

December 15, 2025, Council meeting

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

Absent: Dwaine Abbe, Sue Boyle

Guests: Debbie Vinopal

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

Pastor Jeff opened with a devotion: Daily Texts 2025 Isaiah 5:20 and Romans 12:21 (overcoming evil with good)

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

Administrative Report:

- Request from Republican Club: They want to meet permanently on our campus for their monthly meetings. This is difficult due to weekend events and storage of materials. Also, we'd like to steer clear of political groups. Motion made by Sue T to reject idea; seconded by Richard, Passed
- Landscape general maintenance -three companies interviewed, only one brought proper proposal so going with Meticulous Lawn Care with some slight revisions to their proposal. We need weekly blowouts of the back and front sidewalks and are looking for some reduction in monthly cost, currently \$840.

Pastor report:

- Judy's service~Judy Konop's service will be held at Joy Church on Jan 17 at 10am; Pastor Steve Bergeson presiding
- Legal update~in executive session
- Have tabled, at this time, the changing out of the back screen in the sanctuary
- Advent services going well (30+people)
- Various missionaries coming each week in January, those Sundays will be the four core values sermons
- Red Letter Challenge books will be ordered soon; cost of \$20, will ask for a free will donation to cover some/all of the costs.
- Pastor winds up his coaching (online) class in Mid-January

Financial report – see attached report

- November expenses

- Third Sunday in January will have a detailed presentation of the 2026 budget after church in preparation of the congregational meeting/vote the following Sunday

Missions/Outreach –

- See attached report
- A suggestion was made to make a permanent annual donation to Cursillo; make it a line item within our budget for 2026. Motion was made, seconded but not passed due to one dissenter (Sue T whose opinion is to wait until mid-year to see how the spending is playing out before committing). Motion made by Sue T to wait, seconded by Larry and passed.
- Can excess scholarship money be used to support Cursillo?
- Judy Konop headed the Memorial Committee; Richard will call Paul and Gail Appeldorn to see if they will take over.
- Lynn Ruby is outlining a job description for head of Missions, to make it less intimidating; It will be included in the newsletter.

Music/LiFT/Stephen Ministry–

- See attached reports

Property –

- Arn has been taking care of the Columbarium
- Can we see about selling (or giving away) of our lawn mower?
- Bill Luzinski has agreed to serve on Council as property Liasson
- See attached report

Old Business –

- 50th project was discussed and donations: presentation will be made by Pam C on Sunday 12/20/25 of status. See attached status as of 12/1/25
- Landscape company AZ Outside Living has been chosen to do the pavers, astroturf and landscaping. Contract will be signed today and a deposit of \$25,000.00 will be given on Friday Dec 19.
- 50th anniversary is planned, with more meetings to finalize items.

New Business –

- **Feb Council schedule?**

Action Items to follow up with:

- Can excess scholarship money be used to support Cursillo? **Sue T**
- Sell or give away lawn mower-**Debbie**
- Arn on grounds-is this okay and who is supervising? **Dan**

Next Executive meeting Wednesday, January 14, 9:00am, office conference room

Next Finance meeting Wednesday, January 14, 10:00am, office conference room

Next Council meeting Tuesday, January 20, 10:00am in Easter Room

Council Meeting adjourned @ 11:51 to Executive Session

Below you will find the agenda and attachments.

Respectfully submitted,

Susan Boyle

Secretary

LiFT:

For December our LiFT group has 30 women signed up for our Christmas luncheon at WeKoPa on Thursday the 18th. Should be fun.

Building Repairs

- Roof King will be repairing the two roof lines over the sacristy in hopes of correcting the long-time leak in the storage room behind the altar. I will attach scope of work and bid to Trello card.

- Property was sprayed Dec. 6th for pre-emergent to address weeds from latest rainfall. This is now recommended two times per year, not once as communicated to me.
- Landscapers have been scheduled and interviewed for the 50th Anniversary
- Landscapers have been scheduled and interviewed for general maintenance of the property
- Arn appears to be back on the Columbarium landscape care.
- Dumpster was replaced with a locking dumpster. Lock is now broken and needs repair or replacement.
- Parking lot light timers were adjusted.
- Building light timers still need adjusting.
- cameras were taken down, recharged and put back up.
- Shadrach Plumbing and AC came and repaired the office air handler.

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

Respectfully submitted by
Debbie Vinapol
Daniel Beck, Council Property

Balance Sheet					
SHEPHERD OF THE HILLS LUTHERAN CHURCH, INC.					
As of November 30, 2025					
Account	Total				
	As of November 30, 2025	As of October 30, 2025 (PP)	\$ Change (PP)	As of November 30, 2024 (PY)	\$ Change (PY)
Assets					
Current Assets					
Bank Accounts					
1000 Operating Cash	\$0	\$0	\$0	\$0	\$0
1035 Wells Fargo Checking	\$63,055	\$64,803	-\$1,747	\$100,130	-\$37,075
1040 Fidelity	\$826,207	\$821,217	\$4,990	\$666,192	\$160,015
1100 General checking-Meridian- #1465 (deleted)	\$0	\$0	\$0	-\$625	\$625
Total for 1000 Operating Cash	\$889,262	\$886,020	\$3,242	\$765,696	\$123,566
Total for Bank Accounts	\$889,262	\$886,020	\$3,242	\$765,696	\$123,566
Other Current Assets					
Total for Current Assets	\$889,262	\$886,020	\$3,242	\$765,696	\$123,566
Fixed Assets					
1900 Buildings	\$2,701,500	\$2,701,500	\$0	\$2,701,500	\$0
1920 Land	\$78,408	\$78,408	\$0	\$78,408	\$0
1950 Furniture & Fixtures	\$266,017	\$266,017	\$0	\$266,017	\$0
Total for Fixed Assets	\$3,045,925	\$3,045,925	\$0	\$3,045,925	\$0
Total for Assets	\$3,935,187	\$3,931,945	\$3,242	\$3,811,621	\$123,566
Liabilities and Equity					
Liabilities					
Current Liabilities					
Accounts Payable					
2000 Restricted Funds	\$0	\$0	\$0	\$0	\$0
2015 Restricted - SOTH Mission	\$35,672	\$28,810	\$6,862	\$112,473	-\$76,801
Total for 2015 Restricted - SOTH Mission	\$35,672	\$28,811	\$6,861	\$24,446	\$11,226
2040 Restricted - LIFT	\$1,182	\$1,432	-\$250	\$1,345	-\$163
2041 Restricted - Men's Fellowship	\$261	\$261	\$0	\$261	\$0
Total for Accounts Payable	\$37,115	\$30,504	\$6,611	\$26,052	\$11,063
Credit Cards					
2150 Wells CC Office #6228 (Parent)	\$4,018	\$4,908	-\$890	\$4,224	-\$207
2151 Wells CC Pastor #5972	\$2,976	\$224	\$2,752	\$347	\$2,629
2152 Wells CC Communications #5951	\$190	\$201	-\$11	\$174	\$17
Total for Credit Cards	\$7,183	\$5,333	\$1,850	\$4,745	\$2,438
Other Current Liabilities					
2016 Mission Balance	\$0	\$0	\$0	\$0	\$0
2030 Restricted - Quilters	\$0	\$0	\$0	-\$194	\$194
2031 Restricted - Scholarship	\$17,073	\$17,073	\$0	\$15,233	\$1,840
2035 Restricted Music Fund	\$8,209	\$8,260	-\$50	\$6,997	\$1,213
2036 Altar Guild	\$1,429	\$1,429	\$0	\$1,457	-\$28
2060 Restricted - Cursillo	\$1,700	\$1,700	\$0	\$1,700	\$0
2100 Payroll Liabilities	\$10,407	\$10,407	\$0	\$2,586	\$7,820
2200.37 Dudgeon, David	\$1,815	\$1,415	\$400		\$1,815
2200.39 Maegdlin, Marilyn	\$1,050	\$250	\$800		\$1,050
2200 Restricted - Memorials	\$400	\$400	\$0	\$0	\$400
Total for 2200 Restricted - Memorials	\$4,022	\$4,118	-\$96	\$5,271	-\$1,249
2300 Restricted - Pastor Discretion	-\$109	-\$109	\$0	\$511	-\$620
2350.42 Landscape Project - 2350 - Restricted Special Gifts	\$28,150	\$8,000	\$20,150		\$28,150
2350.01 Five Project Fund Drive (deleted)	\$773	\$773	\$0	\$773	\$0
2350.02 OMAN 2023	\$0	\$0	\$0	\$0	\$0
2350.03 Sound System Upgrade 2023 (deleted)	\$218	\$218	\$0	\$218	\$0
2350.20 Del Ryland (deleted)	\$0	\$0	\$0	-\$1	\$1
2350.20 Del Ryland (deleted)	\$0	-\$195	\$195	-\$195	\$195

P&L Statement Highlights

	Actual	Budget	Variance
Offerings	\$41,461	\$45,532	(\$4,071)
Facilities Donations	\$0	\$2,108	(\$2,108)
Fund Transfers	\$24,196	\$12,295	\$11,901
Total Income	\$113,396	\$65,166	\$48,230
Less Missions	\$17,146	\$5,283	\$11,863
Less Expenses	\$104,719	\$83,909	(\$20,810)
Net Income	(\$8,467)	(\$24,026)	\$15,559

Expense Detail

Office	\$5,285	\$3,199	\$2,086
Comp & Benefits	\$37,688	\$40,901	(\$3,213)
Property	\$19,584	\$7,809	\$11,775
Mission Support	\$8,222	\$5,283	\$2,939
Music	\$195	\$1,039	(\$844)
Outreach	\$533	\$283	\$250

YTD Total Income	\$1,066,139	\$756,006	\$310,133
YTD Offerings Income	\$552,758	\$540,040	\$12,718
Next month Offerings	\$20,517	\$93,960	(\$73,443)

Balance Sheet	Current Month	Previous Month	Change
Checking	\$63,055	\$50,025	\$13,030
Fidelity	\$826,207	\$823,761	\$2,446
Current Liabilities	\$601,514	\$577,061	\$24,453
Weekly Expenses	\$24,353	\$19,514	\$4,840
Stress Test (weeks)	11.8	15.2	(3.4)

Budget vs. Actuals_FY_2025_Report						
Account	November 2025			Year to Date Budget		
	Actual	Budget	Variance to Budget	Actual	Budget	Variance to Budget
	Income					
4110 Offerings						
4110.10 Sunday Offering Identified	\$26,432	\$37,344	-\$10,912	\$397,636	\$442,934	-\$45,298
4110.11 On-Line Giving	\$9,850	\$4,381	\$5,469	\$100,756	\$51,960	\$48,796
4110.12 Direct Deposit	\$5,076	\$3,304	\$1,772	\$51,502	\$39,183	\$12,319
4120 Cash Unidentified	\$103	\$503	-\$400	\$2,863	\$5,963	-\$3,100
Total for 4110 Offerings	\$41,461	\$45,532	-\$4,071	\$552,758	\$540,040	\$12,718
4200 Dividend & Interest Revenue	\$2,447	\$1,667	\$780	\$27,955	\$18,333	\$9,622
4330.01 50th Anniversary	\$5,575		\$5,575	\$70,075		\$70,075
4330.04 Landscape Project	\$20,150		\$20,150	\$28,150		\$28,150
4330 Miscellaneous Revenue		\$83	-\$83	\$70,101	\$917	\$69,184
4330.02 Facility Donations		\$150	-\$150	\$5,370	\$1,650	\$3,720
4330.08 The Inspiration Academy		\$1,958	-\$1,958	\$25,975	\$21,542	\$4,433
Total for 4330.02 Facility Donations		\$2,108	-\$2,108	\$31,345	\$23,192	\$8,153
4330.03 Special Gifts Donation		\$0	\$0	\$200	\$1	\$199
4330.05 Cell Tower Rental	\$6,556	\$3,267	\$3,289	\$39,295	\$35,933	\$3,362
4330.09 Property Donation		\$0	\$0		\$0	\$0
Total for 4330 Miscellaneous Revenue	\$6,556	\$5,458	\$1,098	\$140,941	\$60,043	\$80,898
47200 Program Revenue						
4320.04 Adult Education		\$42	-\$42	\$627	\$458	\$169
4320.05 Flowers		\$67	-\$67	\$390	\$733	-\$343
4320.07 Fellowship	\$11	\$58	-\$47	\$405	\$642	-\$237
4320.08 Care Ministry		\$31	-\$31	\$402	\$339	\$63
4320.15 Memorial Service/Reimbursement		\$8	-\$8	\$1,020	\$92	\$928
4320.09 Children's Education		\$0	\$0		\$0	\$0
4320.12 Outreach		\$4	-\$4		\$46	-\$46
4320.14 Conventions/Retreats		\$4	-\$4		\$46	-\$46
Total for 47200 Program Revenue	\$11	\$214	-\$203	\$2,844	\$2,356	\$488
47400 Fund Transfers						
47400.1 Building Projects	\$10,073	\$1,417	\$8,656	\$38,977	\$15,583	\$23,394
47400.2 Special Gifts		\$25	-\$25	\$4,175	\$275	\$3,900
47400.3 Staffing	\$5,201	\$4,453	\$748	\$45,063	\$48,978	-\$3,915
47400.4 Scholarship Transfers		\$417	-\$417	\$0	\$4,583	-\$4,583
47400.5 Marketing for Outreach Activity	\$700	\$700	\$0	\$7,700	\$7,700	\$0
47400.6 ERC Fund Transfer				\$9,013		\$9,013
47400.7 Mission Support	\$8,222	\$5,283	\$2,939	\$86,866	\$58,113	\$28,753
47400.8 50th Anniversary		\$0	\$0	\$8,849	\$1	\$8,848
47400.9 Landscaping					\$1	-\$1
Total for 47400 Fund Transfers	\$24,196	\$12,295	\$11,901	\$200,643	\$135,234	\$65,409
47600 Missions Special Gifts	\$13,000		\$13,000	\$42,774		\$42,774
Total for Income	\$113,396	\$65,166	\$48,230	\$1,066,139	\$756,006	\$310,134
Cost of Goods Sold						
5700 Less Mission Benevolence	\$4,146	\$5,283	-\$1,137	\$55,306	\$58,117	-\$2,811
5701 Missions Gifts	\$13,000		\$13,000	\$43,235		\$43,235
Total for 5700 Less Mission Benevolence	\$17,146	\$5,283	\$11,863	\$98,541	\$58,117	\$40,424
5800 Reserved Surplus		\$0	\$0	\$62,484	\$0	\$62,484
Total for Cost of Goods Sold	\$17,146	\$5,283	\$11,863	\$161,026	\$58,117	\$102,909
Gross Profit	\$96,250	\$59,883	\$36,367	\$905,114	\$697,889	\$207,225
Expenses						
01 Mission Support						
7000.01 Amazing Grace Christian Church	\$1,000	\$500	\$500	\$12,250	\$6,750	\$5,500
7000.02 American Indian Christian Ministry	\$500	\$500	\$0	\$6,250	\$5,750	\$500



Minister of Music Council Notes – 12.14.25

- ♪ Members of JuBELLation Handbells played **Christmas carols for Stroll in the Glow**. They did an amazing job, playing **for 3 hours**. Many stopped by to listen and chat – including several students from The Inspiration Academy. I am blessed to work with such dedicated musicians!
- ♪ The Faith Singers and JuBELLation Handbells presented Sing Joy yesterday in worship – **wow! We are so blessed by our musicians!** What a joy for me to make music with Kathy and Cyrus! I am thankful for so many excellent readers as well!
- ♪ Many **thanks to Lloyd Tarr** for installing new casters on the organ platform and for organizing **our organ moving crew!** I can now move the organ easily to where it is needed.
- ♪ **Organ Repair Update:** The organ technician will be here on January 27, 2026, to troubleshoot on our on-going whistle issue.
- ♪ We are still in need of **volunteers for projection, audio, and camera.**
- ♪ In case you have not 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 – all grades are working on **Christmas carols in preparation for caroling**. It's been fun answering questions about the **Advent wreath, the Nativity scene, and other decorations** in the sanctuary. It's a great opportunity **for them to hear about Jesus. Beginning in January, I will no longer be teaching 6th – 12th grade music.** I continue to develop relationships with the students and teachers.
- ♪ I just finished recording the third installment of **Monday Musical Moments with Matt** – thanks to all who watch and share these videos! You can view them on the SOTH's Facebook page and YouTube channel. **Thanks to Lynn Ruby** for her work in posting them.
- ♪ **Talent Show is January 30, 2026 at 7:00p.**
- ♪ Upcoming Holy-Day schedule
 - Dec. 17 – final Midweek Advent service
 - 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