

**SHEPHERD OF THE HILLS LUTHERAN CHURCH**  
**16150 E El Lago Blvd, Fountain Hills, AZ 85268**  
**Church Council Meeting Minutes for March 22, 2022**

President Erich Korsten called the meeting to order at 10:00 am on Tuesday, March 22, 2022.

Attendees: Jeff Teeples, Erich Korsten, Dan Beck, Dennis Johnson, Donna Hawkinson, Dottie Dudgeon, Chris Lang, Sue Kick

Guests: Vivian Tam, Eileen Doench, Denny Hanson, Lynn Ruby

Devotion: Eph 6:10-18 (Armor of God) – We are in a spiritual battle, when great things happen and moving toward God, the Devil is also on the move, discouraging us.

Minutes of February 22, 2022 were presented by Donna Hawkinson. Dennis Johnson made a motion to accept the minutes as presented. Dan Beck seconded the motion. All were in favor. The February minutes were approved. Discussion followed as to where to post the minutes for the congregation's review. Ideas included the website, tri-kiosk in the Narthex or provide copies in the Narthex for those interested. Decision was deferred until we could discuss with Lynn Ruby.

Chris Lang provided a Strategic Planning Team update. The team is busy putting in place action plans for the Weaknesses, Threats and Opportunities. Chris announced he is stepping back from his coaching role on the team as he feels there are members who are ready to take the lead. There was no update on the Constitution Task Force consisting of Pastor Tom Ashbrook, Roger Miller and Betty Rosengren.

The Council received a letter of resignation from the treasurer dated March 10, 2022. After conversations and several emails, matters that brought on the resignation were resolved. Dan Beck made a motion to reject the resignation. Sue Kick seconded the motion. All were in favor. The motion passed. Chris Lang provided a letter, *Addendum A* attached below, rescinding his resignation. Praise God for resolution and forgiveness.

Lynn Ruby joined the Council to share the process used since her hiring in November 2019 for the SOTH Marketing Strategy. See *Addendum B*, attached below. Her role and time have expanded since its inception. Lynn was asked if there was a backup plan in the event she is unavailable to provide the services contracted. She felt that Debbie Vinopal was a good backup for her, and they have created a single location for passwords for those areas that require updating. Lynn shared that 28 Welcome Home cards have been completed and turned in since the inception of the Welcome Home Team in January. It was mentioned that new members are brought into the church without much introduction to the congregation or celebration. It was suggested a bio handout be included on the Sunday they are brought into the church as members, that pictures be put on the tri-sided kiosk in the Narthex and that we add a "welcome" to the Sunday announcements for a week or two after they join the church. These suggestions will be taken into consideration by Lynn and her team.

The Council asked Lynn about her thoughts as to where the Council meeting minutes could be stored or how we could disseminate them to the congregation. She suggested a link to the agenda and minutes be added to a What's Happening item allowing those that want to access the information could do so through the website. This link would not be accessible through the SOTHAZ.com site, only through the link in the email blast. It was agreed that as soon as the agenda is ready for the monthly meeting, Donna will send it to Lynn Ruby for her to add the link. The same would happen for the minutes. It was suggested that a quick look update be added to the agenda giving a quick view of what transpired at the meeting without all of the details. Donna will try this concept beginning this month.

Pastor Jeff gave a report of what's been transpiring during the Lent Season. He reported there are approximated 30 people coming to Pastor Dennis' adult education classes on Sunday mornings; 40 people attending Prayer Class with Pastor Tom on Monday evenings and Wednesday afternoons; 25 – 30 attending the soup suppers and Lenten services. Discussion on providing an honorarium to Pastors Dennis and Tom thanking them for their contributions followed. Donna Hawkinson made a motion to pay an honorarium to Pastor Dennis of \$400 and Pastor Tom of \$700. Dan Beck seconded the motion. All were in favor. The motion passed. Pastor Jeff will arrange for the payment based on this minute item. There were two funerals and one interment in the Columbarium this month, and John Thomson passed away in Minnesota. A breakdown of expenses expected for the Spiritual Formation Discovery Retreat next fall was provided. See *Addendum C*. Pastor would like to come up with a strategy that would make this event more affordable for our congregation members. This will be deferred to a later discussion. It was asked how many volunteers from the church would be needed. Pastor was unsure as the Imago Christi group would probably have some volunteers here to assist. Pastor shared the Sundays he would not be available due to vacation. May 1 – Pastor Tom Ashbrook will preach. June 19 and July 31 – no one has been procured at this time for these dates.

Dottie Dudgeon gave a brief update on Outreach, Missions, etc. See *Addendum D* for the full report. No Council approvals were requested.

Dennis Johnson provided an update on the Worship, Education and other ministries. See *Addendum E* for the full report. No Council approvals were requested.

Dan Beck went through his report on Property. See *Addendum F* for the full report. He was notified by Lloyd Tarr that there was no charge for the Roto Rooter camera inspection. He also received a bid for \$680 to top the trees outside the east windows. The Council approved he accept this bid and have the work done as soon as possible. Items of major maintenance such as carpet replacement, painting of the interior were deferred to another meeting due to time limitations.

The Council received notice on Monday, March 14<sup>th</sup> that the janitor was resigning as of that day. As there was no job description for this position, Chris Lang pulled together a draft description for our review. Minor adjustments were made to the description. See *Addendum G*. An email blast was sent to the congregation to see if there was any interest from them before we proceed to determine the direction we should go – volunteer teams or external hire.

Chris Lang shared that he had no financial reports to share as there was a glitch in the reports when they were run this month; reports came out with prior years expenses on them. He will be working on getting the budget loaded this month and remedying the problems with the reports. A summary of the Allocation of Fidelity Funds was handed out. See *Addendum H*. He reported that the Finance Committee is looking for someone at Fidelity to assist with managing our investments given changes in the markets that is expected. Chris also has not been able to find a Business Continuity Plan that is in place in case there is an interruption in business due to the facility issues, such as fire or water damage. He is also trying to determine the process for backing up QuickBooks and Servant Keeper records.

The Council voted to hire Roger Miller as the Accounts Payable Specialist for SOTH. After discussion on rate of pay, Donna made a motion to begin pay at \$21.50/hour, retroactively going back to February 28<sup>th</sup> which was the day he first started training followed by a review after 3 months which would be May 28<sup>th</sup> possibly providing an increase to \$25/hour at that time. Dan Beck seconded the motion. Five were in favor of the motion; two opposed due to the rate of pay not being \$25/hour immediately. The motion carried and was passed.

Chris indicated the Finance Committee mission statement will be finalized this month. The committee is taking into consideration hiring a CPA firm to perform a full business audit. An estimate will be prepared.

A Council retreat will be held on Thursday, March 24 to review and approve job descriptions, Key Disposition Policy & Procedure, and the Staff Employee Handbook.

Chris Lang brought up the topic of changing the church's fiscal year from January – December to February – January. The reasoning behind this is because the budget is not approved until the end of January. There are two options to handling this: 1) change the fiscal year months to February – January or 2) make a disclaimer at the annual meeting that indicates the budget will be implemented retroactively back to January 1. Discussion followed, with no decision being made. More discussion to follow at a future meeting.

Dan Beck made a motion to adjourn the meeting. Dottie Dudgeon seconded the motion. All were in favor. President Erich adjourned the meeting at 12:00 pm, closing the meeting with the Lord's Prayer.

Respectfully submitted,

*Donna Hawkinson,*

Recording Secretary

Minutes approved at April 26, 2022 Council meeting

Addendums

A – Marketing Strategy Update: Lynn Ruby

**Marketing Report – SOTH Council**  
**March 22, 2022**

**November 2019**

1. Corporate Identity – logo re-design / colors / branding
2. Website Re-design
3. Email Template Re-Designs
4. Social Media Management
5. Reputation Management / Google My Business Profile
6. Search Engine Optimization

**SOTH Facebook Followers**

	<b>February 2020</b>	<b>March 2022</b>
<b>Fans / Followers</b>	<b>250</b>	<b>657</b>
<b>Gender</b>		
Men	32%	31%
Women	67%	69%
<b>People Engaged</b>		
Men	16%	27%
Women	23%	72%

**Search Engine Optimization Highlights**

<b>Keyword Phrase</b>	<b>Google Rank Before SEO</b>	<b>Google Rank Now</b>	<b>Bing Rank Before SEO</b>	<b>Bing Rank Now</b>
Church Fountain Hills	7	5	0	1
Church Near Me	9	6	0	5
Church Service Fountain Hills	6	4	5	1
Live Church Service Fountain Hills	1	3	0	1
Lutheran Church Fountain Hills	1	2	0	2
Online Church Fountain Hills	9	3	0	1
Stephen Ministry Fountain Hills	5	2	0	1
Sunday Worship Fountain Hills	1	3	4	5
Women’s Ministry Fountain Hills	10	2	0	12
Christian Bible Study Fountain Hills	10	4	0	6

## A, Continued

### **Continuing**

#### **Weekly / Monthly**

- Facebook Livestream Host
- FH Times Ads
- Banners
- Facebook Posts
- Audio Sermons
- Website Maintenance (Special Events)
  - Home page banner
  - Concerts. Easter, The Chosen, Generations Sunday, etc
  - Service time changes.

#### **Event Promotion – SOTH Promo Calendar**

- Text in Church
- Facebook Posts
- FH Times Ads
- Google My Business Post.
- Website Update
- Flyer / Brochures

#### **Miscellaneous**

- Privacy Policy for website.
- Worked with Lloyd on outdoor signs.
- Mobile app
- Videos supporting missions and others.
- Centralize Sunday Servants files.
- Coordination with Debbie.

### **Key Accomplishments**

#### Branding Consistency

- Logo
- Website
- Stationary / Business Cards
- Signage
- Email
- Flyers / Brochures
- FH Times Ads

#### Increased Online Presence

- Facebook
- Livestreaming
- Search Engine Optimization

#### Systematized the Welcome Process

- Welcome Team
- Get Connected Card
- Welcome Center

## A, Continued

### **Current Priorities**

#### **Welcome Home Ministry**

- Connect Card – printed card and digital card
- Follow Up System
- Follow Up Team
- Started Dec 12 - 28 Welcome Home Cards to date
- Get Connected Class – 20 in attendance
  
- Expand and refine the follow up process
- Re-model into a "Get More Visitors Here AND follow up with them" Team
- Equip members to invite guests to church.

#### **Communications**

- Establish website as hub.
- Communications survey
- Promote ways to stay in touch (Text, FB, email, website)
- Update email format (What's Happening)
- Update website – new photos. Re-evaluate navigation.

#### **SEO / Content**

- Create content to support selected keywords
- Select keyword phrases to focus on with content

## **B – Rescind Resignation: Chris Lang**

**SOTH Church Council Members:** After the Church Council voting **NOT TO ACCEPT MY RESIGNATION DATED MARCH 10<sup>TH</sup>**, at the March 22 Council meeting, please accept this letter as I rescind my resignation as SOTH Church Financial Director/Treasurer and Church council member. Please add this email/letter into the Church Council Records, Thank you for the support.

**On Mar 10, 2022, at 10:44 AM, Chris Lang <fladad792@aol.com> wrote:**

Please accept my resignation as SOTH Church Financial Director/Treasurer and Church council member effective immediately. I have informed Pastor Jeff of this decision.

After recent meetings, I have a different vision about the church business than the pastor. I respect his vision but cannot serve when I do not have the same beliefs. As I have learned from my past experiences, when people resign it is best to “just move on” I am at peace with my decision because life is short.

### **My Last To-do's:**

I will submit for your review my observations from this last week.

I have left the keys for the campus with Debbie as well as the notebooks that I was formatting in the Church Administrator's office

### **Council Executive Meeting Tuesday March 15**

I will forward to Donna H for distribution the following prior to the meeting:

Completed Staff Job Descriptions for Council review and approval

A recommendation for the hiring of Roger Miller as an Independent Contractor, as the replacement of Carol H with a recommendation of a Hourly Rate of Pay

A Key Disposition policy/procedure for your review and approval as stated in the new policy

Latest Staff Employee Policies and Procedures for final review and council approval.

Latest draft of the Finance Committee's Audit Policies/Procedures

### **Open Tasks-**

Need Council contact for Lisa Brewer at Lincoln Financial to deal with the ongoing disability claim.

I wish nothing but the best to each of you as the new Council and SOTH. Thank you for your support.

Chris C Lang

Sent from [Mail](#) for Windows

## Spiritual Formation Discovery – Phoenix AZ Area

Sponsored by Imago Christi and the Spiritual Formation Society of Arizo

Location: Shepherd of the Hills Lutheran Church, Fountain Hills, AZ

For more information on Discoveries, see [Discovery – Imago Christi](#)

Dates: Weekday: October 24-16, 9:00am – 5:00pm

Weekend: October 27,28 – 6:30pm – 9:00pm; Oct 29 – 8:30am

Estimated Participants: 50 in both offerings

Estimated Income/Expense:

Facilities: Donated by Shepherd of the Hills	0
Imago Christi Fee per Person \$50 X 50	2500
Meals and Snacks per Person \$15 X 50 X 3	2250
Travel for one Imago Christi Presenter	500
Participant Workbooks and Supplies: \$20/person	1000
Misc.	63
Registration costs for credit card fees at 3%	190
Total Costs	\$6503
Cost per Person	\$130

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## D – Outreach, Missions: Dottie Dudgeon

March 22,2022

Member at Large Report Dottie Dudgeon

Memorial Committee Gail Hanson, Eileen Doench

Total=\$33,299 (Designated-\$1,780 for music,  
Undesignated-\$31,019, Restricted Memorial \$500 This committee requests suggestions about how to spend the money from the Council. No reported changes. Eileen has sent Chris Lang a note requesting a spread sheet so she and Gail can have a plan of action.This involves notifying church members of amounts and will request how they may like money spent coinciding with the church's needs.

Columbarium Committee Donna Hawkinson, Eileen Doench, Vivian Tam, David Caribardi, Sharon Johnson A service for Edna Kennison was performed by Pastor Jeff Teeples. Her ashes were interred.

Outreach March 26, International Dinner sponsored by LIFT. No other opportunities at this time

Cursillo Gail Hanson Parish rep and Denny Hanson President of Secretariat The next Cursillo weekends are April21-24 and 28-May1 at the St. Francis Renewal Center in Scottsdale, AZ. There are team members and participants , 2 men and 3 women representing Shepherd of the Hills Lutheran Church.

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Friends Feed Friends Gail Hanson Numbers of people being fed each week has increased to about 50. Full meals and bus passes have been given along with clothing and toiletries. Additionally, devotionals from the “Upper Room” for March, April and May. Personal products along clothing are available.

Mission Committee Eileen Doench Chair Sue Bye Cochair

Good news from Eileen Doench.. Our 10% tithing for Jan/ Feb was 430.20 more than last year,2021, at the same time.The budget for these two months is \$12,903.10.

The Council estimated budget for Missions of \$56,772, which would equal \$4731 per month.

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#### D – Outreach, Missions, continued

The Mission Committee came up with a budget of \$82,152, but that was because of an overage of \$40,509. That does include designated money for Nicaragua. But because of this the Mission Committee agreed to send \$5,000 to Samaritan's Purse to support their mission in Ukraine.

Our total in the Mission budget is presently \$307,662.26 as of the end of February.

The Mission Fair on February 27, 2022 at SOTH in the Fellowship Hall was a great success. It helped members see where their tithes were being spent to further God's

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kingdom. The Committee hopes to make this format an annual event.

Health and Wellness Nancy Spahr Nancy and Eileen Doench Nothing new to report.

Scholarships Donna Hawkinson, John Bjernholt, Chuck Wuttke, John Fears, Vivian Tam Successful talent show on Friday, January 28, 2022. Approximate amount of dollars raised was \$3,000. Account total before show was \$2,700 for a total of \$5,700. There were 16 acts on the program. Three awards were given. No new information.

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**E – Ministries: Dennis Johnson**

3/18/22, 9:35 AM

Gmail - Re: Council Meeting

E



Dennis JOHNSON <dljohnson4159@gmail.com>

**Re: Council Meeting**

1 message

**Matthew F** <matthew@sothaz.com>

Thu, Mar 17, 2022 at 12:44 PM

To: Dennis JOHNSON <dljohnson4159@gmail.com>

Council;

This past month started on a high following a very successful Hymn Festival at the end of February. There was great attendance (about 125 people in addition to the performers), a nice offering was received, and many positive and appreciative comments were also received.

Focus this month has been toward planning and leading the Lenten season worship services. Although Holy Week is a busy time of year in the church, it is one of my favorite times of the year.

Rehearsals for the choir cantata "A Gathering of Grace" have started. The cantata will be presented at both services on Palm Sunday (4/10). We have almost 30 singers and they will be accompanied by Chamber Orchestra. We will also have brass players for both services on Easter Sunday.

Thank you for your support;

Matthew

LIFT Report

February SHARE THE LOVE event finished with a bang. Abundant generosity by the congregation once again astounded us. Donations will be sent to the Bread of Life Mission by the end of March. Cindy Beck did a great job leading this project.

March SPRING FLING – INTERNATIONAL DINNER plans continue. We have not met our goal of 72 guests as of this message.

But we have 57 guests registered. That is enough for a good time. The registration is closed now. Caterer has been notified.

In April we will plan events for the 2022-2023 season. Women will bring their ideas on what they want for FAITH, FUN and FELLOWSHIP and the leadership will sift through the ideas and we will vote on them at the May meeting. New leadership will be installed in May also.

Respectfully,

Judy Konop

## E – Ministries, continued

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### **Stephen Ministry**

2 messages

**Don Wirth** <dandjwirth1@msn.com>

Sun, Mar 20, 2022 at 4:03 PM

To: Dennis & Sharon Johnson <dlsajohnson@cox.net>, Dennis Johnson <dljohnson4159@gmail.com>

Dennis,

Report for Stephen Ministry for month of March 2022. Had Supervision meeting on 02/01/22 with 5 in attendance. Did our Continuing Education on March 15<sup>th</sup> and completed our study by Max Lucado on "Unshakeable Hope" led by Ruby. Had a great discussion led by Roger Miller and went well into 2 hours to finish. Nothing else to report except we are getting prepared for our new class of Stephen Ministers starting April 25th.

Blessings,

Don

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**paul and gail appeldorn** <appeldop@hotmail.com>

Tue, Mar 15, 2022 at 11:30 AM

To: Dennis JOHNSON <dljohnson4159@gmail.com>

The Compassion Ministry sent out reminders of one anniversary and, sadly, there were two funerals this month.

Gail Appeldorn

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## F – Property: Dan Beck

### Exterior Lights

Dan Beck replaced the 3 outside lights by the church office, the lights by the NE stairs, the 4 lights on the posts outside the meeting hall, the light by the outside men's room and the can light outside the kitchen. Dan will continue to replace the lights outside, there are 5 more wall lights and 6 can lights.

Lloyd and Dan meet with Dave Scheck, an LED light salesman, He gave us several suggestions about our can lights in the church and outdoor lights. He will get back to us with a quote and he said he will ship us a few lights to see how we like them.

### Water Leaks

Rotor Rooter used a camera to inspect the drain pipes that are inside the South East wall. The pipe on the right is in good shape all the way up but the left pipe is separated about 7 feet up from the bottom. It looks like a piece of metal band is in the pipe. It is possible they used a rubber seal around the joint held in place by 2 hose clamps. This joint may have failed and the hose clamp is now inside the pipe creating a gap and allowing the water to flow into the office. Lloyd and I will try to find someone that can repair the pipe or reroute the drain to come down the outside of the building or add a drain spout. As of this writing I am not sure what they charged us for the camera work.

We still need to find the roof leak that is above the area where the bells are setup.

The last stall in the women's room was leaking. Lloyd and Dan repaired it and it is now working and water tight.

### **Doorstoppers**

Dan Beck ordered 20 rubber door stopper replacement parts and started to replace the damaged and broken ones. He also ordered a new 7" door stopper to replace the broken one in classroom 3.

### **Verizon**

Lloyd and Dan meet with the project manager for the new cable project on 3-14-22. He said they should be done in 2 weeks from 3-15. They told Lloyd, on 3-21 that they should be done by Thursday of this week, 3-24-22 unless it gets a lot harder towards the street.

### **Elevator**

The elevator key switch to turn the elevator on and off was getting hard to turn. Lloyd called Otis and they came out and did a minor repair, it seems to be working OK now.

### **Keys**

Lloyd is working on the inventory of the keys and it's almost complete. In the past all the spare keys were kept in an unlocked key cabinet. In the future one of every key (except keys where more security is needed such as the Finance Office, Pastor Jeff's office etc.) will be kept in the key cabinet and the spares will be located in a secure area. All keys will be labeled and a sign out process established. Several keys that should have been secured will no longer be in the key cabinet.

Respectfully submitted by  
Daniel Beck

## **SOTH Part-Time Contracted Custodian/Janitor Job Description**

**Position:** SOTH Church Custodian

**Responsible to:** Church Administrator

**Description:** This position provides cleaning services and maintenance service for all campus buildings.

**Classification:** Part time Hourly Contractor position up to 20 hours a week

### **Duties and Responsibilities:**

Perform routine cleaning tasks (e.g., clean restrooms, vacuum carpets, mop floors) on a schedule created by the Church Administrator.

Clean kitchen equipment, sink, counters, ~~coffee makers, ice dispensers and microwaves.~~

Use cleaning supplies and equipment to keep buildings and facilities looking clean and professional.

Maintain all cleaning equipment in a safe and working order.

Maintain inventory of cleaning supplies submitting purchase orders when supplies get low.

Empty trash cans in all buildings and grounds and prepares trash bins/containers for weekly pick-up.

Assist with other areas related to the overall maintenance of the buildings and grounds, when assigned.

Adhere to Church's safety policies to create a safe work environment for everyone.

Other duties as assigned by the Church Administrator

### **Physical Demands and Work Environment:**

Physical demands of this job include being regularly required to stand, walk, sit, use hands or finger, handle, or feel objects, tools, or controls, reach with hands and arms, balance, stoop, kneel, talk, and hear. The employee must occasionally lift, load, or move equipment and supplies weighing a minimum of 35 lbs. The work environment is the SOTH Campus buildings, with exposure to cleaning solutions and chemicals.

### **Qualifications:**

Reliable and available to work weekdays 20 hours each week

Strong verbal and communication skills

Must possess necessary janitorial skills and knowledge.

Ability to perform tasks with minimal supervision.

Familiarity with cleaning/janitorial equipment and supplies, including their safe use and storage.

Ability to relate effectively and positively with colleagues, volunteers, parishioners, and vendors.

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## H: Investment Summary: Chris Lang

### Allocation of Fidelity Funds 03-19-22

		March 19, 2022		February 18, 2022		January 14, 2022	
SPAXX	Fidelity Money Market	0.03%	\$158	0.02%	\$102	0.44%	\$2,242
CD's	Various banks CD's	0.00%	\$0	0.00%	\$0	0.00%	\$0
FEQTX	Fidelity® Equity Dividend Income	5.35%	\$30,098	5.36%	\$29,866	6.01%	\$30,618
FEQIX	Fidelity® Equity Income	8.57%	\$48,257	8.59%	\$47,866	9.73%	\$49,541
FTBFX	Fidelity® Total Bond	7.48%	\$42,113	7.68%	\$42,805	8.58%	\$43,686
FCBFX	Fidelity® Corporate Bond	6.54%	\$36,815	6.75%	\$37,609	7.65%	\$38,938
PFN	PRIMCO Closed End Fund	9.09%	\$51,184	9.24%	\$51,466	6.70%	\$34,090
QQQ	INVESTCO NASDAQ ETF	17.97%	\$101,181	17.67%	\$98,429	17.35%	\$88,307
DSL	DSL Doubleline	4.26%	\$23,999	4.54%	\$25,277	5.20%	\$26,482
NOBL	PROSHARES TRUST S&P 500 DIVID ARISTOCRATS ETF	8.54%	\$48,054	8.43%	\$46,988	5.82%	\$29,607
SCHD	SCHWAB STRATEGIC TR US DIVIDEND EQUITY ETF	12.23%	\$68,858	12.14%	\$67,617	10.03%	\$51,069
IWV	ISHARES RUSSELL 3000 INDEX FUND	6.63%	\$37,315	6.53%	\$36,370	7.65%	\$38,936
GSBD	Goldman Sachs BDC Income shs	2.65%	\$14,927	2.79%	\$15,523	2.96%	\$15,080
PGX	INVESTCO Exchange Traded FD TR II PFD	2.38%	\$13,387	2.43%	\$13,543	2.88%	\$14,654
XLV	Health Care Select Sector SPDR	4.97%	\$27,996	4.69%	\$26,140	5.40%	\$27,485
XLU	Utilities Select Sector SPDR Fund	3.30%	\$18,562	3.14%	\$17,474	3.60%	\$18,314
Note: \$76,000 was transferred from Wells on 01-31-22			\$562,904		\$557,075		\$509,049
	Stocks	72.59%		71.77%		71.43%	
	Bonds	27.38%		28.21%		28.13%	
	Cash	0.03%		0.02%		0.44%	
		100.00%		100.00%		100.00%	

W. Gest

### Fidelity Portfolio Positions 03-19-22

Symbol	Description	Quantity	Last Price	Current Value	Today's Gain/Los	Total Gain/Los	Total Gain/Los	Percent Of Account	Cost Basis	Cost Basis Per Share
SPAXX**	FIDELITY GOVERNMENT MONEY MARKET	158.53	\$1.00	\$158.53	n/a	n/a	n/a	0.03%	n/a	n/a
DSL	DOUBLELINE INCOME SOLUTIONS FD COM	1690.064	\$14.20	\$23,998.90	(\$185.91)	(\$7,527.83)	-23.88%	4.26%	\$31,526.73	\$18.65
FCBFX	FIDELITY CORPORATE BOND FUND	3218.06	\$11.44	\$36,814.60	\$160.90	(\$2,646.06)	-6.71%	6.54%	\$39,460.66	\$12.26
FEQIX	FIDELITY EQUITY INCOME	698.055	\$69.13	\$48,256.54	\$146.59	\$7,076.67	17.18%	8.57%	\$41,179.87	\$58.99
FEQTX	FIDELITY EQUITY DIVIDEND INCOME FUND	1059.8	\$28.40	\$30,098.32	\$10.59	\$4,496.60	17.56%	5.35%	\$25,601.72	\$24.16
FTBFX	FIDELITY TOTAL BOND	4026.068	\$10.46	\$42,112.67	\$120.78	(\$2,487.48)	-5.58%	7.48%	\$44,600.15	\$11.08
GSBD	GOLDMAN SACHS BDC INC SHS	763.164	\$19.56	\$14,927.48	(\$22.90)	(\$72.50)	-0.49%	2.65%	\$14,999.98	\$19.65
IWV	ISHARES RUSSELL 3000 INDEX FUND	144	\$259.13	\$37,314.72	\$423.36	(\$599.04)	-1.59%	6.63%	\$37,913.76	\$263.29
NOBL	PROSHARES S&P 500 DIVIDEND ARISTOCRATS E	512.69	\$93.73	\$48,054.43	\$153.80	\$8,581.15	21.73%	8.54%	\$39,473.28	\$76.99
PFN	PIMCO INCOME STRATEGY FD II COM	5883.241	\$8.70	\$51,184.19	(\$176.50)	(\$9,211.69)	-15.26%	9.09%	\$60,395.88	\$10.27
PGX	INVESTCO EXCH TRADED FD TR II PFD ETF	992.149	\$13.49	\$13,387.06	\$49.60	(\$1,612.94)	-10.76%	2.38%	\$15,000.00	\$15.12
QQQ	INVESTCO QQQ TR UNIT SER 1	288.218	\$351.06	\$101,180.74	\$2,031.93	\$26,047.60	34.66%	17.97%	\$75,133.14	\$260.68
SCHD	SCHWAB US DIVIDEND EQUITY ETF	874.28	\$78.76	\$68,858.29	\$148.62	\$1,374.98	2.03%	12.23%	\$67,483.31	\$77.19
XLU	UTILITIES SELECT SECTOR SPDR FUND	263.885	\$70.34	\$18,561.80	(\$160.97)	\$951.81	5.40%	3.30%	\$17,609.99	\$66.73
XLV	HEALTH CARE SELECT SECTOR SPDR	205.006	\$136.56	\$27,996.36	\$172.20	\$902.62	3.33%	4.97%	\$27,093.74	\$132.16
				\$562,904.63		\$25,273.89				