited today and checked out our spaces. Pastor Chad made them aware that if they were in need of using our audio/visual or instruments that their people would need to be trained by our people. The trustees are considering the request on Wednesday, including setting a “building use” fee. The Core Team supported the endeavor.

Lois Burkart approached Pastor Chad to let him know people are interested in starting up the Prayer Shawl ministry again. They are looking at beginning in November.

New leaders are needed for 2018. Liaisons need to check with their ministry leaders to see who wants to stay in place and who is needing a replacement. Core Team is responsible to suggest nominations. Abby and Ashley are completing their second year of Core Team leadership, and we are looking for a total of four new Core Team members. SPRT needs two new members. Missions needs one new member. There may be other needs, including Trustees. Get names to Chad by Oct 9, with a goal to get the new membership finalized by Nov. 1.

Bread Oven Ministry: Still searching for a White Bear Lake UMC event that matches our needs for orientation. There are many ways this ministry could be a blessing to our congregation and the community. Any interested people should contact Rene Meyer to receive news directly.

Building Accessibility Study: Group continues to meet and are putting together options for improving accessibility addressing four categories of problems: between levels, from floor to chancel, lower level restrooms and parsonage bathrooms. These will be presented as four separate votes to the congregation at the end of year meeting. These are improvements that will be needed regardless of whether our long range plan is to stay in the current building. It will at minimum improve the value of the building along with improving accessibility for members, friends and visitors.

There will be a few Q & A sessions planned in advance of the meeting to allow people to ask questions and come to decision about their vote to authorize a building committee to see approved improvements to completion.

Multiply Update: The new worship experience planned for 2018 has a name: Inspire. See SPRT update for more information about the position of worship leader. The hope is that hiring to be done by November 1. The job description is that the leader will work with pastor and a team to plan components of the service including music, will model and lead heartfelt worship, and recruit musicians (vocal and instrumental) to serve in worship. The new leader will recruit a team this fall, in part using the volunteer sheet distributed at a service in September. The new service will go beyond what is currently offered at our traditional service in terms of connecting people to small groups, to each other and to our community. Sunday morning is the planned time, using the 10:30 time to attract

families. There are many additional questions to be answered before the first preview worship experience planned for 10:30 am January 28. #inspire

Next Meeting(s):

Liaison Reports due no later than Friday, October 6 (remind ministry leaders 2018 budgets are due to Jeff Erlandson by October 1.)

Next meeting 6:30 p.m. Monday, October 23