

Shepherd of the Hills Lutheran Church
Regular Council Meeting
August 23, 2022

President Erich Korsten called the Council meeting of August 23, 2022 to order at 10:00 a.m. in the Education Building, Rooms 5/6. Those in attendance were Pastor Jeff Teeples, Chris Lang, Erich Korsten, Sue Boyle, Dennis Johnson, and Donna Hawkinson via Zoom. Absent was Dottie Dudgeon and Dan Beck. Guests in attendance were Roger Miller, Jim Skivington, Lisa Ristuccia (via zoom) and Bill Luzinski.

Pastor Jeff opened the meeting with a time of devotion and guidance from our Lord and Savior, Jesus Christ through the Holy Spirit. Mark 10:32- disciples were amazed, afraid and astonished. These are extreme emotions but are important in following Jesus and to know Him. We as the Council may also feel these emotions as we follow Christ's call on this journey.

The July minutes were reviewed with no changes noted. Sue Boyle made a motion to accept the minutes as written. Dennis Johnson seconded the motion. All were in favor. Minutes were approved.

Lisa Ristuccia from The Inspiration Academy joined via Zoom.

- She reported school is going very well, and has had several guest speakers present at the school, including our clown ministry. Also, Edith Stock has come to work on Math with some of the kids.
- Lisa noted the AC vent may be closed in small office. She is wondering if someone could look to see if it is closed. Sue Boyle said she would look into it. The older air hockey table lost its leg again. Her husband will look at it and try to repair it.
- Pastor Jeff indicated he would like to set up a meeting with Lisa to discuss an after-school time to meet with kids interested to discuss the Bible and help answer any questions they might have.
- Lisa shared that during the two weeks of September 27-October 8 she will be taking some of the older students to Washington DC for a field trip. 12-14 students will be going. She will hire a temporary teacher to assist with on-campus school during that time. She also asked if anyone had Southwest Airline miles that they would be willing to contribute to help with travel for some of the student's airfare. There is a fundraiser at Sipps on September 20th from 5:30-8:00 pm. All members of SOTH are invited. She will share a flyer with us for that event.
- A joint outreach event for SOTH and the students might be to put together a float for the Thanksgiving parade, possibly with a choir or band. Sue said she would talk to Matthew to get his input.

Roger Miller joined to speak regarding the constitution work the Strategic Planning Team has done. Roger, Pastor Tom Ashbrook and Betty Rosengren have gone through Chapters 1 – 12 over the past months. They have had one specific goal...Clarity. They still have seven chapters to go through, plus the by-laws. Roger handed out a document which included the cover sheet, pre-amble, table of contents (will change), by-laws (will change), and the 12 chapters. He asked that the Council begin to review this chapter by chapter. Highlighted items are the ones the team couldn't agree on. It's up to us as to whether we want to leave it in or not or change it. Alliance Defending Freedom offered some advice as to what we should include. Read the new version before we read the old version for comparison. C6.01B, C9.03 paragraph 2 – senior pastor shall manage employees in contrast with the statement in yellow in Addendum A needs to be clarified. Chapter 10 refers to numbers or percentages that need to

be reviewed. We need to determine how we approach this with the congregation as it is more of a re-write rather than revisions.

Pastor Jeff shared thoughts on the following below.

- Organizational Health (See Handout) Request a longer discussion in Executive Session – deferred discussion.

Discipline 1: Build a Cohesive Leadership Team

Becoming Behaviorally Cohesive in Five Fundamental Ways

Trust, Vulnerable, Fear of conflict/not being honest with how you're feeling

We are committed about what we are doing.

Accountability – how we are accountable with each other.

Source: The Advantage and The Five Dysfunctions of a Team by Patrick Lencioni

Discipline 2: Create Clarity

The Leadership Team needs to be intellectually aligned and committed to the same answers to six simple but critical questions.

1. Why do we exist? *To Know Christ and to Make Him Known*
2. How do we behave? SOTH's core values (2-3), Aspirational Values (wishes and wants), Permission to Play Values (Minimum behavior standards and what we don't tolerate), Accidental Values (Unintentional, don't serve the organization)
3. What do we do? *Shepherd of the Hills Lutheran Church spurs a connection to abundant life with spunk and grit. (Intentional Church Identity Summit 9/25/2019)*
4. How will we succeed? Strategy and Branding, (*Life, Connection, Moxie, Intentional Church Identity Summit*)
5. What is most important right now?
6. Who must do what?

Discipline 3: Overcommunicate Clarity

Discipline 4: Reinforce Clarity

To Quote Patrick Lencioni

Is this model full proof?

Pretty much. When organizations leaders are cohesive, when they are unambiguously aligned around a common set of answers to a few critical questions, when they communicate those answers again and again and again, and when they put effective processes in place to reinforce those answers, they created environment in which success is almost impossible to prevent. Really. The Advantage p. 16

Forgiving What You Will Never Forget Discussion. Book he asked us to read. The Paths to Denial, Bitterness, or Forgiveness – Agreed it was a good resource to go back to when needed.

Pastor Jeff's Report:

Worship in the Pines \$2170 – Bus and tip for Driver; \$278 – Group Site Rental; Food Donated; 50 attended, 42 on Bus, ~8 more joined us at Crook Campground.

Seven Stephen Ministers Commissioned 8/21. I taught 7 of the 18 Modules for initial training.

Generation Sunday (Grandparents Day) Sept 11.

Fall Sermon Series: (How do we get Faith to “Stick” on us?)

Fall Series: Sticky Faith: How God Forms in Us Faith That Lasts – BEGINS September 18				
Notice: Awakening God Awareness	Psalm 25 Ephesians 5:1-16 John 1:35-39	9:30		
Unplug: Create a Renewal Rhythm	Exodus 20:8-11 Psalm 46 Matthew 11:28-30	9:30		
Receive: Grace upon Grace	Lamentations 3:22-26 Ephesians 2:4-10 John 1:1-18	9:30		
Yield: Intentional “Will” Power	Proverbs 3:5-6 Colossians 3:1-14 John 13:1-15	9:30		
Simplify: Downsizing the Clutter	Psalm 103:1-5 Ecclesiastes 2:10-11 Matthew 6:25-34	9:30		
Lament: We Need Sad Songs	Job 23:1-12 Psalm 13 Luke 22:39-46	9:30		
Celebrate: Like a Child	Isaiah 43:1-4 Romans 5:6-11 Luke 19:1-10	9:30		Reformation Sunday
Lose: The Great Hole Love Leaves	Job 19:23-27 Romans 8:35-39 Luke 6:20-31	8:30 10:30		All Saints
Made New: Walking in Abundant Life	Isaiah 40:28-31 Ephesians 4:22-5:1 Luke 5:36-39	8:30 10:30		
King of Kings	Psalm 46 Colossians 1:13-20 Luke 23:27-43	8:30 10:30		Christ the King Tom Ashbrook preaching

Adult Education will follow the Sermon Topics in a deeper dive.

Personally:

- As part of my continuing education, I am attending a retreat August 24-26; \$260; Restore | Reimagine Retreat; 4pm on the 24th to 1:00pm on 26th.
A retreat for pastors and church leaders to spend some time being restored in their sense of calling and to reimagine with the Lord what that calling looks like moving forward. The two days will include some group time of reflection, group sharing, time with a spiritual director, and spacious time for prayer and reflection.

Location: Franciscan Renewal Center - 5802 E Lincoln Dr, Scottsdale, AZ 85253
Retreat is limited to 20 participants

- Attending Carey Nieuwhof Church Disruption Online Seminar (Free) yesterday (Aug 23) and this afternoon (Aug 24). "7 Disruptive Trends That Will Define 2023" and "How to Prepare Your Ministry for the Future."
- Make a Difference Day (T-Shirts? With Logo) – discussion deferred
- Upcoming Vacation
 - Sept 2 – Sept 9 (Labor Day and 4 Vacation Days) to celebrate my Son's Wedding in Hawaii
 - November 18 – 26 (Thanksgiving and 4 Vacation Days) Meeting our newest Grandchild in Barnesville MN

Dottie Dudgeon's report on Missions/Outreach is attached.

Dennis Johnson gave his report with nothing needing Council approval. Stephen Ministry continuing education begins September 20th.

Dan Beck's Property report is attached. Further discussion will take place under Old Business.

Chris Lang reported that the finance office

- put together a Payee Information Book. This will help the office to determine which we contracts or vendor payments we might have an opportunity to re-negotiate.
- We are still waiting for a Cox Communication business rep to return a call, and for a technician to come on-site to tell us which phone lines are used for which purpose.
- Robertson Consultant Group has been hired to do an analysis of our IT system. They have worked with a couple other churches in FH so understand the logic behind Servant Keeper and other church related systems.
- Chris is looking into our tax-exempt status which might help us with reducing our taxes with some of our vendors.

Erich Korsten shared his thoughts on how restricted account monies should not be impacted by the market investments. In other words, he feels these monies should be exempt from the Fidelity Investment Funds. He feels these funds should be moved to a CD or somewhere where they won't lose money. For example, Major Maintenance, Columbarium, Missions totals ~ \$300K. Discussion pursued. We have a very balanced portfolio with low risk. It was shared that money in the Fidelity account is readily available to us. It would be appropriate to ask our financial advisor as to which bonds or stocks to use as he would know which are bearing the lowest rate of return. Discussion pursued as to whether we would want to use the Fidelity investment money for the additional expenses such as parking lot, carpeting, upholstery, etc. No action was taken at this time.

Old Business: Chris Lang presented the final version of the SOTH Employee Handbook. Pastor noted one minor change for revision 7. He suggested the work week be changed to Sunday through Thursday. Dennis Johnson made a motion that we accept the Employee Handbook with the revision of the work week. Sue Boyle seconded. All were in favor. Motion was approved. Thank you for your hard work and dedication in getting this important office document generated and revised seven times, Chris!

Chris Lang made a motion to retro back to the staff's original start date to determine paid time off. Dennis Johnson seconded the motion. All were in favor. Motion was carried.

New Business:

- Legal Federal Holiday review... which holidays should the church office observe? The Church office will observe New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Christmas Day. We discussed including an Easter Monday holiday, however, if office staff work on Good Friday, a comp day would be allowed per the Employee Handbook, therefore we don't need to include this in our list of Federal Holidays observed. Donna Hawkinson made motion to include the above six holidays as "office closed" holidays recognizing that if the holiday falls on a Friday – Saturday, either the Thursday previous or the Monday following would be given as the holiday day off. Sue Boyle seconded the motion. All were in favor. Motion was carried. Chris Lang will make this an addendum to the Employee Handbook included in version 7.
- AED training... defer to September meeting.
- Parking lot paving, carpet, upholstery update: We have received general estimates on the cost for the following: \$35,000 for no pattern carpet, \$10,000 for parking lot resurfacing and repair, \$36,000 to re-upholster the pews, \$15,000 for acoustics upgrade in the Fellowship Hall if we do the installation ourselves. Discussion pursued that we could hold a fund raiser for the cost, hold a congregational meeting to inform and get input. Erich made a motion that a congregational meeting be called for September 25 to approve the expense to install new carpet and upholstery with a fundraiser or taking the money from our current assets. Sue Boyle seconded the motion. All were in favor. Motion was carried.

The next Executive meeting to set the September agenda is September 20th. The next Regular Council meeting is scheduled for September 27th.

Donna Hawkinson made a motion we close the meeting and go into executive session council meeting.

Chris motion to adjourn the meeting at 1:52 pm. Sue Boyle seconded the motion. All were in favor. The motion was carried. We closed our time together with the Lord's Prayer.

Respectfully submitted,

Donna Hawkinson

Recording Secretary