

Shepherd of the Hills Lutheran Church Council Meeting Minutes for June 28, 2022

President Erich Korsten called the regular meeting of the Shepherd of the Hills Council to order at 10:00 a.m. in the Education Building, Rooms 5 and 6. Those in attendance were Erich Korsten, Dennis Johnson, Dottie Dudgeon, Donna Hawkinson, Pastor Jeff Teeple and Chris Lang via Zoom. Those absent were Sue Kick and Dan Beck. Guests included Lisa Ristuccia, Jim Skivington, Roger Miller, Debbie Vinopal and Marcia Schrage.

Pastor Jeff opened the meeting with a prayer and a devotion from Luke 10 where Jesus sends out the disciples 2 by 2 to share the good news, and from 1 Peter 3:15 where we should be ready to explain to others the hope that is within us.

The May 2022 meeting minutes were approved with the addition of the Finance Committee membership vote. The June 16, 2022 Special Council meeting minutes were also approved.

Guest speakers:

- Lisa Ristuccia spoke supporting her request to use the Fellowship Hall, Youth Room and outdoor space to hold classes for a private school on Mondays, Wednesdays and some Fridays. The Inspiration Academy (TIA). She is flexible with the schedule if we need the area for funerals or special events. Answers of Council questions included: Insurance would include liability and property insurance. There would be \$1M limit and additional umbrella insurance of \$1-2 million; Private schools are not accredited by the state; She does have the EIN and corporation process set up; The school will make a donation to the church for use of the facility.
- Marcia Schrage presented the quarterly reports for the Strategic Planning team of where each sub-committee is in their process. Any questions should be directed to Marcia.
- Jim Skivington gave a presentation to Council which is attached. (amended)

Pastor Jeff shared that he celebrated the 25th anniversary of his ordination in Whitefish, Montana where he began his ministry. It was a refreshing time away for him. He also reported updates as follows:

- Discovery Event – Imago Christi –promotion of event needs to begin for the 3-day retreat the end of October
- Rim Road Trip – 37 have signed up; max of 64. Music is being planned. Volunteers are being recruited to assist with planning.
- “Following the footsteps of Jesus” is his summer sermon series
- He is attending a webinar this Wednesday with ways to deal with the aftermath of Roe V Wade change
- He will be on vacation on 7/31
- He has been called to report for jury duty this month.
- He is baptizing two boys on July 3rd. They are not members but the family have several niches in the Columbarium and have chosen to be baptized here at SOTH. Pastor will meet with the boys in advance to ensure they recognize the importance of this event.

Dottie Dudgeon presented her report for Missions, Memorials and other committees. There were no items needing approval. Her report is attached below. Music camp is progressing for week of FHHS fall break.

Dennis Johnson presented his report for SOTH Ministries. No action items needed approval. Matthew Frable asked for approval to hold concerts on November 13, 2022, February 5 and March 5, 2023. The Council felt that we didn't need to approve these items, but they have been noted as a calendar item. No formal vote was necessary.

Dan Beck was not available to present his report in person, but a full written report is found below. Debbie noted that an estimate for pew reupholstering cannot be provided as the upholstery materials are not available therefore the company cannot give us a bid at this time. Additionally, termites were found in the sacristy coming down the ceiling beam. Debbie reported that our bug control warranty covers to fix the issue of the bug presence but not to repair the termite damage. We are still waiting assessment on damage in the beams.

Chris Lang reviewed the financial reports for May. He noted that non-envelope offering is different from last year as the definition of what non-envelope offering has been clarified. It is cash left in the plate with no name or number provided. Chris shared that the Fidelity financial advisor met with the Finance Committee so he could be introduced to everyone.

Old business –

- The employee handbook status is that we are still waiting for legal counsel's review.
- Fall VBS will only be the music camp.

New business –

- The Inspiration Academy decision – discussion: Fellowship Hall space is available on the days requested; no downside on the schedule or insurance coverage. Would like to see the insurance certificate. Can we cook in the kitchen? If the meal is not open to the public or taken off the grounds, meals can be created and served in our kitchen. We need to know what to expect and what are our security issues might be. Is there an emergency plan for the school? Chris made a motion to use allow TIA to use the facility on Mondays, Wednesdays and some Fridays and authorize creating an agreement with TIA. Dottie seconded. All in favor. Motion carried. Pastor would like Lisa to come to a Sunday Adult education hour to share information on TIA so the congregation is aware.
- An email has been sent out to the congregation to see if there is any interest in the position formerly filled by Debbie V. Lynn Ruby has also assisted with placing an ad with Indeed and Zip Recruiter. 15 applications have been received. Debbie & Chris will be interviewing for the position.
- The question was asked as to how the Administrator of the church will report to Council? Chris Lang has agreed to mentor and assist Debbie for a few months during her transition and during the training in of the new administrative assistant. Debbie has agreed to initially update the Council weekly with an email of tasks completed, challenges she has come up against and progress on outstanding tasks. Eventually, this will become a monthly report to Council at our meetings.

The next meeting of the Executive Council will be on Tuesday, July 19th in the Education Building, Rooms 5 & 6. The next meeting of the full Council will be on Tuesday, July 26 in the Education Building, Rooms 5 & 6.

Chris Lang made a motion to adjourn to Executive session. Dennis Johnson seconded. All were in favor. Motion was carried. Guests departed.

Chris Lang made a motion to adjourn the Council meeting at 12:42 pm. Dottie Dudgeon seconded the motion. All were in favor. The motion was carried.

Respectfully submitted,

Donna Hawkinson

Recording Secretary

Approved with amendment July 26, 2022

Property Report – Dan Beck

Church Exterior Painting

The church outside painting is complete at a final Cost of \$47,757.36. The bird spikes on the roof edges look like they are working.

Church Repairs

Dan worked with the locksmith and all the doors are now rekeyed.

Lloyd contacted Moon Valley Plumbing and they were able to remove the obstruction in the drain pipe (outside the church office), insert a liner and put a sealant in the pipe to seal the leak.

Dan replaced all the light bulbs in the light fixtures in the room west of the choir area, there is now light.

Dan replaced all the furnace filters except the one for the mother's room and the 2 restrooms. He was unable to locate where the filter is located. He called A Savings Air, the company that installed the new air handler. They came out and they couldn't find the filter either. The new unit they installed has a washable filter but the duct work covers up the access panel. For \$375 they will replace the 3 air intake vent screens with new ones that will hold filters. They will then remove the air filters from the attic area. This will allow someone to use a step ladder to open the vents and change the filters. This will make it much safer and no one will have to climb up into the attic again.

The thermostat in the mother's room was locked and set at 85 degrees and to heat not cool. While the repairman was there, he found someone had locked it with a code. He got lucky and was able to figure out what the lockout code was and we are now able to adjust the thermostat.

The kitchen freezer is not cooling below 22 degrees and warms up to 30 degrees. Dan called Camelback Air and Refrigeration, they came out and added freon for \$500. We should consider a new freezer.

While working on the rekey project Dan noticed a few doors that should be replaced. The door panels are separating and/or rotting.

Dan repaired 2 water leaks on the gravel road behind the tennis court.

Dan was told there is a light fixture out in the Pastors office and one in the main office. Dan will try to figure out if the lights can be repaired.

Lloyd was contacted by the sound proofing company and he should be receiving a quote soon for the acoustic panels for the (Fellowship) meeting hall.

Church Carpeting, Pew Upholstering

Debbie is getting carpet samples from other companies but so far no one is impressed with any of the colors and patterns of the samples. The group is waiting to see if the pews can be repaired because if they can't and the color changes it will affect which carpet they choose.

Lawn Care

Dan is still trying to find someone that is willing to do the lawn care and tree trimming on a weekly schedule.

Church Parking Lot

Dan still needs to get quotes on repairing and repainting the lines in the parking lot.

**Shepherd of the Hills Lutheran Church
Revenue vs. Expenses**

May 2022

06/22/22

	May 22	Budget	\$ Over Budget	Jan - May 22	YTD Budget	\$ Over Budget	Annual Budget
Ordinary Income/Expense							
Income							
4110 - Envelope Offerings							
4110.10 - Envelope Offerings	60,208	43,000	17,208	236,245	273,000	(36,755)	545,000
4110 - Envelope Offerings - Other	0	0	0	300	0	300	0
Total 4110 - Envelope Offerings	60,208	43,000	17,208	236,545	273,000	(36,455)	545,000
4120 - Non-envelope Offerings	130	2,600	(2,470)	68,602	14,180	54,422	28,300
4200 - Dividend & Interest Revenue	864	1,100	(236)	5,903	6,200	(297)	15,000
4300 - Miscellaneous Revenue							
4330.02 - Facility Donations	160	100	60	630	500	130	1,000
4330.05 - Cell Tower Rental	3,000	3,000	0	15,000	15,000	0	36,000
4330 - Miscellaneous Revenue - Other	0	1,152	(1,152)	527	2,138	(1,611)	22,305
Total 4330 - Miscellaneous Revenue	3,160	4,252	(1,092)	16,157	17,638	(1,481)	59,305
47200 - Program Revenue							
4320.04 - Adult Education	7	150	(143)	(853)	950	(1,803)	2,000
4320.05 - Flowers	30	100	(70)	490	500	(10)	1,200
4320.07 - Fellowship	104	0	104	324	0	324	0
4320.08 - Care Ministry	0	150	(150)	0	750	(750)	1,800
4320.09 - Children's Education	0	0	0	0	20	(20)	20
4320.12 - Outreach	0	180	(180)	0	900	(900)	2,200
4320.14 - Conventions/Retreats	0	0	0	0	600	(600)	2,100
Total 47200 - Program Revenue	141	580	(439)	(39)	3,720	(3,759)	9,320
Total Income	64,503	51,532	12,972	327,169	314,738	12,431	656,925
Cost of Goods Sold							
5700 - Less Mission Benevolence	6,034	4,560	1,474	29,765	28,718	1,047	57,330
Total COGS	6,034	4,560	1,474	29,765	28,718	1,047	57,330
Gross Profit	58,470	46,972	11,498	297,404	286,020	11,383	599,595
Expense							
01 - Insurance							
5110.01 - Workers Compensation	0	0	0	551	500	51	500
5110.02 - Liability & Comprehensive	669	660	9	4,011	4,620	(609)	9,200
5110.04 - Umbrella	350	0	350	350	0	350	0
Total 01 - Insurance	1,019	660	359	4,912	5,120	(208)	9,700
02 - Compensation & Benefits							
02.1 - Pastors Comp & Benefits							
5121.01 - Salary	5,323	5,323	(1)	26,161	26,615	(454)	63,876
5121.02 - Housing Allowance	2,785	2,785	(0)	13,803	13,925	(122)	33,418
5121.04 - Auto Allowance	438	438	(1)	2,156	2,190	(34)	5,256
5121.07 - Continuing Education	0	81	(81)	11	412	(401)	1,000
5121.15 - Benefits	3,101	4,217	(1,116)	15,507	21,086	(5,579)	50,606
Total 02.1 - Pastors Comp & Benefits	11,646	12,844	(1,198)	57,638	64,228	(6,590)	154,156
02.2 - Staff Compensation & Benefits							
5122.01 - Music Director / Organist							
5122.01 - Benefits	2,659	2,733	(74)	13,295	13,655	(370)	32,796
5122.01 - Music Director / Organist - Other	6,464	6,464	0	31,772	32,321	(549)	77,571
Total 5122.01 - Music Director / Organist	9,123	9,197	(74)	45,068	45,986	(918)	110,367
5122.03 - Administrative Assistant	5,410	2,664	2,746	16,600	13,316	3,284	31,957
5122.13 - Administrator/Office Manager							
5122.40 - Benefits	0	1,645	(1,645)	3,126	8,225	(5,099)	19,740
5122.13 - Administrator/Office Manager - Other	6,336	5,732	604	31,092	28,660	2,432	68,784
Total 5122.13 - Administrator/Office Manager	6,336	7,377	(1,041)	34,218	36,885	(2,667)	88,524
5122.14 - Youth Director	0	0	0	0	0	0	0
5123 - Employer Fica	1,317	1,545	(228)	7,298	7,725	(427)	18,540
5124 - Payroll Service	100	112	(12)	502	560	(58)	1,344
Total 02.2 - Staff Compensation & Benefits	22,287	20,895	1,392	103,685	104,472	(787)	250,732
Total 02 - Compensation & Benefits	33,933	33,739	194	161,323	168,700	(7,377)	404,888
03 - Office Expense							
5130.01 - Equipment & Maintenance	394	125	269	2,025	550	1,475	1,300
5130.02 - Printing / Copiers	0	625	(625)	1,716	3,125	(1,409)	7,500
5130.03 - Office Supplies	0	230	(230)	395	1,150	(756)	2,760
5130.04 - Postage	58	92	(34)	885	460	425	1,104
5130.05 - Telephone	0	25	(25)	4,444	25	4,419	4,530
5130.07 - Conven/Retreat/Trav/Hospitality	0	625	(625)	0	1,250	(1,250)	2,500
5130.08 - Bank Fees/Charges	114	10	104	803	50	753	120
5130.09 - Dues & Subscriptions	0	510	(510)	1,280	2,550	(1,270)	6,120
5130.11 - Furniture/Equipment Purchase	348	50	298	348	250	98	600
5130.14 - Accounting/Professional	1,559	500	1,059	7,421	2,500	4,921	6,000
Total 03 - Office Expense	2,472	2,792	(320)	19,315	11,910	7,405	32,534

Budget = Forecast

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**Shepherd of the Hills Lutheran Church
Revenue vs. Expenses**

06/22/22

May 2022

	May 22	Budget	\$ Over Budget	Jan - May 22	YTD Budget	\$ Over Budget	Annual Budget
04 - Property							
5210 - Utilities							
5210.01 - Water & Sewer	0	1,000	(1,000)	5,562	5,000	562	12,000
5210.02 - Electricity & Propane	1,027	1,335	(308)	5,135	6,675	(1,540)	16,020
5210.03 - Rubbish Collection	229	165	64	1,020	845	175	2,000
5210.04 - Telephone/Internet	0	1,208	(1,208)	0	6,040	(6,040)	14,496
Total 5210 - Utilities	1,256	3,708	(2,452)	11,717	18,560	(6,844)	44,516
5211 - Maintenance							
5211.01 - Repairs	0	1,335	(1,335)	6,076	6,675	(599)	16,020
5211.02 - Extermination	85	0	85	255	330	(75)	1,000
5211.03 - Cleaning & Supplies	1,091	1,425	(334)	3,566	7,125	(3,559)	17,100
5211.04 - Landscaping	1,829	5,000	(3,171)	1,829	5,580	(3,751)	7,000
5211.05 - Security/Fire Monitoring	312	375	(63)	1,608	1,875	(267)	4,500
5211.07 - Sound / Audio Visual	15	0	15	15	0	15	0
Total 5211 - Maintenance	3,332	8,135	(4,803)	13,350	21,585	(8,235)	45,620
5212 - Major Renovations							
5212.08 - Major Maintenance	0	0	0	0	0	0	0
5212 - Major Renovations - Other	0	0	0	0	0	0	0
Total 5212 - Major Renovations	0	0	0	0	0	0	0
Total 04 - Property	4,588	11,843	(7,255)	25,066	40,145	(15,079)	90,136
05 - Worship							
5301.01 - Sanctuary Supplies	0	25	(25)	100	125	(25)	300
5301.04 - Flowers	38	85	(47)	320	425	(105)	1,020
5301.05 - Subscriptions	0	120	(120)	0	600	(600)	1,400
5301.06 - Altar, Comm & Worship Supplies	44	90	(46)	539	450	89	1,080
5301.07 - Worship Bulletins, PP & ProP	0	0	0	244	0	244	0
5301.09 - Pulpit Supply	0	80	(80)	0	420	(420)	1,000
5301.15 - Sound	801	259	542	3,800	2,859	941	5,158
Total 05 - Worship	883	659	224	5,177	4,879	298	9,959
06 - Music							
5310.01 - Music Supplies	8	90	(82)	397	430	(33)	1,080
5310.02 - Instrument Maintenance	0	50	(50)	195	250	(55)	600
5310.03 - Guest Musicians	0	400	(400)	2,775	3,800	(1,025)	8,200
5310.04 - Printed Music	403	300	103	1,177	1,400	(223)	3,500
5310.06 - Copyrights	0	135	(135)	0	655	(655)	1,600
5310.07 - Special Prog. & Retreats	0	65	(65)	565	325	240	790
5310.10 - Professional Expenses	0	150	(150)	0	750	(750)	1,800
Total 06 - Music	411	1,190	(779)	5,109	7,610	(2,501)	17,550
07 - Fellowship							
5410.02 - Supplies	0	215	(215)	810	1,070	(260)	2,510
07 - Fellowship - Other	370	0	370	9	0	9	0
Total 07 - Fellowship	370	215	155	819	1,070	(251)	2,510
08 - Outreach							
5510.11 - Outreach Events	(120)	210	(330)	177	1,050	(873)	2,520
5510.14 - LCMC	0	0	0	0	3,000	(3,000)	3,000
Total 08 - Outreach	(120)	210	(330)	177	4,050	(3,873)	5,520
09 - Education							
5610 - Sunday School							
5610.01 - Curriculum	0	0	0	(300)	0	(300)	85
Total 5610 - Sunday School	0	0	0	(300)	0	(300)	85
5611 - Adult Education							
5611.03 - Program Materials	0	250	(250)	155	1,250	(1,095)	3,000
5611 - Adult Education - Other	0	0	0	0	0	0	0
Total 5611 - Adult Education	0	250	(250)	155	1,250	(1,095)	3,000
5619 - Education Conference							
5619.01 - Abundant Life Weekend	0	0	0	0	0	0	500
5619 - Education Conference - Other	0	0	0	0	0	0	0
Total 5619 - Education Conference	0	0	0	0	0	0	500
Total 09 - Education	0	250	(250)	(145)	1,250	(1,395)	3,585
10 - Youth Ministry							
5631 - Youth Ministry							
5631.02 - Sr. High / Ignite	0	0	0	0	0	0	44
Total 5631 - Youth Ministry	0	0	0	0	0	0	44
Total 10 - Youth Ministry	0	0	0	0	0	0	44
12 - Stewardship							
5800.01 - Envelopes	0	0	0	(20)	0	(20)	179
Total 12 - Stewardship	0	0	0	(20)	0	(20)	179

Budget = Forecast

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**Shepherd of the Hills Lutheran Church
Revenue vs. Expenses**

06/22/22

May 2022

	May 22	Budget	\$ Over Budget	Jan - May 22	YTD Budget	\$ Over Budget	Annual Budget
13 - Care Ministry							
5910.01 - Funerals	0	80	(80)	0	420	(420)	1,000
5910.05 - Stephen's Ministry	0	80	(80)	0	420	(420)	1,000
5910.07 - Grief Support Group	0	80	(80)	79	420	(341)	990
Total 13 - Care Ministry	<u>0</u>	<u>240</u>	<u>(240)</u>	<u>59</u>	<u>1,260</u>	<u>(1,201)</u>	<u>2,990</u>
14 - Health & Wellness							
5920.02 - Supplies	0	45	(45)	637	210	427	500
Total 14 - Health & Wellness	<u>0</u>	<u>45</u>	<u>(45)</u>	<u>637</u>	<u>210</u>	<u>427</u>	<u>500</u>
16 - Member Ministry & Discipleship							
5940.01 - Supplies	0	18	(18)	593	82	511	202
Total 16 - Member Ministry & Discipleship	<u>0</u>	<u>18</u>	<u>(18)</u>	<u>593</u>	<u>82</u>	<u>511</u>	<u>202</u>
19 - Communications							
5510.01 - Publicity	1,476	835	641	5,386	4,175	1,211	10,020
6200.01 - Social Media	3,797	1,950	1,847	10,517	9,750	767	23,400
Total 19 - Communications	<u>5,273</u>	<u>2,785</u>	<u>2,488</u>	<u>15,903</u>	<u>13,925</u>	<u>1,978</u>	<u>33,420</u>
Total Expense	<u>48,830</u>	<u>54,646</u>	<u>(5,816)</u>	<u>238,717</u>	<u>260,211</u>	<u>(21,494)</u>	<u>613,717</u>
Net Ordinary Income	<u>9,639</u>	<u>(7,674)</u>	<u>17,313</u>	<u>58,687</u>	<u>25,809</u>	<u>32,878</u>	<u>(14,122)</u>
Net Income	<u>9,639</u>	<u>(7,674)</u>	<u>17,313</u>	<u>58,687</u>	<u>25,809</u>	<u>32,878</u>	<u>(14,122)</u>

Budget = Forecast

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Shepherd of the Hills Lutheran Church
Balance Sheet
As of May 31, 2022

	May 31, 22
ASSETS	
Current Assets	
Checking/Savings	
1000 · Operating Cash	
1020 · Chase - Checking	6,494
1025 · Chase - Savings	0
1035 · Wells Fargo Checking	116,768
1040 · Fidelity Investment	672,030
Total 1000 · Operating Cash	795,292
Total Checking/Savings	795,292
Total Current Assets	795,292
Fixed Assets	
1900 · Buildings	2,701,500
1920 · Land	78,408
1950 · Furniture & Fixtures	263,983
Total Fixed Assets	3,043,891
TOTAL ASSETS	3,839,183
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2015 · Restricted - SOTH Mission	54,725
2040 · Restricted - LIFT	1,391
2041 · Restricted - Men's Fellowship	261
Total Accounts Payable	56,376
Other Current Liabilities	
2350 - Restricted Special Gifts	
2357 · Feed My Starving Children	2,090
2350 - Restricted Special Gifts - Other	32,954
Total 2350 - Restricted Special Gifts	35,044
2030 · Restricted - Quilters	(2)
2031 · Restricted - Scholarship	11,300
2060 · Restricted - Cursillo	1,297
2100 · Payroll Liabilities	(2,263)
2200 · Restricted - Memorials	
230 · Undesignated	31,924
240 · Music memorial designation	2,720
2200 · Restricted - Memorials - Other	500
Total 2200 · Restricted - Memorials	35,144
2300 · Restricted - Pastor Discretion	3,668
2500 · Restricted - Major Maintenance	101,663
2600 · Restricted - Columbarium	71,112
2700 · Restricted - Contingency	21,281

3:31 PM
06/21/22
Accrual Basis

Shepherd of the Hills Lutheran Church
Balance Sheet
As of May 31, 2022

	<u>May 31, 22</u>
2875 · Restricted-Add'l Staff	49,000
2955 · Restricted - Development	<u>31,190</u>
Total Other Current Liabilities	358,436
Total Current Liabilities	414,812
Total Liabilities	414,812
Equity	
3900 · Retained Earnings	3,365,684
Net Income	<u>58,687</u>
Total Equity	3,424,371
TOTAL LIABILITIES & EQUITY	<u>3,839,183</u>

Report on Stephens Ministry 06/2022

2 messages

n Wirth <dandjwirth1@msn.com> Sun, Jun 26, 2022 at 6:07 PM
To: Dennis Johnson <dljohnson4159@gmail.com>, Dennis & Sharon Johnson <dlsajohnson@cox.net>

Dennis,

A short report to tell you that we are still meeting with our existing Stephen Ministers which at the present are at 4 Stephen Ministers and 2 Leaders (Ruby Bjornholt and myself) as well as Pastor Jeff and Kris Teeples. The Great news to report is that we have 7 new Stephen Ministers in training that will graduate and become new Stephen Ministers at the end of August this year. Pastor Jeff and Kris Teeples as well as Ruby and myself are now training these new Ministers to become Stephen Ministers and tentatively have completed 10 of the 20 modules/sessions needed to become new Stephen Ministers. God Is good and has once again blest us with people who want to serve others that are going troubling times in there life's.

Peace,

Don

paul and gail appeldorn <appeldop@hotmail.com> Tue, Jun 21, 2022 at 7:54 AM
To: Dennis JOHNSON <dljohnson4159@gmail.com>

The Compassion Ministry acknowledged Lou Maedglin's death and celebration and sent out several anniversary notes.
Gail Appeldorn

Sent from my iPad

> On Jun 21, 2022, at 7:32 AM, Dennis JOHNSON <dljohnson4159@gmail.com> wrote:

>

>

[Quoted text hidden]

Matthew F <matthew@sothaz.com> Tue, Jun 21, 2022 at 12:51 PM
To: Dennis JOHNSON <dljohnson4159@gmail.com>

Council;

Most of my time over the last month has been spent on worship planning, preparation, and leadership. Music leadership for summer worship includes the Praise Team for most Sundays and the "Summer Choir" one Sunday each month.

I have started planning and preparations for the 2022-2023 season including concerts/recitals, choir cantatas, special services, etc.

I would like approval for the following dates:

- Sunday 11/13/22 - 2pm -- Organ/Piano recital
- Sunday 2/5/23 - 2pm -- Hymn Festival with choir, bells and instrumentalists
- Sunday 3/5/23 - 2pm -- Worship & Praise Gathering - led by SOTH Praise Team

Thank you for your continued support;
Matthew

JUNE LIFT COUNCIL REPORT

SUBMITTED BY CINDY BECK TO DENNIS JOHNSON

No business meeting was held in June 2022.

14 women of SOTH gathered for a fellowship breakfast at WE-KO-PA golf club on June 16th, 2022.

July 21st, 2022; Afternoon Bingo 1pm-3pm Fellowship Hall for fun and fellowship.

The planned calendar for the 2022-2023 is as follows:

Monthly business meetings 2nd Tuesday from 10am-11:30 am classrooms on campus. Theme for devotions 2022-2023 "Fruits of the Spirit".

Major events:

1. Angel Tree Oct-Dec.
2. Easter Bags – easter 2023
3. Fall Event for Women-Theme Faith Building. A Saturday in Nov.
4. Spring Event-At SOTH for women , March 2023, TBD

Monthly events:

1. Sept 13th Start of monthly business meetings with a pool party
2. Oct, 2022: Culinary Institute outing
3. Jan, 2023 All SOTH invited to go to Organ Stop Pizza
4. Feb, 2023 Bake sale to benefit Extended Hands Food Bank
5. April 5th, 2023 1pm, Decorate cookies for Easter to take home
6. May TBD, 2023 Schnepf Farm +/- or Olive Mill Tour.

June 28, 2022

Member at Large

Dottie Dudgeon

Memorial Committee Eileen Doench and Gail Hanson

As of April/30/2022 \$35,144.45

Gail and Eileen discussed the latest memorial update along policies and procedures for memorials. When a request is made they will contact families for their approval. Money was released to Marlene Hinkley for the memorial project approved by the Council last meeting in May.

Columbarium Committee Donna Hawkinson, Eileen Doench,

Vivian Lam, David Caribardi and Sharon Johnson

Presently there are 58 open out of 135. No changes reported since last meeting.

Outreach Rose Gibson, Marcia Fears, Pam Carlson and Kelli

Gibson. Kelli and Rose met with Matthew Frable. He is willing to provide background support but unable to provide musical leadership this time. The committee has decided on a half day camp to be held October 10-14 for children from kindergarten to 3rd grade. The group met with Pastor Jeff and the camp will be structured in the following areas- singing, theory on instruments, Bible study, an activity and snacks and lunch. Pastor Jeff will oversee Bible study. Discussed briefly with Lynn Ruby for publicity. Next step is to secure a music teacher for camp.

Cursillo. Gail Hanson Secretariat is studying locations for next

Cursillo weekends. The Franciscan Renewal Center has been reserved for next February. Confirmation must be

made by August 1 if plans are firm for the next two weekends.

Clown Ministry This ministry will be disbanded. Materials and costumes are available if anyone knows of a group that could use them.

Friends Feed Friends Each week we feed more. Last year at this time we were feeding 30. On the 17 (of June) over 70 were served. The ministry is blessed with many volunteers from around the valley. Matthew 25 continues to give financial support with monthly donations.

Missions Committee Eileen Doench and Sue Bye Mission benevolence for May was about \$6300 which is much more than last May. Eileen will return by July 1, 2022 and she will connect with Grace Lutheran and volunteers from our church to help make lunches. She has discussed this mission with Grace with Pastor Jeff. She will add a note regarding Extended Hands Food Bank. A further discussion with him regarding Nicaragua in trying to get a \$1000 money gram for Pastor Benito and also the possibility of him coming possibly next November.

Scholarships. Donna Hawkinson, John Bjornholt, Chuck Wuttke, John Fears and Vivian Tam
Nothing new to report.

COUNCIL MEETING PRESENTATION OF JUNE 28, 2022

AT THE JULY 27, 2021 COUNCIL MEETING SUE KICK, THE CURRENT COUNCIL VICE PRESIDENT, MADE A PRESENTATION WHERE SHE MADE THE FOLLOWING DEMANDS:

- 1. THE COUNCIL PRESIDENT AND VICE PRESIDENT RESIGN AND THE ENTIRE COUNCIL RESIGN IF IT DIDN'T FULLY SUPPORT THE PASTOR.**
- 2. A REPRIMAND LETTER BE REMOVED FROM AN EMPLOYEE'S PERSONNEL FILE**
- 3. AN EMPLOYEE BE TERMINATED**
- 4. A RESPONSE TO THESE DEMANDS WITHIN 5 DAYS**

THESE DEMANDS WERE SUPPOSEDLY BASED ON A SURVEY OF OVER 100 SOTH CONGREGANTS. HOWEVER,

YOU FAILED TO STATE THAT YOUR GROUP WAS SELECTIVE IN CHOOSING RESPONDENTS. YOU SURVEYED THOSE WHO YOU THOUGHT WOULD AGREE WITH YOU AND EXCLUDED THOSE WHO MAY NOT HAVE AGREED WITH YOU. I HAVE THE COMMUNICATION AMONG YOUR GROUP MEMBERS ABOUT THE PROCESS YOU USED TO INCLUDE SOME PEOPLE AND EXCLUDE OTHERS.

YOU FAILED TO STATE THAT THE SURVEY HAD VIRTUALLY NO RELATIONSHIP TO THE DEMANDS YOU MADE THAT DAY. PEOPLE WERE NOT ASKED ABOUT COUNCIL RESIGNATIONS OR OTHER SUCH ITEMS YOU INCLUDED IN YOUR PRESENTATION. WHEN HEARING OF YOUR DEMANDS, SOME PEOPLE ASKED THAT THEIR NAMES BE TAKEN OFF YOUR SURVEY BECAUSE THEY DIDN'T AGREE WITH YOUR DEMANDS.

EVEN ONE MEMBER OF YOUR SMALL GROUP PERSONALLY APOLOGIZED TO A COUNCIL MEMBER FOR THE EXTREME DEMANDS YOU MADE.

WHEN THE FORMER VICE PRESIDENT DIRECTLY ASKED YOU WHY YOU ASKED FOR HER RESIGNATION, YOU COULD NOT EVEN EXPLAIN YOUR OWN BEHAVIOR.

YOUR GROUP HAD NO STANDING TO ASK FOR ANY PERSONNEL FILE CHANGES ON BEHALF OF ANOTHER PERSON. BY LAW, PERSONNEL FILES ARE RESTRICTED TO THE INDIVIDUAL CONCERNED AND THE EMPLOYER AND THE INDIVIDUAL CONCERNED HAD NEVER MADE SUCH A REQUEST.

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BECAUSE YOUR GROUP NEVER REQUESTED OR RECEIVED FORMAL RECOGNITION WITHIN THE SOTH'S STRUCTURE, YOUR GROUP WAS NOTHING MORE THAN A GROUP OF INDIVIDUALS WITHOUT A CHARTER OR AUTHORITY OVER ANY CHURCH FUNCTION. THEREFORE, YOUR GROUP HAD NO STANDING TO REQUEST AN EMPLOYEE'S TERMINATION.

COUNCIL FINALLY AGREED TO MEET WITH YOUR GROUP AND, OVER TIME, SEVERAL COMMUNICATIONS WERE EXCHANGED. YOU DEMANDED THAT THOSE MEETINGS AND COMMUNICATIONS BE CONFIDENTIAL. YOU CONTINUED TO ASK FOR TRANSPARANCY AND CONFIDENTIALITY FOR THE NEXT FEW MONTHS. IN SEPTEMBER YOU WERE OFFERED A PROPOSAL FOR COMPLETE TRANSPARANCY. COUNCIL WOULD PRESENT ITS DOCUMENTATION AND YOU COULD PROVIDE WHATEVER YOU WISHED IN FRONT OF THE CONGREGATION AND LET IT MAKE A DECISION. THREE DAYS LATER YOU WROTE THAT YOUR GROUP WAS MOVING IN A DIFFERENT DIRECTION. SO, YOU WERE WILLING TO MAKE UNSUBSTANTIATED DEMANDS IN A PUBLIC FORUM BUT WERE UNWILLING TO DEFEND THOSE DEMANDS IN A PUBLIC FORUM. I WILL REPEAT MY OFFER TODAY IN THIS PUBLIC FORUM. IF YOU WANT TO HAVE COMPLETE AND TOTAL TRANSPARANCY IN FRONT OF THE CONGREGATION, I AM PREPARED TO DO SO. I HAVE DOCUMENTATION TO SUPPORT MY POSITION.

I AM DISMAYED THAT SUCH MISREPRESENTATIONS AND EXTREME DEMANDS WERE MADE BY A PERSON WHO IS NOW A SITTING COUNCIL VICE PRESIDENT. THEREFORE, BECAUSE YOU HAVE:

1. CARRIED OUT A SURVEY WHICH INTENTIONALLY INCLUDED ONLY SELECTED MEMBERS OF THE CONGREGATION WHILE EXCLUDING OTHERS AND
2. CONSTRUCTED A SURVEY THAT COULD ONLY PROVIDE RESPONSES WHICH WERE UNRELATED TO THE DEMANDS THAT WERE TO BE MADE AND
3. MASSIVELY MISREPRESENTED THE SURVEY AS A BASIS FOR MAKING EXTRAORDINARY DEMANDS FOR COUNCIL MEMBERS' RESIGNATIONS AND
4. ASSUMED AUTHORITY TO DEMAND PERSONNEL ACTIONS AND
5. ASSUMED AUTHORITY TO DEMAND THAT AN EMPLOYEE CONFORM TO YOUR DEMANDS WITHOUT THE FULL KNOWLEDGE OF EVENTS PERTAINING TO YOUR CLAIM AND

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6. ASSUMED AUTHORITY TO DEMAND A COUNCIL RESPONSE WITHIN A 5 DAY TIME PERIOD AND
7. MADE THE PRESENTATION AT A MEETING OPEN TO ALL CONGREGANTS BUT LATER DEMANDED CONFIDENTIALITY AT ALL SUBSEQUENT MEETINGS AND THEREBY PREVENTED THOSE CONGREGANTS WHO PARTICIPATED IN THE SURVEY KNOWLEDGE OF ANY AND ALL REVEALED INFORMATION AVAILABLE TO THE GROUP AT MEETINGS HELD AFTER JULY 27.
8. REFUSED TO DEFEND YOUR DEMANDS IN AN OPEN FORUM WHEN GIVEN THE CHANCE TO DO SO,

CONSEQUENTLY, I DEMAND THAT YOU RESIGN YOUR POSITION ON COUNCIL BECAUSE IT CAN ONLY BE CONCLUDED THAT YOU LACK THE JUDGEMENT AND MORAL INTEGRITY TO SERVE ON COUNCIL. I EXPECT YOUR RESPONSE WITHIN 5 DAYS.

THIS PRESENTATION IS A MODIFIED VERSION OF A MORE COMPLETE PRESENTATION.

I WOULD BE HAPPY TO ANSWER ANY QUESTIONS YOU MAY HAVE.

THANK YOU FOR THIS OPPORTUNITY TO SPEAK. THIS PRESENTATION IS NOW GIVEN TO THE RECORDING SECRETARY FOR INCLUSION IN THE MINUTES

THE USE OF CAPITAL LETTERS IS FOR EASE OF PRESENTATION AND IS NOT ASSOCIATED WITH ANY VOICE VOLUME.