

Shepherd of the Hills Lutheran Church
Regular Council Meeting
July 26, 2022

Erich Korsten called the meeting to order at 10:00 am on Tuesday, July 26, 2022 in the Education Building Room 5/6. Those in attendance were Erich Korsten, Dan Beck, Dennis Johnson, Donna Hawkinson, Chris Lang, Pastor Jeff Teebles, Sue Boyle (Kick). Those absent were Dottie Dudgeon. Guests included Jim Skivington, Roger Miller, Debbie Vinopal and Bill Luzinski.

Pastor Jeff reminded us that we are encouraged and asked to worship our Father, so he led us in a devotion by playing and singing “God is Mighty to Save”. 1Samuel 30 – David found strength through his Lord and moved forward. How are we going to move forward? Pastor will share in his pastor report how he would like us to move forward.

The June 28, 2022 minutes were reviewed. Jim Skivington asked for a change to the wording behind his name. Minutes were amended as requested. Chris Lang made motion to approve the minutes as amended. Dennis Johnson seconded the motion. All were in favor. The minutes were approved.

Jim Skivington requested time to speak. See attachment. Due to legal issues, many of the comments were redacted by Jim.

Pastor Jeff gave his pastoral report. 1) He reviewed the “Course of a Crisis” from the Stephen Ministry training. When life takes us to a fork in the road we have two choices: 1) Continue with familiar ways of thinking, acting, and relating that are inadequate to address the new reality (Path to Greater Brokeness); or 2) Try out new ways of thinking, acting and relating to adapt to a new reality. (Path to Greater Wholeness). We have that choice. The health of an organization, if not cohesive or teams don’t work together, creates confusion, a mess. He shared the four part of strategy to resolve. Discipline 1 – Build a cohesive leadership team which includes trust, identifying conflict and how to work through it by addressing it, making a commitment to move ahead, being accountable of results, and getting results. Discipline 2 – Create clarity. Be committed to the same answer to key questions: why do we exist? How do we behave (to get along, core values)? What do we do now? How do we succeed? Discipline 3 – Overcommunicate clarity. Discipline 4 – Reinforce clarity. He would like to begin to work on this with Strategic Planning and the Council. 2) He also handed out the book “Forgiving What You’ll Never Forget”. He would like Council to read as much as we can by next month’s meeting. 3) The Worship In The Pines bus is full. Thank you to Sharon Johnson, Pam Forshier and Sue Boyle for assisting with the meal. 4) He is leaving on vacation next Thursday and will be gone until the beginning of next week. He will also be away over Labor Day as vacation. Pastor Dennis Nelson will backfill in his absence. 5) Generation Sunday will be celebrated on September 11th, and this will also be the beginning of a new sermon series. 6) Adult education is going well and this series concludes August 14th. Adult ed will take a three week break and start again on September 11th. The topic to cover is yet to be decided.

Dottie Dudgeon’s report indicated the plans for the Kids Music Camp has been postponed until spring. Missions is looking at bringing a couple of the Nicaragua pastors here in November. The Food Closet at First Baptist Church, sponsored by the FH Ministerial Association has assigned SOTH with providing sauces/gravy and dried beans. Nancy Spahr has asked to be relieved of being the head of the Wellness

Team. We'd like to recognize Nancy for her time by sending a letter, including a slide in Announcements and include a thank you in the weekly email blast. Council discussed the use of the AEDs and decided they would like to have a training for peace team and council on using the AED. Dan Beck shared that his wife, Cindy, has done this training in the past. He will check with her to see if she'd be willing to hold a class. No council approvals needed.

Dennis Johnson presented his ministries report. Rachel Clausen would like to request a program for the Get Involved program to be held on Monday's at 10:00 a.m. Several rooms in the Education Building are available. Donna will follow up with Rachel on a room. Report attached. No council approvals needed.

Dan Beck presented his report on Property. The report is attached. No council approvals needed. Three quotes are coming in for parking lot repair. The Council agreed we are not willing to pay \$48K for acoustic update in the Fellowship Hall.

Chris Lang reviewed the monthly finance reports. Nothing outstanding to report. He wanted to recognize Bill Gest's diligent assistance even with not feeling well. Chris will share the Second Quarter financial overview with the congregation. Reports are attached.

Old Business: Sue Boyle gave an update on The Inspiration Academy. Debbie received verbal notification that Lisa has secured the insurance certificate. School Orientation for parents and students will be held on Tuesday, August 2nd in the evening. Debbie will get a start time to us as it would be nice if some of us would be available to greet the parents. It was suggested we need to do a review of the things left in the rooms they are going to use.

The SOTH Employee Handbook is complete and reviewed by our legal counsel. Council will do a final review and discussion on August 2nd at 3 pm in the Easter Room. Donna will reserve the room.

New Business: "Rules and responsibilities from Executive Session meetings" were reviewed. Two wording changes were recommended. Dan Beck made motion to accept as edited. Chris Lang seconded the motion. All were in favor. The motion passed. Chris made a motion to take a roll call vote. Sue Boyle seconded the motion. All who voted in favor were Dennis Johnson, Dan Beck, Erich Korsten, Sue Boyle, Jeff Teebles, and Donna Hawkinson. Dottie Dudgeon was absent. This document will become a resolution for the church.

Chris Lang shared the Internal Business Consultant Description of Services document. Please review and bring thoughts or questions to Chris or Erich. This will be finalized at the August 23, 2022 meeting.

Next Executive meeting is scheduled for August 16, 2022 at 10:00 in the Easter Room. Donna Hawkinson will be available by Zoom. The next Regular Council meeting is scheduled for August 23, 2022 at 10:00 in the Easter Room. Donna Hawkinson will be available by Zoom.

Chris Lang made a motion to move into executive session. Sue Boyle seconded the motion. All were in favor. The motion was carried and all guests departed.

Executive Session was closed, and the regular meeting was reopened.

Chris Lang made motion to hire Cindy Gilbert as the SOTH Administrative Assistant for \$20.60 per hour as part-time employee with less than 32 hours per week. No further discussion. Dennis seconded the

motion. All were in favor. Motion was carried. Chris will put together an offer letter to present to Cindy when she returns from an already planned vacation.

Chris Lang made a motion to offer an increase of pay to the custodians from \$18 to \$23 per hour effective August 1st. Dan Beck seconded the motion. All were in favor. The motion was carried. Chris will follow up with discussion with Kristy Marweg.

Chris Lang noted that Matthew Frable was never given or signed an offer/acceptance letter. It was noted that Matthew has signed a job description. Chris will draft a letter post-dated to Matthew's start date two years ago. This will bring us into compliance with Matthew's hiring.

Guidelines for Pastoral Evaluations was provided, as was a sample evaluation form for both pastors and lay staff. The Council will finalize and approve the process at the August meeting. Council is asked to review the documents ahead of time and provide any feedback to Chris or Erich in advance.

Chris Lang made a motion to adjourn the meeting of July 26, 2022. Dan Beck seconded the motion. All were in favor, and the meeting was closed by Erich Korsten with saying The Lord's Prayer.

Respectfully submitted,

Donna Hawkinson

Recording Secretary

Approved at August 23, 2022 meeting

Property Report submitted by Dan Beck

Church Repairs

Dan Beck repaired one of the urinals in the ED men's room by replacing the flush valve parts.

Lloyd Tarr repaired the light in pastors' office by replacing the ballast.

Lloyd Tarr informed Dan Beck that someone may wish to use their loved one's memorial towards money for a new freezer for the Meeting Hall kitchen. I have contacted our trusted repair person and highly recommends True Freezer. They have an excellent service record. Lloyd is looking into quotes for True Freezers. We should not put any more into the current freezer.

Dan Beck started to repair the ceiling in classroom 2 than it rained and he found out the ceiling was still leaking. Lloyd contacted the roofing company and they came out and found the roof is leaking from a crack by the scuffer. He did a quick patch on 3 of the scuffers and he will send a crew out to add more spray foam around all the scuffers.

Dan Beck checked all the electrical outlets in the Youth room and the kitchen. Several outlets were repaired. The outlet by the kitchen door is not working along with one of the outlets in the kitchen and the one in the lady's bathroom. All 3 maybe tied together. He will check into this issue some more. He also repaired the air hocky table leg, the basketball game legs, cleaned out the office, cleaned out the kitchen cabinets in the Youth Hall. He removed the PVC pipes from behind the playground and stored them in the Youth room closet, repaired the loose basketball hoops, and put a new nut on the bolt that was missing on one of the adjusting arms on the basketball

post. He repaired the floor catch that holds the kitchen door open in the Meeting Hall. All this was done in preparation for the new Inspiration Academy School opening.

Lloyd Tarr contacted the company that installed the playground equipment and they came out and found some very minor parts that need to be replaced. We need add about 6 inches of mulch to meet the minimum required depth. They are preparing a quote for us. Once the work is done they will install new certification tags on the equipment.

Lloyd was receiving two, ADT alarm, calls a day saying there was an issue with the elevator heat sensor and another system trouble alarm, possibly a bad battery. ADT came in and replaced the heat sensor in the elevator room but Lloyd was still getting the messages. ADT came back and found the new heat sensor was a different type than the old one so he had to update the ADT system control box so it could recognize the new sensor, that solved that issue. The ADT service man called the ADT office and they will have to send a different person to trouble shoot the other message.

Dan Beck called A Savings Air to find out when they are going to install the new AC air filters in the vents. They have them in the office but with the heat they are trying to get all the emergency calls done first. He will get the church on the schedule to get them installed.

Dan Beck was told that the end toilet in the church men's room was not working and the water was shut off. He checked the toilet flapper valve to see if the chain was sticking under the flap and readjusted it. He didn't see anything wrong, turned the water back on and didn't observe any water leaking into the bowl and no water was leaking onto the floor.

Dan Beck noticed there were (8) 5 gal buckets of paint and (2) 1 gal paint cans in the fenced in area outside Matt's office. He moved them to the storage room behind the elevator.

The storage room door behind the choir must remain unlocked at all times. The fire department valves and the ADT alarm boxes are in that room so they must have quick access to this area. Dan called the locksmith to come back and replace this door handle with one that doesn't lock. Dan tried to remove the handle that was on the door but special tools are required to remove it.

Church Carpeting, Pew Upholstering and Acoustics

Debbie contacted Brandon at Healthy Home Flooring to let them know the team has narrowed it down to 2 carpet samples and asked him for an estimate. The delay in selecting the carpet sample is caused by the delay in getting a quote from the pew upholstery company because the material is no longer made. We need to know the color of the pews so we know the color for the carpet. Before we can do the carpeting and the pews, we need to have the acoustics fixed in the meeting hall because the church services will need to be held in that hall during the carpet and pew work.

A representative Sauder, the company who made our pews was here on July 19th and took measurements of the pews and is preparing a quote for re-upholstering the pews. The good news is that the foam is in good shape and would not need to be replaced. They may choose to add some additional foam during the process. We were told earlier that we should replace the pews before the carpet because the foam was probably deteriorated so bad that it would make a real mess on new carpeting. Since this is not true, we can proceed with the carpeting once a color is chosen.

Acoustics in Fellowship Hall

Lloyd finally received a quote of \$48,520 for acoustical panels for Fellowship Hall. We were anticipating a quote around \$12 to \$15 thousand. Lloyd is looking into options of buying or making the panels and installing them ourselves.

The cost of the carpeting, pews and acoustics maybe more than we have in the budget. The parking lot needs to be repaired, resealed and the lines repainted also. Dan Beck Thinks we may have to ask the congregation if anyone would like to make an additional donation to these projects. This should be done after we have quotes for all these projects, which we do not have at this time.

Week 1	30 Days	60 Days	90 Days	Other
Orientation	Learn and Understand	Strategy and Planning	Add Value	Additional Tasks
Set up workspace, confirm roles and responsibilities, and expectations	Get up to speed, take charge of your position, and establish credibility	Grow your influence, develop your strategy and secure small wins	Build momentum that will sustain you for the next 3 months	Additional tasks you need to complete
Review current church administrator job description and responsibilities	Complete setup of church administrator office	Review the maintenance of an efficient plan of financial record keeping and reporting.	Develop needed strategy/policy for record retention going forward.	Maintenance and ensure all lay staff job descriptions are current and updated.
Begin to setup church administrator office	Assist in the hiring of the Assistant Church Administrator position	Review church administrator office files, determine needed documents, develop shared policy, and important document retention	Define short and intermediate goals with your mentor for input and support.	Ensure all church office procedures manuals are updated and audit ready
Transition equipment (laptop, desktop, and phone) to your tastes	Develop training plan for the new Assistant Church Administrator	Review current insurance needs of the Church, in cooperation with the Congregation Council.	Review all insurance policies associated with the church and review inventory of all church property including equipment.	
Develop plan to work both positions until a assistant replacement is found.	Meet with Roger M to review current procedures to reconcile incoming monies and outgoing payments ensure dual control with needed signatures	Review work product(s) of administrative staff and office volunteers.	Conduct contract audits to ensure all terms and conditions are being met	
Setup weekly tasks review email for council members	Monthly audit and reports of Servant Keeper, QuickBooks, and Church Bank Deposits	Review current lay staff job descriptions and make needed changes to ensure better efficiencies	Evaluate knowledge and performance gaps. Seek coaching and mentoring strategies to ensure continued success.	
Setup voice mail specific to Debbie V in new office environment	Reconcile monthly church charge card expenses for payment	Review and update personnel records.		
Setup weekly meeting with assigned mentor	Provide financial reports to the staff and committees, as well as the Director of Finance	Ensure archives are updated with programs and church information.		
Get access to all office systems: QuickBooks, Servant Keeper, and Simple One.	Provide administrative support to the Church Council, Sr. Pastor, leadership, staff, and congregation as needed and requested.	Ensure software procedures and programs: Microsoft Office Suites, Servant Keeper, QuickBooks, Quick verse, Email, Internet are current and documented.		
Ensure invites to upcoming church council meetings/add to personal calendar	Ensure all church office equipment is functional and working as specified in current equipment maintenance agreements. Ensure monthly billing statements reflect actual equipment usage.	Identify gaps on what you need to know to do your job but DON'T		

The Four Disciplines Model

An organization doesn't become healthy in a linear, tidy fashion. Like building a strong marriage or family, it's a messy process that involves doing a few things at once, and it must be maintained on an ongoing basis in order to be preserved. Still, that messy process can be broken down into four simple disciplines.

DISCIPLINE 1: BUILD A COHESIVE LEADERSHIP TEAM

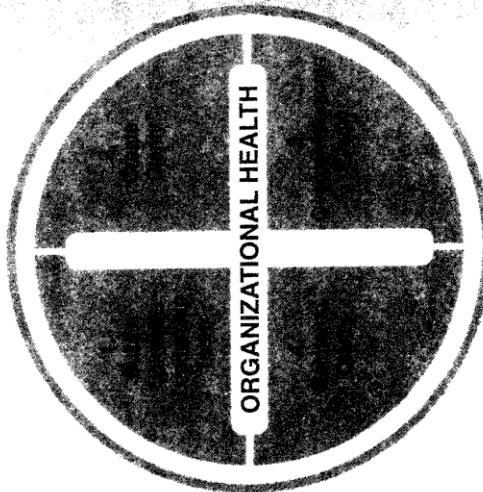
An organization simply cannot be healthy if the people who are chartered with running it are not behaviorally cohesive in five fundamental ways. In any kind of organization, from a corporation to a department within that corporation, from a small, entrepreneurial company to a church or a school, dysfunction and lack of cohesion at the top inevitably lead to a lack of health throughout.

DISCIPLINE 2: CREATE CLARITY

In addition to being behaviorally cohesive, the leadership team of a healthy organization must be intellectually aligned and committed to the same answers to six simple but critical questions. There can be no daylight between leaders around these fundamental issues.

DISCIPLINE 3: OVERCOMMUNICATE CLARITY

Once a leadership team has established behavioral cohesion and created clarity around the answers to those questions, it must then communicate those answers to employees clearly, repeatedly, enthusiastically, and repeatedly (that's not a typo). When it comes to reinforcing clarity, there is no such thing as too much communication.



JULY 2022 LIFT COUNCIL REPORT

SUBMITTED TO DENNIS JOHNSON BY CINDY BECK

No Business Meeting held in July.

Mardi Gras theme Bingo Held July 21st, 2022: 18 Women of SOTH attended this fun and fellowship event. The event was held in the Fellowship Hall.

No meetings or events are planned for August, 2022

paul and gail appeldorn <appeldop@hotmail.com>
To: Dennis JOHNSON <dljohnson4159@gmail.com>

Wed, Jul 20, 2022 at 5:50 PM

There were five anniversaries of deaths this month, but fortunately no new deaths!
Gail Appeldorn
Compassion Ministry

Sent from my iPad

> On Jul 20, 2022, at 2:31 PM, Dennis JOHNSON <dljohnson4159@gmail.com> wrote:
>
>
[Quoted text hidden]

'thew F <matthew@sothaz.com>
... Dennis JOHNSON <dljohnson4159@gmail.com>

Thu, Jul 21, 2022 at 10:38 AM

Council;

This past month, I have...

- continued regular worship planning, preparation, and leadership.
- continued early planning and preparations for the 2022-2023 worship/music season.
- continued sorting, filing, cleaning the music area.
- attended the Area Handbell Conference in Tempe along with 2 of our Handbell Choir members. This was a great learning experience for the three of us.
- attended the State Choral Director's Association conference in Mesa and co-presented one of the sessions.

Thank you for your ongoing support.
Matthew

Dennis,

A short report for Stephen Ministry. Since the majority of our SM are vacationing this last month, we have had no Supervision nor Continuing Education sessions. However, we have 7 new Stephen Ministers in training and they with this last weekend session have completed 2/3 of the training to become Stephen Ministers! Praise God for these people that have stepped forward and are completing 50 hours of training in order to be commissioned as Stephen Ministers on the Sunday service on August 21st. We thank the Lord for these people and also thank our Stephen Leaders who have spent as many hours as our new Stephen Ministers in training each week. The Stephen Leaders are Pastor Jeff, Kris Teebles, Ruby Bjornholt and myself.

Isn't God Good
All the Time!

Peace

Don

9:21 AM
07/25/22
Accrual Basis

Shepherd of the Hills Lutheran Church
Balance Sheet
As of June 30, 2022

Jun 30, 22

ASSETS	
Current Assets	
Checking/Savings	
1000 · Operating Cash	
1020 · Chase - Checking	6,494
1025 · Chase - Savings	0
1035 · Wells Fargo Checking	26,708
1040 · Fidelity Investment	<u>580,361</u>
Total 1000 · Operating Cash	<u>613,564</u>
Total Checking/Savings	<u>613,564</u>
Total Current Assets	<u>613,564</u>
Fixed Assets	
1900 · Buildings	2,701,500
1920 · Land	78,408
1950 · Furniture & Fixtures	<u>263,983</u>
Total Fixed Assets	<u>3,043,891</u>
TOTAL ASSETS	<u>3,657,455</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2015 · Restricted - SOTH Mission	43,741
2040 · Restricted - LIFT	1,391
2041 · Restricted - Men's Fellowship	<u>281</u>
Total Accounts Payable	<u>45,392</u>
Other Current Liabilities	
2350 · Restricted Special Gifts	
2357 · Feed My Starving Children	2,090
2350 · Restricted Special Gifts - Other	<u>32,954</u>
Total 2350 · Restricted Special Gifts	<u>35,044</u>
2030 · Restricted - Quilters	(2)
2031 · Restricted - Scholarship	11,300
2060 · Restricted - Cursillo	1,447
2100 · Payroll Liabilities	<u>(4,737)</u>
2200 · Restricted - Memorials	
230 · Undesignated	32,989
240 · Music memorial designation	2,720
2200 · Restricted - Memorials - Other	<u>500</u>
Total 2200 · Restricted - Memorials	<u>36,209</u>
2300 · Restricted - Pastor Discretion	3,668
2500 · Restricted - Major Maintenance	53,906
2600 · Restricted - Columbarium	71,054
2700 · Restricted - Contingency	21,281

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9:21 AM
07/25/22
Accrual Basis

Shepherd of the Hills Lutheran Church
Balance Sheet
As of June 30, 2022

Jun 30, 22

2875 · Restricted-Add'l Staff	49,000
2955 · Restricted - Development	<u>31,190</u>
Total Other Current Liabilities	<u>309,361</u>
Total Current Liabilities	<u>354,754</u>
Total Liabilities	<u>354,754</u>
Equity	
3900 · Retained Earnings	3,365,684
3900.10 · Unrealized Loss	(93,696)
Net Income	<u>30,713</u>
Total Equity	<u>3,302,702</u>
TOTAL LIABILITIES & EQUITY	<u>3,657,455</u>

Shepherd of the Hills Lutheran Church
Revenue vs. Expenses

07/25/22

June 2022

	Jun 22	Budget	\$ Over Budget	Jan - Jun 22	YTD Budget	\$ Over Budget	Annual Budget
Ordinary Income/Expense							
Income							
4110 · Envelope Offerings	20,269	32,000	(11,731)	256,514	305,000	(48,486)	545,000
4110.10 · Envelope Offerings	0	0	0	300	0	300	0
Total 4110 · Envelope Offerings	20,269	32,000	(11,731)	256,614	305,000	(48,186)	545,000
4120 · Non-envelope Offerings	40	1,800	(1,760)	68,642	15,980	52,662	28,300
4200 · Dividend & Interest Revenue	2,027	1,300	727	7,931	7,500	431	15,000
4330 · Miscellaneous Revenue							
4330.02 · Facility Donations	340	50	290	970	550	420	1,000
4330.05 · Cell Tower Rental	0	3,000	(3,000)	18,000	18,000	0	36,000
4330 · Miscellaneous Revenue - Other	0	1,506	(1,506)	563	3,644	(3,081)	8,750
Total 4330 · Miscellaneous Revenue	340	4,556	(4,216)	19,533	22,194	(2,661)	45,750
47200 · Program Revenue							
4320.04 · Adult Education	0	100	(100)	(853)	1,050	(1,903)	2,000
4320.05 · Flowers	0	100	(100)	490	600	(110)	1,200
4320.07 · Fellowship	26	0	26	350	0	350	0
4320.08 · Care Ministry	0	150	(150)	0	900	(900)	1,800
4320.09 · Children's Education	0	0	0	0	20	(20)	20
4320.12 · Outreach	0	180	(180)	0	1,080	(1,080)	2,200
4320.14 · Conventions/Retreats	0	0	0	0	600	(600)	2,100
Total 47200 · Program Revenue	26	530	(504)	(13)	4,250	(4,263)	9,320
Total Income	22,702	40,186	(17,484)	352,907	354,924	(2,017)	643,370
Cost of Goods Sold							
5700 · Less Mission Benevolence	0	3,380	(3,380)	29,765	32,098	(2,333)	57,330
Total COGS	0	3,380	(3,380)	29,765	32,098	(2,333)	57,330
Gross Profit	22,702	36,806	(14,104)	323,142	322,826	315	586,040
Expense							
01 · Insurance							
5110.01 · Workers Compensation	0	0	0	551	500	51	500
5110.02 · Liability & Comprehensive	669	600	9	4,680	5,280	(600)	9,200
5110.04 · Umbrella	0	0	0	350	0	350	0
Total 01 · Insurance	669	660	9	5,581	5,780	(199)	9,700
02 · Compensation & Benefits							
02.1 · Pastors Comp & Benefits							
5121.01 · Salary	5,323	5,323	(1)	31,483	31,938	(455)	63,876
5121.02 · Housing Allowance	2,785	2,785	(0)	16,587	16,710	(123)	33,418
5121.04 · Auto Allowance	438	438	(1)	2,594	2,628	(34)	5,256
5121.07 · Continuing Education	0	88	(88)	11	500	(489)	1,000
5121.15 · Benefits	3,101	4,217	(1,116)	18,609	25,303	(6,694)	50,606
Total 02.1 · Pastors Comp & Benefits	11,646	12,851	(1,205)	69,284	77,079	(7,795)	154,156
02.2 · Staff Compensation & Benefits							
5122.01 · Music Director / Organist							
5122.30 · Benefits	2,659	2,733	(74)	15,954	16,398	(444)	32,796
5122.01 · Music Director / Organist - Other	6,464	6,464	0	38,237	38,785	(548)	77,571
Total 5122.01 · Music Director / Organist	9,123	9,197	(74)	54,191	55,183	(992)	110,367
5122.03 · Administrative Assistant	2,910	2,663	247	19,510	15,979	3,531	31,957
5122.40 · Administrator/Office Manager	0	1,645	(1,645)	3,126	9,870	(6,744)	19,740
5122.13 · Administrator/Office Manager - Other	0	5,732	(5,732)	31,092	34,392	(3,300)	68,784
Total 5122.13 · Administrator/Office Manager	0	7,377	(7,377)	34,218	44,262	(10,044)	88,524
5122.14 · Youth Director	0	0	0	0	0	0	0
5123 · Employer Fica	1,112	1,545	(433)	8,410	9,270	(860)	18,540
5124 · Payroll Service	98	112	(14)	601	672	(71)	1,344
Total 02.2 · Staff Compensation & Benefits	13,243	20,894	(7,651)	116,929	125,366	(8,437)	250,732
Total 02 · Compensation & Benefits	24,890	33,745	(8,855)	186,213	202,445	(16,232)	404,888
03 · Office Expense							
5130.01 · Equipment & Maintenance	0	100	(100)	2,025	650	1,375	1,300
5130.02 · Printing / Copiers	0	625	(625)	1,716	3,750	(2,034)	7,500
5130.03 · Office Supplies	0	230	(230)	395	1,380	(966)	2,760
5130.04 · Postage	58	92	(34)	943	552	391	1,104
5130.05 · Telephone	1,110	0	1,110	6,664	25	6,639	4,530
5130.07 · Conven/Retreat/Trav/Hospitality	0	0	0	0	1,250	(1,250)	2,500
5130.08 · Bank Fees/Charges	110	10	100	1,036	60	976	120
5130.09 · Dues & Subscriptions	0	510	(510)	1,280	3,060	(1,780)	6,120
5130.11 · Furniture/Equipment Purchase	0	50	(50)	348	300	48	600
5130.14 · Accounting/Professional	1,414	500	914	8,834	3,000	5,834	6,000
Total 03 · Office Expense	2,692	2,117	575	23,241	14,027	9,214	32,534

Budget = Forecast

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	<u>Jun 22</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>Jan - Jun 22</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>
04 · Property							
5210 · Utilities							
5210.01 · Water & Sewer	1,450	1,000	450	8,267	6,000	2,267	12,000
5210.02 · Electricity & Propane	1,027	1,335	(308)	6,162	8,010	(1,848)	16,020
5210.03 · Rubbish Collection	234	165	69	1,254	1,010	244	2,000
5210.04 · Telephone/Internet	0	1,208	(1,206)	0	7,248	(7,248)	14,496
Total 5210 · Utilities	2,711	3,708	(997)	15,683	22,268	(6,585)	44,516
5211 · Maintenance							
5211.01 · Repairs	7,637	1,335	6,302	13,713	8,010	5,703	16,020
5211.02 · Extermination	331	165	166	586	495	91	1,000
5211.03 · Cleaning & Supplies	0	1,425	(1,425)	3,566	8,550	(4,984)	17,100
5211.04 · Landscaping	0	145	(145)	1,829	5,725	(3,896)	7,000
5211.05 · Security/Fire Monitoring	312	375	(63)	1,920	2,250	(330)	4,500
5211.07 · Sound / Audio Visual	15	0	15	31	0	31	0
Total 5211 · Maintenance	8,295	3,445	4,850	21,645	25,030	(3,385)	45,620
5212 · Major Renovations							
5212.08 · Major Maintenance	7,116	0	7,116	7,116	0	7,116	0
5212 · Major Renovations - Other	0	0	0	0	0	0	0
Total 5212 · Major Renovations	7,116	0	7,116	7,116	0	7,116	0
Total 04 · Property	18,122	7,153	10,969	44,444	47,298	(2,854)	90,136
05 · Worship							
5301 · Sanctuary Supplies							
5301.01 · Sanctuary Supplies	0	25	(25)	100	150	(50)	300
5301.04 · Flowers	0	85	(85)	320	510	(190)	1,020
5301.05 · Subscriptions	0	120	(120)	0	720	(720)	1,400
5301.06 · Altar, Comm & Worship Supplies	49	90	(41)	588	540	48	1,080
5301.07 · Worship Bulletins, PP & ProP	0	0	0	244	0	244	0
5301.09 · Pulpit Supply	0	80	(80)	0	500	(500)	1,000
5301.15 · Sound	500	200	300	4,300	3,059	1,241	5,159
Total 05 · Worship	549	600	(51)	5,726	5,479	247	9,959
06 · Music							
5310 · Music Supplies							
5310.02 · Instrument Maintenance	0	90	(90)	73	520	(447)	1,060
5310.03 · Guest Musicians	41	50	(9)	236	300	(64)	600
5310.04 · Printed Music	250	400	(150)	3,275	4,200	(925)	8,200
5310.06 · Copyrights	0	300	(300)	1,177	1,700	(523)	3,500
5310.07 · Special Prog. & Retreats	0	135	(135)	0	790	(790)	1,600
5310.10 · Professional Expenses	55	150	(95)	694	900	(206)	1,800
Total 06 · Music	346	1,190	(844)	5,455	8,800	(3,345)	17,550
07 · Fellowship							
5410 · Supplies							
5410.02 · Supplies	198	210	(12)	1,008	1,280	(272)	2,510
07 · Fellowship - Other	0	0	0	9	0	9	0
Total 07 · Fellowship	198	210	(12)	1,016	1,280	(264)	2,510
08 · Outreach							
5510 · Outreach Events							
5510.11 · Outreach Events	0	210	(210)	177	1,260	(1,083)	2,520
5510.14 · LCMC	0	0	0	0	3,000	(3,000)	3,000
Total 08 · Outreach	14	210	(196)	191	4,260	(4,069)	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	1,500	(1,345)	3,000
5611 · Adult Education - Other	0	0	0	0	0	0	0
Total 5611 · Adult Education	0	250	(250)	155	1,500	(1,345)	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)	1,500	(1,645)	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 · Envelopes							
Total 12 · Stewardship	0	0	0	(20)	0	(20)	179

Shepherd of the Hills Lutheran Church
Revenue vs. Expenses

07/25/22

June 2022

	Jun 22	Budget	\$ Over Budget	Jan - Jun 22	YTD Budget	\$ Over Budget	Annual Budget
13 · Care Ministry							
5910.01 · Funerals	0	80	(80)	0	500	(500)	1,000
5910.05 · Stephen's Ministry	0	80	(80)	0	500	(500)	1,000
5910.07 · Grief Support Group	0	80	(80)	79	500	(421)	990
Total 13 · Care Ministry	0	240	(240)	59	1,500	(1,441)	2,990
14 · Health & Wellness							
5920.02 · Supplies	0	40	(40)	637	250	387	500
Total 14 · Health & Wellness	0	40	(40)	637	250	387	500
16 · Member Ministry & Discipleship							
5940.01 · Supplies	0	16	(16)	593	98	495	202
Total 16 · Member Ministry & Discipleship	0	16	(16)	593	98	495	202
19 · Communications							
5510.01 · Publicity	1,233	835	398	6,619	5,010	1,609	10,020
6200.01 · Social Media	2,553	1,950	603	13,070	11,700	1,370	23,400
Total 19 · Communications	3,786	2,785	1,001	19,689	16,710	2,979	33,420
Total Expense	51,265	49,216	2,049	292,428	309,427	(16,999)	613,717
Net Ordinary Income	(28,563)	(12,410)	(16,153)	30,713	13,399	17,314	(27,677)
Net Income	(28,563)	(12,410)	(16,153)	30,713	13,399	17,314	(27,677)

Time Tracker - Employee

PRESNTATION AT JULY 26, 2022 COUNCIL MEETING

I BEGIN WITH A BRIEF SUMMARY FROM LAST MONTH REGARDING THE CURR COUNCIL VICE PRESIDENT'S PRESENTATION TO COUNCIL ON JULY 27, 2021.

1. PRESENTER WAS ONE OF A SMALL GROUP THAT WAS NOT FORMALLY RECOGNIZED.

2. [REDACTED] HERE IS THE DOCUMENT

3. [REDACTED]

4. [REDACTED]

THESE DEMANDS WERE [REDACTED] BASED ON [REDACTED] IGNORANCE. HERE IS A QUOTE FROM GROUP [REDACTED].

[REDACTED] IT GOES AGAINST HIPPA AND IT IS A POLITICALLY CHARGED ISSUE. [REDACTED]

[REDACTED] HERE IS THE DOCUMENT DEAR COUNCIL VICE PRESIDENT: [REDACTED]

[REDACTED] DO YOU UNDERSTAND HIPPA? IT APPLIES TO HEALTH CARE PROVIDERS WHO TRANSMIT INFORMATION. IT DOES NOT APPLY TO NON MEDICAL ORGANIZATIONS. PLEASE RESEARCH LAWS AND THEIR APPLICATION BEFO COMMENTING. WHEN THE CHURCH CLOSED THE SANCTUARY, FINALLY OPENED TO ALTERNATE ROWS, RECOMMENDED FACE MASKS, AND OFFER SANITIZER BEFORE ENTERING THE CHURCH WERE ALL OF THOSE ITEMS POLITICALLY CHARGED ISSUES? [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] THERE WILL BE A REFERENCE TO ONE OF THESE MEETINGS IN A MOMENT.

I WANT TO TURN TO EVENTS FOLLOWING THE JULY 27, 2021 COUNCIL MEETING. COUNCIL AGREED TO MEET WITH THE CURRENT VICE PRESIDENT'S GROUP. [REDACTED]

[REDACTED] THERE WAS A PRESENTATION AT THAT MEETING. I HAVE A COPY OF IT HERE. IT CONSISTS OF 10 PAGES. THE FIRST SECTION DESCRIBES [REDACTED] -AMONG OTHER THINGS, THE SECOND SECTION- [REDACTED]

[REDACTED] -THE THIRD SECTION INCLUDES CONVERSATIONS [REDACTED] THAT ARE VIRTUALLY UNKNOWN TO THE CONGREGATION. YOUR GROUP WAS ASKED IF YOU WANTED THESE CONVERSATIONS TO BE SHARED WITH THE CONGREGATION. YOU DID NOT ANSWER. I SHOULD MENTION THAT THE MEETING BEGAN WITH MY APOLOGY TO JEFF. THIS WAS MY FOURTH APOLOGY TO HIM.

[REDACTED] ON FRIDAY, SEPTEMBER 18, YOU WERE OFFERED WHAT YOU ASKED FOR: 100% TRANSPARENCY. [REDACTED]

[REDACTED] HERE ARE THE EMAILS.

[REDACTED] THIS WAS NOT ONLY MY OPINION. DURING A [REDACTED] MEETING [REDACTED] DENNY HANSON INDICATED [REDACTED] THAT THE SUE KICK GROUP, AND NOT JIM SKIVINGTON, WAS FOSTERING [REDACTED]

THAT AFTERNOON, YOU SENT AN EMAIL STATING YOUR GROUP WAS GOING IN A DIFFERENT DIRECTION. AFTER MONTHS OF PROMOTING AND LOBBYING FOR SEVERAL DEMANDS, YOU JUST WALKED AWAY. WHY? HERE IS THE EMAIL.

I AM DISMAYED THAT SUCH MISREPRESNTATIONS, IGNORANCE AND EXTREME DEMANDS WERE MADE BY A SITTING VICE PRESIDENT. THEREFORE, BECAUSE YOU HAVE:

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED] BEING ENTIRELY IGNORANT OF THE HIPPA LAW AND
5. [REDACTED]
6. [REDACTED]

3

7. [REDACTED]
8. [REDACTED]

9. 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 A RESPONSE WITHIN 5 DAYS.

I AM HAPPY TO ANSWER ANY QUESTIONS.

THE USE OF CAPITAL LETTERS IS FOR EASE OF PRESENTATION AND DOES NOT IMPLY ANY VOICE VOLUME.

I PRESENT THIS DOCUMENT TO THE RECORDING SECRETARY FOR INCLUSION IN THE MINUTES.