

Holy Trinity United Methodist Church

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

Core Team + Ministry Leadership Meeting

February 10, 2020

**Core team members present:** Pastor Chad, Lynnette Dobberpuhl, Troy Banitt, Collan Zehnder, Darla Bauchle, Carol Ottoson, Jeff Erlandson (Finance) and Mike Huss (Chair), Don Oram (SPRT), Rene Meyer (BOM), Randi Erlandson (Music), Kim Craig (SPRT), Paula Green (Missions), Karen Nau (Congregational Care)

1) **Opening Prayer**

2) **Leadership Introductions**

- We appreciate the presence of ministry leaders not currently serving on the Core Team. Core Team wanted to close some communication gaps, particularly in areas of finance and church growth, both in sharing information among leadership and disseminating consistent information to the congregation. The goal would be to meet with wider leadership group quarterly (more often as needed) and evaluate if that is sufficient. The liaison relationships will remain. Ministry leadership was asked to share some of what is happening in each ministry.
  - Missions: Maia Caldwell reached out to Paula and would like to help, focusing on mission trips (next planned trip to Pine Ridge, SD in 2022). Part of Paula's role is to develop the annual plan for "mission of the month" which this year will include some internal ministries such as UMW and VBS. Don Oram suggested the Hartley Garden would have need since it is being replaced, particularly paneling for the perimeter.
  - CYF: A healthy list of service and mission options for youth are in place. Numbers for weekly attendance are small, but the number of children and youth substantially involved in church programs overall is good.
  - SPRT: Members are beginning discussions about the plan for being an effective smaller church.
  - BOM: humming along, great fire team, baking team and cleanup team, but like everyone else is always recruiting. A lot of folks travel, and so far they have been lucky to always have key leaders for every event. Please invite youth and adults to participate. Always thinking of ways to keep the ministry growing and fresh. Would need another baking team in order to bake more (as people have been requesting.)
  - Care Team: About two years ago began developing the team to visit people in our congregation who are homebound. Have grown to a team of about ten who are learning best practices for congregational visitation, including offering communion. Karen has found it very gratifying and the approximately 20 people they visit are so appreciative. Chad will be doing a chapel service at New Perspectives one time per month, with a few other members to assist. (Holy Helpers also doing well, continuing to serve many.)
  - Music: Chancel choir is fully peopled, healthy and strong. Speaking for Dot, volunteers for bell choir are needed, but the group is established and doing well. Randi is less involved with Worship Team but is aware they are working to establish a set list of songs, and are working hard through this still early stage of growth. There is a lot involved in building and equipping musical leadership in any type group, particularly a style that is new to our congregation. The leaders of the musical groups

have begun meeting regularly with Chad to better coordinate worship musical leadership. Randi feels that the congregation is supportive and appreciative of music at Holy Trinity.

- Hospitality: team continues to have concerns about the viability of having two (or three) coffee times each Sunday. The coffee and food before 8:30 service is provided by and cleaned up by the Ericksons primarily, the time between services and after the 10:30 service relies on people to sign up, which is happening less and less. In the past, someone from the Hospitality Team has covered any coffee hours that weren't signed up for, but this is happening so often it is a burden. Stopping the serving of food, however, strikes an emotional cord for many people. Not everyone who attends coffee hour is able to provide. Do we put out a freewill fund jar to cover costs and just put in a standing order at Cub to be picked up Sunday mornings? Do we reimburse from that fund so hosts can shop or bake? Do we stop serving food entirely? The Core Team encourages ideas from the congregation be given to Patsy Larson (Hospitality Chair) or anyone on Core Team.
- Finance: Jeff and Kelly continue work on reviewing financials and budgeting. He noted that we have had some tough discussions the past few Core Team meetings. There are real issues (which is less fun than in some other ministries.) While not in debt at this time, our current budget surpasses income from pledges. This is the result of decreasing number of pledges (possibly reflecting dissatisfaction with global church or a "wait and see" attitude of past givers in face of ambiguity about the future of the church) and an increase of expenses (inflation and new programs/staffing over past few years.) Some investments have been made in the past few years to add programs and people in an attempt to grow, which have been fruitful in some ways but haven't yet made an impact on growth. We are all going to have to adjust and make decisions. Growth would answer all of our problems. Without growth, there will have to be noticeable changes. Ideas for growth from the congregation should be brought to anyone on the Core Team. There is about \$200,000 in the building fund, but there are limitations to how that money can be used.
- Pastoral Review: Pastor Chad is grateful to the folks who doing financial and ministry audits, looking carefully at all the things we are spending money on, and looking at eliminating waste and things that do not align with our vision. Begin now in your ministries to consider the spending and its relevance. Secondly, consider the need for volunteers and filling volunteer roles. Blanket invitations are less effective than a face-to-face or handwritten invitation. For SPRT and Core Team roles, Chad is glad to make the invitations, but needs names and suggestions. He challenges us to think outside the box of people who have served in the past. Even people who are not always in worship may bring a wealth of perspective to our leadership. Pastor Chad is grateful for how well the people in our congregation have worked together, providing excellence and care particularly exemplified in Lou Nelson's and Otti Castriotta's funeral services.
- Communications ideas: Need pictures of Core and Ministry leaders so people know who to talk to, also put Ministry Moments into worship services to share info about Missions, BOM, etc. Invite people to share their own church thinking in the newsletter.
- Reflections: need to evaluate new ministry initiatives to determine if the goals for which the ministry began are being accomplished, need Finance report (Profit and Loss) monthly at the beginning of the meeting, and a more in-depth quarterly report to stay on top of the bottom line.

### 3) **Old business items:**

- Annual/General conference update: All clergy and laypeople in River Valley District are invited and encouraged to attend sessions on Saturday, February 29, at 10 a.m. at Rochester Evangel and Monday,

March 2 at 6:30 p.m. at The Grove in Woodbury prior to General Conference which is May 5-15. Annual Conference will be in Sioux Falls, SD in June.

- MN Methodist statement as a model of how Holy Trinity shares its stand on inclusivity-no update
- Fish update: Mike volunteered to find options for \$2,174.12. Options are in play but still developing.
- Live streaming church update: still working on quality issues.
- Trustees still working toward windows, vapor barrier at Parsonage and signage at County Rd. 21
- Families moving forward: no update

**Next Meeting: March 9, 2020 at 6:30 p.m.**