

November 24, 2025 Council Minutes

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

Absent: Dwaine Abbe, Dan Beck

Guests: None

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

Pastor Jeff opened with a devotion: Pastor spoke about the Lord's Prayer and how the words give us everything. Pastor read a devotion about gratitude and then we all shared what we are thankful for-

Approval of October minutes: Larry made a motion to approve the October minutes; Sue T. seconded the motion, motion carried.

Administrative Report:

- Bid on roof leak, do we want a 2nd bid? They have done other work here. We'll get on schedule and give 50% down. Sue T made motion, Pam Seconded the motion, motion carried.
- We're going to find a handyman service for small tasks in the future.
- Pro-Presenter is not working well on the computer and we need to update equipment. There is still money left in technology fund. Richard made motion to purchase the needed equipment. Sue T seconded and the motion carried.
- We need an estimate for the rear screen/equipment in the sanctuary. Can we get a digital screen like in the front of the sanctuary? The older screen can be moved to fellowship hall with the new bulb. Would a big screen TV work? Additional money should be put in the budget for this.
- Stroll in the Glow-The bell choir will be there and we need volunteers to assist with the event. A new sign was ordered. Handouts will be given.
- Annual reports are due to Debbie by early Jan.

Pastor report:

- Red Letter Advent will cover the four themes of Advent. We'd like to encourage people to get the book Red Letter Challenge and to be a part of groupings to discuss. The books cost \$20.00 and we'd like the church to purchase and people to contribute to the cost of the book. It would begin 2/15 and finish on Palm Sunday.
- Details about Nicaragua trip will be forth coming. 8-10 people can attend.

- Pastor did a celebration of life service and will do another celebration of life service in January. January 11th we're going to do a mission road trip to Glendale. It will be after our service and then we'll attend their service and have a luncheon.
- Advent services will be at 2:30 on Wednesdays beginning in December.

Financial report – see attached report

- October expenses reflect a \$6,000 variance due to amounts for major maintenance and health insurance coming out of the October budget, for November. The stress test was 15.1.
- A thorough discussion about the 2026 budget took place. Sue B. made a motion to accept the budget to have the congregation to vote on at the annual meeting, Sue T seconded the motion and the motion carried.

Missions/Outreach –

- At December meeting Missions will vote on what missions we will continue and what grants we will continue. We need to fill the Mission's positions. We'd like to add these to the nominating committee for them to talk to people.
- See attached report

Music/LiFT/Stephen Ministry–

- Scholarship information was sent to the schools.
- Handbells to play at Stroll in the Glow
- The LiFT had an event in October that was well attended and they have another in December.
- Stephen Ministers have been busy.
- See attached reports

Property –

- A lot of maintenance occurred this month.
- Bids are coming in for the 50th landscape and pergola projects. They will be discussed at our 50th meeting.
- See attached report

Old Business –

- 50th project was discussed-see property notes

New Business –

- Nominating Committee discussion
- **January Ex. 1/14@ 9:00, finance @ 10:00 and Council 1/21 @9:00**

Action Items to follow up with:

- Find a handyman service to complete small tasks-Debbie
- Ask Nominating Committee to talk to people about Missions and Property-Pam
- Debbie will contact roofer. DONE
- Sue B to talk to Debbie about screens and technology and getting a new bid. DONE
- Purchase computer for sanctuary-Debbie DONE

Next Executive meeting Monday, December 15, 9:00am, office conference room

Next Finance meeting Monday, December 15, 10:00am, office conference room

Next Council meeting Monday, December 17, 10:00 am, Easter room.

Council Meeting adjourned @12:30, Larry made the motion, Sue T seconded the motion, motion carried.

12:25 we moved into executive meeting.

Below you will find the agenda and attachments.

Respectfully submitted,

Susan Boyle
Secretary

Approved: December 17, 2025

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

***** Monday, November 24, 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	Pam	<ul style="list-style-type: none"> Attendees: Pam, Sue T, Larry, Pastor Jeff, Richard, Sue B Absences: Dwaine, Dan Guests: None
5	Devotion	Pastor Jeff	<ul style="list-style-type: none">
10	Administrative Report	Pam	<ul style="list-style-type: none"> Stroll in the Glow Pro-Presenter replacement Annual report Roof replacement
1	Approval of Minutes	Sue B	<ul style="list-style-type: none"> October Council meeting minutes
10	Pastor's Report	Pastor Jeff	<ul style="list-style-type: none"> Lenten series and books, trip to Nicaragua
15	Financial Report	Larry	<ul style="list-style-type: none"> Review October financials-see attached Budget review for 2026
5	Missions/Outreach	Richard	<ul style="list-style-type: none"> See attached report from Missions
5	Worship/Education/Ministry	Sue T	<ul style="list-style-type: none"> See attached reports from music and LIFT
10	Property	Pam	<ul style="list-style-type: none"> See attached report from property Update landscaping plan
15	Old Business	Pam	<ul style="list-style-type: none"> 50th church anniversary 2026 Pergola/Landscape project
5	New Business		<ul style="list-style-type: none"> Nominating Committee
	Next Executive Meeting	Monday, December 15	9:00 am , office conference room President, VP, Treasurer, Recording Secretary Finance meeting at 10:00am
	Next Council Meeting	Wednesday, December 17	9:00 pm , Easter room, Room 5/6
20	Executive Session		<ul style="list-style-type: none"> Staff Benefits Lawsuit
1	Adjourn/Prayer		

ADMINISTRATOR REPORT and MOTIONS REQUESTED
NOVEMBER 24, 2025

- Help is needed to set up, monitor and break down the booth for Stroll in the Glow on the Avenue of the Fountains, Saturday, December 6th, 6:00-8:00 pm. Set up will take place at 5 pm.
Bell ringers will be present ringing Christmas Carols, thanks to Matt for the rehearsals. Brochures for Grief Group, Christmas Eve Services and additional events coming up will be provided for handout.
- A new tablecloth with SOTH logo and a retractable banner was ordered and will be used for Stroll in the Glow along with other events.
- Reminder that Annual Reports are due by January 15, 2026, in prep of the Annual Meeting, January 25, 2026. Reports turned in by December 30, 2025 will be celebrated!
- A new Christmas Banner for the corner has been ordered. Due in soon.
- **The Pro-Presenter computer needs replacement.** The graphics card and speed are not enough for the updates that have taken place over the last four years. This PC was installed five years ago. A Mac is recommended and with keyboard will cost approximately **\$3500**. Permission is requested to order as soon as possible. The original PC will be moved to Lynn Ruby's station. Lynn's PC is severely out of date and considered a security risk.

LIFT:

Sue, thank you again for reaching out. We had our fall event this past Saturday My body – God's temple. I think it was pretty successful. Great speakers, great food, great women! We had about 40 ladies attend.

Next month on Thursday, December 18, we will have our LiFT Christmas luncheon and white elephant gift exchange. We have 30 ladies signed up plus several on a waitlist. It is a popular event and hopefully we'll have a great time with that as well.



Minister of Music Council Notes – 11.23.25

- ♪ **Organ Repair Update:** Waiting for technician to call us back.
- ♪ We are still in need of **volunteers for projection, audio, and camera.**
- ♪ In case you haven't heard, **Aaron Frable**, our contracted Worship Tech has decided he will no longer be serving in that capacity. **His last Sunday with us will be December 28, 2025.**
- ♪ **Teaching at TIA** on Mondays is challenging but for the most part, going well – K-2nd ended their unit on Instruments of the Orchestra with a **Peter and the Wolf watch party**; 3rd – 5th are playing recorders – 2 students earned their **orange belts in the Recorder Karate** program we are using. I am hopeful that these 2 students will come and play Amazing Grace and Joyful, Joyful We Adore Thee in the new year for worship. **Beginning in January, I will no longer be teaching 6th – 12th grade music.** I continue to develop relationships with the students and teachers.
- ♪ Many thanks to **Donna Hawkinson** for all her work in getting the Scholarship Application out to the schools! The **Scholarship Application** as well as the **Talent Show Application** are available on our website or in the church office. **Talent Show is January 30, 2026 at 7:00p.**
- ♪ Monday Musical Moments with Matt – **coming in time for Advent.** Each week, we will post a short 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.
- ♪ We purchased a **handbell tree** – I look forward to utilizing it in Advent starting on **Nov. 30.** Not sure what that is? Come to worship and find out!
- ♪ Stroll in the Glow – **Quartets from JuBELLation Handbells** will be playing Advent/Christmas music at SOTH's booth on Dec. 6 – stop by 5:00 – 8:00p and say hello! I greatly appreciate our handbell ringers' dedication!
- ♪ The Faith Singers, JuBELLation Handbells, and area instrumentalists will be present **Advent Joy: Songs of Promise and Light, Sunday, December 14 at 9:30a.**
- ♪ Upcoming Events
 - Wednesdays, Dec. 3, 10, 17 – Mid-week Advent services – **Please note new time: 2:30p**
 - Sunday, December 14 – Advent Joy: Songs of Promise and Light – 9:30a
 - Wednesday, December 24 – Christmas Eve, 3:00 and 5:00p services. 3:00 will feature the Praise Team and the 5:00 will feature the choir, brass, and handbells
 - Thursday, December 25 – Christmas Day – 10:00a
 - Sunday, December 28 – U-Pik-da-Music – Christmas Edition!
 - Friday, January 30, 2026, 7:00p – Talent Show

MISSION REPORT FOR NOVEMBER 24, 2025 COUNCIL MEETING

Benevolence:

1. January 1, 2025 started with a surplus of \$25,804.46
2. **Council suggested a budget of \$63,400**, which is what Mission came up with.
3. **YTD Tithings as of October 31,2025 =\$51,159.98 (10/2024 =\$46,481.20). At this time, we are \$12,240.02 from reaching our budgeted goal.**
4. **YTD expenditures=\$86,123.81** (Surplus & designated donations along with tithings are keeping us still looking good).
5. **YTD Benevolence (funds available) as of October 31, 2025=\$26,840.97**
6. **Obligations at the end of the October 31, 2025.**
 - a. Nicaragua has approximately \$10,409 (Roger and I have agreed on this number after looking at donations and money sent) which includes \$300 monthly support till December, donations for Juan Bonito his pastors and projects for the children. The anonymous donation of \$12,000 towards a church to be built has already been sent.
 - b. There is \$500 yet to be given to Amazing Grace.
7. **Total funds available after obligations= \$15,931.97. This will give us enough money to pay our monthly obligation for November and December leaving \$5931.97. Not knowing what tithings will come in during those months.,**
8. Normal routine mission expenditure per month is \$5000

Missions:

Since the last report on October 27,2025:

- There are now 5 new mission grant requests since our mission meeting in October. Everyone feels they want to continue the monthly support for the missions we had this year. There will be a lot of discerning about support dollars during this next meeting, especially if we do not meet our tithing goal for this year.
- Coleen Swanson and Pastor Teeples will be coordinating with Pastor Juan Bonito before our next meeting, to bring forward information for a trip planned in 2026 to Nicaragua, and what that will look like.

Our next meeting is December 11, 2025 from 2-4pm in the Education Building room 5/6.

We will be awaiting the Council's Proposed budget in regards to Missions. At our meeting we will decide what missions we are going to support and the amount. There will be a final meeting early January 2026 as we await the final end of the year mission dollars. The Missions for 2026 will be brought forward at the January 2026 Council meeting.

Respectfully submitted, Eileen Doench Mission Chair.