

September 22, 2025 Council Minutes

Present: Pam Carlson, Sue Terlecki, Larry Kudrle, Dan Beck, Pastor Jeff Teeples, Sue Boyle, Richard Sundene

Absent: Dwaine Abbe

Guests: None

Meeting called to Order at 10:00 by Vice President Pam Carlson

Pastor Jeff opened with a devotion: 1st John, Chapter 2, 12-14 This can explain where people are in their faith. This relates to how we are doing in our outreach to people.

Approval of August minutes: Larry. made a motion to approve the August minutes; Dan seconded the motion, motion carried.

Pastor report

- Aaron Frable is resigning. Pastor and Matt will meet to discuss this. We need more people to be able to be trained for sound and tech.
- A letter was sent from Vivian Tam that she is leaving the church.
- Pastor conducted a memorial service for Dave Dudgeon.
- The King Family is going to have a memorial for their parents In October.
- The Lectio course has been going well.
- Continued work on recordings for the prayer trail is on-going.
- Second Sunday Social will happen in October at church on a Sunday morning, with staff hosting. It will be a potluck.
- Sabbatical meeting with Sue T, Sue B and Richard will take place in Oct.
- Have visitors put their home state on name tag. This will facilitate conversations between congregants and visitors. Tell greeters this new step-**Sue B to follow up**
- New Christ Connect class on health and well-being is beginning on 10/26.
- Shepard of the Hills Foundation and Spirit is the new name for new member class. It will happen on 0/12. We like to do them 2-3 times a year.

Financial report – see attached reports

- Because of the holiday at the end of August, the 8/31 offering showed up a few days later and can be added to the month end amount.
- Bill G. put together the Missions budget report.
- Finance Committee wants to start talking about the 2026 budget. They'd like input by 10/9.

- A final budget will be presented to Council in Nov. and to the congregation in Dec. or Jan.
- A goal is to clean-up the budget lines, as some haven't been used for years.
- **What was the 40,000 that we approved to move from one fund to another, check minutes-Sue B to follow up**
- Restricted music fund-what is this money used for? **Larry to follow up**

Missions/Outreach –

- We have memorials from Dave D. and we'll determine what to use these donations for-
- Scholarship met to determine when to get out to schools.
- Cursillo occurred and it was a wonderful weekend. It was a men/women combined weekend.
- Ultrya occurring in Oct 4 at 12:00 at SOTH.
- Missions meeting will happen in October .
- We haven't found a replacement for Mission's lead. Richard is talking with a few people.
- Richard will meet with finance team to better understand the financial flow.
- We need to make the financial management easier for the disbursements of payments to Missions and for the Mission leads. We need a better handle on the flow of funds for Nicaragua. Richard will sort this out to make it clearer and easier. Perhaps we need a separate donation line. Larry thinks it is in the whole Mission account. Richard would like it separated out. **Larry to follow-up**

Music/LiFT – see attached reports

- Lift is starting up again in the fall. They have put together their calendar.
- Don W. went to a meeting for Stephen Ministry.
- Matt is active with TIA and is spending great time with his planning and interactions. A saxophone player will be coming. There have been a few new members to choir. He might be a part of some Sunday AM classes. Still trying to get the organ fixed.

Property – see attached report

- Arn is doing a great job with the Columbarium area and other areas outside.
- Two new Wolf ovens in the kitchen are in! We got a tremendous deal!
- Payment for door replacement has been sent out.
- Rooms in the educational building are not colling equally-some are cold and some not. Dan is working on understanding the system, as there are two units working

together with the same duct work. AC units are being looked at with the intention of coming up with a plan for future purchases.

Old Business –

- Landscape meeting for the 50th is happening today.
- A drawing will be finalized and then on display for the congregation.
- 50th committee meeting on Friday.
- Pam and Sue B receive weekly updates to update the donation board.
- Get more red markers-**Sue B to follow-up**

New Business –

- Continue sending notes to Dwaine on Caring Bridge and sign-up for meals on Caring Bridge.
- Pam will run the meetings and Dwaine will remain as President during his time of illness.
- November Ex. 11/17 @ 9:00, finance at @10:00 and Council 11/24 @10:00, December Ex. 12/15@ 9:00, finance @ 10:00 and Council 12/17 @10:00

Action Items to follow up with:

- Sue B to follow up on buying more markers.
- Sue B to follow up on the new plan for greeters.
- Pam and 50th landscape team will follow up on landscape schedule
- Richard to follow up on clarifying and simplifying the Mission's budget
- Larry will look into the restricted music budget and other budget line items
- Debbie will add the live nativity event for the 2026 budget

Next Executive meeting Monday, October 20, 9:00am, office conference room

Next Finance meeting Monday, October 20, 10:00am, office conference room

Next Council meeting Monday, October 27, 10:00 am, Easter room.

Council Meeting adjourned @ 12:05. Dan made the motion, Sue T seconded the motion, motion carried.

Below you will find the agenda and attachments.

Respectfully submitted,

Susan Boyle
Secretary

Approved: October , 2025

**Shepherd of the Hills Lutheran Church
Regular Council Meeting Agenda**

***** Monday, September 22, 2025, 10:00 pm, Room 5/6 *****

Mission Statement: To Know Christ and to Make Christ Known.

Vision: Shepherd of the Hills spurs a connection to life in Christ with spunk and grit.

Time	Agenda Item	Leader	Actions Required
10:00	Call to order	Dwaine	<ul style="list-style-type: none"> Attendees: Dwaine, Pam, Sue T, Larry, Pastor Jeff, Sue B, Richard, Absences: Dan Guests: Debbie V
10:02	Devotion	Pastor Jeff	<ul style="list-style-type: none">
10:04	Congregational/ Guest speakers	Debbie	<ul style="list-style-type: none"> Landscape costs Live nativity Oven update Chair update
10:50	Approval of Minutes	Sue B	<ul style="list-style-type: none"> July Council meeting minutes SRP grant
10:52	Pastor's Report	Pastor Jeff	<ul style="list-style-type: none"> Congregational meeting/vote results
11:05	Financial Report	Larry	<ul style="list-style-type: none"> Review July financials-see attached
11:20	Missions/Outreach	Richard	<ul style="list-style-type: none"> See attached reports for Stephen Ministry, scholarship, columbarium and memorial committees
11:25	Worship/Education/ Ministry	Sue T	<ul style="list-style-type: none"> See attached reports from music and LIFT
11:35	Property	Dan B	<ul style="list-style-type: none"> See attached property report
11:45	Old Business	Dwaine	<ul style="list-style-type: none"> Door project update
11:50	New Business	Pam Dwaine	<ul style="list-style-type: none"> 50th church anniversary 2026 Letter of appreciation from church employee
	Next Executive Meeting	Thursday, September 17	9:00 am , office conference room President, VP, Treasurer, Recording Secretary Finance meeting at 10:00am
	Next Council Meeting	Monday, September 22	10:00 pm, Easter room, Room 5/6
	Executive Session	Dwaine	<ul style="list-style-type: none"> none
12:0	Adjourn		

LIFT:

No real news for our LIFT group for August as we took August off. Our next LIFT meeting is Tuesday, September 9 at 10 AM followed by a luncheon at my home. We will be discussing plans for our fall event in November and also our winter/spring calendar for 2026.

FINANCE COMMITTEE MINUTES

July 21, 2025

Call To Order

The meeting was called to order at 10:05 a.m. by Larry

Present

Dwaine Abbe, Larry Kudrle, Roger Miller, Vivian Tam, Pam Carlson, Bill Gest, and Pastor Jeff, Erich Korsten absent.

Prayer

Prayer given by Pastor

Minutes for June Meeting

Minutes approved

June Financials

P&L Statement Highlights

	Actual	Budget	Variance
Offerings	\$53,703	\$37,251	\$16,452
Facilities Donations	\$4,359	\$150	\$4,209
Fund Transfers	\$28,558	\$12,295	\$16,263
Total Income	\$140,559	\$56,885	\$83,674
Less Missions	\$17,370	\$5,283	\$12,087
Less Reserved (ERC)	\$31,516	\$0	\$31,516
Less Expenses	\$84,370	\$78,935	(\$5,435)
Net Income	\$7,302	(\$27,333)	\$34,635

Expense Detail

Office	\$1,374	\$3,199	(\$1,825)
Comp & Benefits	\$44,282	\$40,901	\$3,381
Property	\$22,689	\$10,809	\$11,880
Mission Support	\$10,133	\$17,700	(\$7,567)
Music	\$1,245	\$1,039	\$206

June 2025			
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Outreach	\$172	\$283	(\$111)
YTD Net Income	\$53,006	\$7,298	\$45,708
YTD Offerings Income	\$355,454	\$343,882	\$11,572
Next month Offerings	\$21,649		\$21,649
Balance Sheet	Current Month	Previous Month	Change
Cash & Fidelity	\$900,202	\$866,219	\$33,983
Current Liabilities	\$555,416	\$529,451	\$25,965
Weekly Expenses	\$19,621	\$18,357	\$1,264
Stress Test	17.6	18.3	(0.8)
Fidelity	\$783,410	\$780,878	\$2,532
Major Maintenance	\$22,180	\$21,829	\$351

Budget vs. Actuals FY_2025_Report						
JUNE						
P&L Records all transaction on money in and out						
Mission Account	June 2025			Year to date Total		
	Actual	Budget	Versus budget	Actual	Budget	Versus Budget
Income						
5700 Less Mission Benevolence	\$5,370	\$5,283	\$87	\$35,701	\$31,700	\$4,001
5701 Missions Gifts	\$12,000	\$0	\$12,000	\$23,275	\$0	\$23,275
Total for 5700 Income for Missions	\$17,370	\$5,283	\$12,087	\$58,976	\$31,700	\$27,275
Expenses						
01 Mission Support						
7000.01 Amazing Grace Christian Church	\$1,000	\$500	\$500	\$4,500	\$4,000	\$500
7000.02 American Indian Christian Ministry	\$500	\$500	\$0	\$3,750	\$3,250	\$500
7000.03 ALWM - Vietnam	\$1,200	\$600	\$600	\$5,950	\$3,850	\$2,100
7000.04 ALWM - Cambodia	\$600	\$600	\$0	\$3,600	\$3,600	\$0
7000.05 Paz de Cristo	\$300	\$300	\$0	\$2,800	\$1,800	\$1,000
7000.06 Peace Lutheran Church	\$600	\$300	\$300	\$2,100	\$1,800	\$300
7000.07 International Ministries	\$600	\$600	\$0	\$3,600	\$3,600	\$0
7000.08 Nicaragua - IELNIC (13 Churches)	\$4,033	\$12,300	-\$8,267	\$13,947	\$30,581	-\$16,634
7000.09 House of Blessing	\$400	\$400	\$0	\$3,212	\$3,512	-\$300
7000.10 Across Nations	\$300	\$300	\$0	\$2,744	\$2,744	\$0
7000.11 NOVO - Hungary	\$600	\$300	\$300	\$2,100	\$1,800	\$300
7000.13 Pacific Islands University	\$0	\$0	\$0	\$1,000	\$0	\$1,000
7000.15 Verhagens - Wycliffe	\$0	\$0	\$0	\$2,078	\$2,078	\$0
7000.12 Grace Lutheran - Summer Respite	\$0	\$1,000	-\$1,000	\$0	\$1,000	-\$1,000
7000.14 Quilters	\$0	\$0	\$0	\$0	\$0	\$0
Total for Mission Support	10,133.00	17,700.00	-7,567.00	\$51,381.00	\$63,615.00	-\$12,234.00
Balance Sheet (Your savings account)						
	As of June 30	As of May 31	Change			
Account 2015 SOTH Missions	\$34,577	\$28,389	\$6,188			

LIFT: Our LiFT group in July had our Christmas in July bingo event. It was a huge success with 29 ladies attending. I think everyone not only had a fabulous time, but were able to get out of the house and bond with other women. A couple of our ladies brought a friend. We collected over 50 pillows for DeColores Women's Shelter between what we collected on Sunday through our church members and then at the bingo event. Cindy Beck headed this event and was assisted by Suzanne Kudrle and Marcia Caribardi.

We will be off for the month of August and restarting in September.

Stephen's Ministry: We did not have a Supervision meeting in July but did have our Continuing Ed on July 15th. We continued with the 2nd session titled "Time is Never Lost" beginning with 5 Reflections Questions dealing with Moses running away to the wilderness but then returning to lead the Israelites out of Egypt at age 80. The next time story is when Abraham and Sarah are promised a son but had to wait till she was 90 and Abraham was 100 before Isaac their son was born. By the way the name Isaac means "laughter" Finally, the last story is of Paul having changed plans or "diversions" planned by God as the reason the church in Philippi came to be. So, in reality all that time wasn't lost. It was just God's unplanned diversions that were not wasted time but God's plan to line things up beyond our thinking.

On one other thing. Even though I mentioned that Tom Vinopal completed his study of becoming a Stephen Leader a little over 2 weeks ago prior to this email, it would be nice to have the council members individually congratulate Tom on his completion of becoming a Stephen Leader. We will have his installation as a Stephen Leader at day not yet known to Pastor Jeff, Tom, or myself on a Sunday in the near future.



Minister of Music Council Notes – 09.22.25

- ♪ **Organ Update:** The cleaning that Lloyd and I did worked – temporarily. The whistle is back. We have one more thing to try before calling in a tech to troubleshoot and/or reinstall sounds.
- ♪ **Teaching at TIA** on Mondays is going well – K-2nd is having fun exploring their different voices (singing, speaking, shouting, whispering, thinking); 3rd – 5th is studying music theory and learning the names of the notes in preparation for learning to play recorders later in October; Jr. high – Sr. high continue their study of music and sound FX in films. I continue to develop relationships with the students and teachers. I'm now working on **developing relationships with parents** through interactions before and after school in the drop-off/pick-up line.
- ♪ It was great to have Cyrus play violin on September 7! We look forward to having him play again. **Saxophone coming up October 5** on a piece for choir, sax, piano – a wonderful jazz setting of “Jesus Loves Me”.
- ♪ **Choir** rehearsals are going well and we have **added 2 members** to the group this fall! Praise Team started their Wednesday rehearsals on September 17 – it’s great to get back together again – some new charts coming up in worship!
- ♪ Have you checked out our **Spotify playlist**? You can listen to new songs that we’ll be singing in worship as well as some of our favorites. You need a free Spotify account to access the playlist. I’m happy to help anyone who would like to set it up. Here’s the link: <https://open.spotify.com/playlist/3nbep7peFyyS0DpMEHQ9Q?si=236ad4257abd47fc>
- ♪ Continuing work on the Music Budget Proposal for 2026.
- ♪ I’ll be teaching on the Gift of Worship as part of the Heart, Soul, Body, and Mind Series in the Christ Connect Class – some changes in the line up for October so I don’t have exact dates yet.
- ♪ Monday Musical Moments with Matt – coming ??? Each week, we will post a 3–5-minute video sharing the story about one of the songs we will be singing in worship in addition to me and/or some of our musicians singing or playing a setting of it.
- ♪ Upcoming Events
 - Sunday, October 26 – Reformation Sunday
 - Sunday, November 2 – All Saints’ Sunday
 - Mid-week Advent services – Dec. 3, 10, 17 – 5:30p
 - Sunday, December 14 – Advent/Christmas Cantata

Arn landscape summary

Arn has volunteered to take over all the landscaping and watering schedules. Arn is currently working with Fredy, the landscaper, in the area next to the Education Building. They will make that area attractive desert landscaping using plants with no water requirement at all. Arn is putting together a plan for more attractive and colorful desert landscape plants for other areas as well.

Fire Inspection

Dan met with Everon about extending the fire alarm and voice broadcast system. Everon will get back to us with new recommendations.

Education Building

All the outlets were replaced in the Youth room and education building. A new outlet was installed in classroom 10 and room 3 for the new TIA TV's. Dwaine hung up many more white boards and cork boards in the classrooms. A new wax ring was put under the men's room toilet to see if that would eliminate the smell. The toilet stall metal partition was also repaired in the men's room. A new ceiling fan was installed in the men's room and the duck work had to be redone to fit the new fan. All the Education rooms, the fellowship Hall and the Youth room carpets were cleaned. All the tables, chairs and cabinets were all cleaned by our new cleaning company.

We are getting a quote to replace all the classroom doors with fiberglass doors and repair or replace door frames as need, by Milo's Contracting. He replaced 3 doors for us last year.

Additional Repairs

The Youth room kitchen and the Fellowship Hall garbage disposals were not working. A nail and a glass marble were jammed in the Youth room disposal. The FH disposal freed up by manually rotating the motor. Both are now working.

The refrigerator in the FH kitchen was looked at twice now for water dripping from the roof inside. I was told it's still dripping water and Debbie was contacting them again.

Property Manager. This position would be the person that is contacted first for all property issues. They would then figure out who to contact.

Currently several people did step up to take part of the responsibility of the property manager. Randy will take care of all the air handler filters and Arn will take care of the landscaping and property watering schedules.

It was suggested that, instead of a property manager, we have a group of people that get together once a week and go over the list of things that need to be done. Then they can figure out if it can be done internally or if a company needs to be hired to complete the task.

Respectfully submitted by
Daniel Beck, Council Property