

Holy Trinity United Methodist Church

Love God, uplift people, inspire hope, and grow disciples of Jesus Christ, here and everywhere we go.

Core Team Meeting

January 6, 2020

Core team members present: Pastor Chad, Lynnette Dobberpuhl, Troy Banitt, Darla Bauchle, Carol Ottoson, Jeff Erlandson (Finance) and Mike Huss (Chair)

Absent: Collan Zehnder,

1) **Opening Prayer**

2) **Old Agenda items**

- Finalize Budget 2020: Notes from Finance—Kelly put together the year end financials. Income at the end of 2019 was down more than was expected. In 2019 \$408,000 was budgeted, \$306,000 was spent (some staffing and trustee and new/emerging ministry initiatives did not come to pass.) In 2019 the Core Team approved that \$408,000 budget based in part on pledges of \$235,000. For 2020 some of the trustee projects (windows, insulation etc.) are recommended to be done using moneys from the building fund out of the sale of property for the roundabout (which can only be used for capital improvements.) Jeff suggested we want to use our resources in a way that we feel is in the best interest of the church that fulfills the mission and brings people in. If we aren't growing, we are dying. There are limited things we can do about the expenses we have; whereas we have some influence about the income, sustaining current members and bringing in new. Carol stated she liked the suggestion last month that once a quarter our mission of the month is a program of our church, which would help sustain current programming. Mike asked if we have a handle on how we are losing people, or failing to grow? Darla suggested the Care ministry may be key, reaching out to people who we haven't seen for a while, not just to tend to the people we know are housebound but also reach out to people who are absent. The group noted that our culture increasingly identifies Sundays as "me time" and catching people who are on the cusp of leaning away from God or church time into "me time" and connecting with them might affect the trend of increasing/decreasing participation. (Side discussion about the structure of Core Team vs. Ad Council-suggested a quarterly church-wide leadership meeting to bring everyone into this effort.) Chad noted we are seeing a reaction to what is happening in our global church, which is going to continue. How are we going to do ministry if we have smaller membership and fewer dollars? This is a reality we need to acknowledge. We have some serious work we need to do.

Action: In 2020 we have a proposed budget of \$372,743 and our pledges are at \$200,000 with 73 pledges in. (In 2019 82 pledges of \$233,500 were made with 97% of the pledged amount coming in). Jeff recommended and Core Team approved removing \$17,500 budgeted for new and emerging ministries, adjusting the trustees budget requests diverting expenses from general fund to capital improvement fund. Beyond that, we either need to grow income or cut salaries/positions, which is by far the greatest expense. In the short term, on the little stuff, cut back wherever you can, ask about mission giving to internal programs, and see what we can do about inspiring giving. Carol moved that church wide leadership quarterly meetings begin in February on the 10th (then May, September, November.) A five year review of finances would be helpful. Jeff will request the info from Kelly. Mike and Chad will meet to build an invitation list and letter to leaders the week of Jan 13.

- Annual/General conference update: A breaking news story about the UMC's separation plan has caused some excitement. Pastor Chad shared key elements from the UMnews.org (reminding everyone that the recommendations are not binding,) that actually amount to five or six big proposals that will be voted on at General Conference. The recommendations are backed by key leaders of the Traditional, Centrist and Progressive movements. The current thinking is that these recommendations are the only plan that will be voted on, but history has shown that things can change over time. This plan appears to be the best option for a win/win scenario. It is certain to be heard on the General Conference floor and is strongly endorsed. The Traditional group would split off from the UMC, remaining part of the Wesleyan movement, receive \$25 M from the Remaining UMC and \$39 M for ethnic minority churches who have suffered deep oppression (\$13 M from Trad, \$26 M from Rem) If 20% of Annual conference elects to choose to leave, a vote must be taken, the vote must be approved by 57%. If a congregation wants to leave, when their annual conference remains, the church leadership would set the number of votes (two thirds or simple majority)

Action: Pastor Chad is proposing meetings on Wed. Jan 15, 10:30 a.m., Thurs. Jan 16, 6:30 p.m., Sun. Jan 19 11:30 a.m., during which we would share the congregational survey results, have a short discussion of potential implications, share the UMC proposed separation plan, next steps and what that means for us at Holy Trinity and a sharing of the MN Methodists statements as a model of how Holy Trinity shares its stand on inclusivity.

- Fish update: Mike volunteered to find options for \$2,174.12
- BOM update: baking for a purpose will be on Jan 19; pizza & movie event on Feb 16
- Live streaming church update: still in test mode, quality not yet ready for public
- Mission update – Return from Costa Rica: rest of team returns tonight
- Liaison updates from team leadership: need to really build and reinforce relationships (quarterly church wide leadership meeting will hopefully help with this.)
- Role changes in Core team: need more leaders, but how to be more effective at recruiting?
- Families moving forward: pending

3) **New Agenda Item:**

LeaderWise CrossForm training was proposed to help support leaders as we strive for growth. The annual conference is covering a large part of the cost and the Core Team supported using education funds and undesignated memorial fund to cover the remaining amount for up to five people.

Next Meeting: NEW quarterly all-church leadership meeting February 10, 2020 at 6:30 p.m.