

Shepherd of the Hills Lutheran Church
Regular Council Meeting
Wednesday, February 25, 2026

President Steve Anderson called the meeting to order at 9:32 am in room 5/6 of the Educational Building. Those present were Pastor Jeff Teeples, Pam Carlson, Larry Kudrle, Sue Terlecki, Bill Luzinski and Sue Boyle. Absent was Richard Sundene. Guests: Debbie Vinopal

Pastor Jeff opened the meeting with prayer and gave reference to a Red-Letter Challenge passage. This verse centers around waking us up to God and putting him above all else. Our lives are busy; he needs to be our focus. We need to say no to many good things in order to say yes to the best thing.

The minutes from the January meeting had been sent out earlier with minor changes noted. Two corrections were noted. The minutes were approved unanimously with a motion from Pam and seconded by Larry.

Debbie: Wanted to gain input on shredding 10-year-old documents. There will be a list of documents that we need to keep, like financials, etc. The documents will be shredded. We have a monthly shredding service. What is our document retention policy? We should create one. The Finance Committee thinks 10 years is a good starting point. We should also scan the documents that we keep and continue to scan documents going forward. BSF video concerns have been resolved. Debbie sets it up on Thursday mornings. Music invoice concerns by Matt have also been resolved.

Pastor Jeff shared: New this year are the 12:15 pm Lent services. This was moved from a later time to facilitate more people coming due to it being during the day. The Red-Letter Challenge is going well. Sonja will follow up on the groups that are taking place. Pastor Jeff attended a number of Missouri Synod conferences last month. Staff went with Pastor for a conference and they enjoyed it very much. Pastor completed his “coaching” class in January and is applying what he learned to his work. Staff reviews are happening now. Council is invited for a pizza dinner at Pastor Jeff’s and Kris’. Staff have been studying a book together. This will happen for the whole congregation after Easter and through June. The study is about Jesus and his gentle, lowly characteristics.

Larry Kudrle gave a financial update. Updates include: Offerings were substantially more in January. Also, some of the money noted was for the 50th project. That is now complete. A method was figured out so Roger can now only enter into QuickBooks some of the transactions, while not entering all of them. They are being loaded automatically. An informal audit happens every two years per the constitution. A plan will be developed and Larry will share who will develop this plan. A discussion about our check signing practices was gone over. Steve will be added as a check signer. Reports are attached.

Updates on the Missions/Outreach teams are attached.

Sue Terlecki gave an update on the Worship, Education & Fellowship ministries. Updates include: The organ is still having issues. We are looking into what needs to be done. We still need audio/production people. Postings have gone out to many local colleges. We have one person who might be able to fill that. Matt has been attending virtual workshops and seminars. A lot of planning is going into Lent and Easter planning. It has been 50 years for Stephen Ministry. LIFT is collecting toiletries and are having a lunch/seminar on aging. Reports are attached.

Bill Luzinski gave an update on the Property Team. Updates include: 50th project complete. Dan is interim property manager. A discussion about how projects get done and who reports to whom took place. More discussion is needed. Items from our lawn mowing days need to be sold or donated. A sign will be placed on grounds with the landscaper information for 30 days. Bill is looking into replacing some signs on property. Reports are attached.

Old business: The 50th was great! What a nice celebration. A lot of people put in a lot of time. Directions for working the fans and lighting in the pergola will be hung near the remotes. One invoice is left to be paid. We have a surplus of money collected that we will use towards furniture. We are looking into something to go on the new gravel pad that will house the live nativity scene.

New business: Council meeting dates: 3/16 9:00 Ex, 3/23 10:00 Council, 4/20 9:00 Ex., 4/27 10:00 Council

We will hold a Council retreat to plan for the upcoming year and to get to know each other. Possible date of 4/27 and work in regular meeting-TBD

President Steve Anderson adjourned the meeting at 11:08. We closed with the Lord's Prayer.

Items requiring follow up:

Count of Stephen Ministry contacts-Richard

Survey congregation about Sunday service time-Council (after Easter)

Finance Committee will determine how many years to keep the documents and Council will approve the recommendation-Larry

Steve will be added as a check signer, Dwaine and Pastor will be taken off-Larry

Lawn mowing items will be donated or sold-Bill and Sue B

Respectfully submitted,

Susan Boyle

Recording Secretary

Approved March 23, 2026

LiFT has been collecting travel size toiletries for Paz de Cristo this whole month. Next month, we will have a speaker – Linda Rode on Saturday, March 14 from 10 AM to noon, talking about different types of dementia, and supporting caregivers. We will also have time for questions and answers. Coffee and treats will be served. It will be a free event for men and women of Shepherd of the Hills, and we will begin sign-ups shortly.

STEPHEN'S MINISTRY:

Had our usual meeting this month which included Supervision on the 3rd of February and Continuing Education on the 16th of February. We had one supervision report by Eileen and a discussion on the "Journey through Greif" program we use at SOTH and the tremendous excellent response that the program receives for those that have lost a loved one as well general discussion of upcoming events. One of the upcoming events we discussed was the Stephens Ministry celebration of 50 years since it was started by Kenneth Haugk who by the way is still working for Stephen Ministry but has "passed the baton" as Executive Director of Stephens Ministry to Joel Bretscher who has worked for Stephen Ministry for the past 30+ years. It was a great day of celebration at All Saints Lutheran Church in Phoenix this past Saturday. Funny that Stephen Ministry and SOTH both celebrated 50 years of Ministry this past Saturday. It was a busy weekend for some of us! One of things we did learn on Saturday at Stephen Ministry is putting an emphasis on combating the Mental Health Crisis in the coming years and Stephen Ministries are passionate about building a more caring world and empowering people for better mental health which fits into one of Stephen Ministries goals. Since "Building a More Caring World" is what Stephen Ministry is passionate about I am sure Pastor Jeff and all of our Stephen Ministry team will be hearing a lot of steps that Stephen Ministry will be taking to increase the mental health of people in this world.

SHEPHERD OF THE HILLS LUTHERAN CHURCH, INC.						
Budget vs. Actuals: Budget_FY26						
January 2026						
	Jan 2026			Year to date		
	Actual	Budget	Variance to Budget	Actual	Budget	Variance to Budget
Revenue						
Mission Benevolence						
5701 Missions Gifts	\$2,165	\$0	\$2,165	\$2,165	\$0	\$2,165
5710 Benevolence 10%	\$8,612	\$5,511	\$3,101	\$8,612	\$5,511	\$3,101
Total 5700 Mission Benevolence	\$10,777	\$5,511	\$5,266	\$10,777	\$5,511	\$5,266
Expenditures						
01 Mission Support		\$0	\$0	\$0	\$0	\$0
7000.01 Amazing Grace Christian Church	\$500	\$400	\$100	\$500	\$400	\$100
7000.02 American Indian Christian Ministry	\$400	\$400	\$0	\$400	\$400	\$0
7000.03 ALWM - Vietnam	\$1,500	\$500	\$1,000	\$1,500	\$500	\$1,000
7000.04 ALWM - Cambodia	\$2,400	\$600	\$1,800	\$2,400	\$600	\$1,800
7000.05 Paz de Cristo	\$300	\$300	\$0	\$300	\$300	\$0
7000.06 Peace Lutheran Church	\$300	\$300	\$0	\$300	\$300	\$0
7000.07 Philippines Pastor Paul Rollet	\$1,500	\$1,500	\$0	\$1,500	\$1,500	\$0
7000.08 Nicaragua - IELNIC (13 Churches)		\$0	\$0	\$0	\$0	\$0
7000.085 Nicaragua Church Build		\$0	\$0	\$0	\$0	\$0
7000.09 House of Blessing	\$400	\$400	\$0	\$400	\$400	\$0
7000.10 Across Nations	\$300	\$300	\$0	\$300	\$300	\$0
7000.11 NOVO - Hungary	\$300	\$300	\$0	\$300	\$300	\$0
7000.12 Grace Lutheran - Connections Ministry		\$83	-\$83	\$0	\$83	-\$83
7000.13 Pacific Islands University	\$0	\$0	\$0	\$0	\$0	\$0
7000.14 Quilters	\$0	\$0	\$0	\$0	\$0	\$0
7000.15 Verhagens - Wycliffe	\$0	\$0	\$0	\$0	\$0	\$0
7000.16 Johannesens French Mission	\$300	\$300	\$0	\$300	\$300	\$0
7000.17 NOVO - Tom Ashbrook	\$250	\$250	\$0	\$250	\$250	\$0
7000.18 Missionaries to France World Venture		\$250	-\$250	\$0	\$250	-\$250
7000.19 Emergency/Crisis Funds		\$0	\$0	\$0	\$0	\$0
Total 01 Mission Support	\$8,450	\$5,883	\$2,567	\$8,450	\$5,883	\$2,567
Balance Sheet (Savings)						
	January	December	Change			
	1/31/2026	12/31/2025				
	\$40,809	\$38,481	\$2,328			

26 January Balance Sheet
SHEPHERD OF THE HILLS LUTHERAN CHURCH, INC.
As of January 31, 2026

DISTRIBUTION ACCOUNT	TOTAL				
	AS OF JANUARY 31, 2026	AS OF DECEMBER 30, 2025 (PP)	\$ CHANGE (PP)	AS OF JANUARY 31, 2025 (PY)	\$ CHANGE (PY)
Assets					
Current Assets					
Bank Accounts					
1000 Operating Cash	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
1035 Wells Fargo Checking	155,995	75,194	80,801	59,361	96,634
1040 Fidelity	790,797	786,207	4,591	720,970	69,827
Total for 1000 Operating Cash	\$946,792	\$861,401	\$85,391	\$780,331	\$166,461
Total for Bank Accounts	\$946,792	\$861,401	\$85,391	\$780,331	\$166,461
Total for Current Assets	\$946,792	\$861,401	\$85,391	\$780,331	\$166,461
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	\$3,992,717	\$3,907,326	\$85,391	\$3,826,256	\$166,461
Liabilities and Equity					
Liabilities					
Current Liabilities					
Accounts Payable					
2000 Restricted Funds	0	0	0	0	0
2015 Restricted - SOTH Mission	\$40,509	\$33,178	\$7,331	\$18,187	\$22,322
2040 Restricted - LIFT	1,182	1,182	0	1,976	-794
2041 Restricted - Men's Fellowship	261	261	0	261	0
Total for Accounts Payable	\$41,951	\$34,621	\$7,331	\$20,424	\$21,528
Credit Cards					
2150 Wells CC Office #6228 (Parent)	4,731	2,714	2,016	5,531	-800
2151 Wells CC Pastor #5972	4,566	1,643	2,923	386	4,180
2152 Wells CC Communications #5951	190	190	0	174	16
Total for Credit Cards	\$9,487	\$4,547	\$4,939	\$6,091	\$3,395
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	5,155	8,209	-3,055	9,452	-4,297
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	3,326	7,081
2200 Restricted - Memorials	\$3,972	\$5,887	-\$1,915	\$3,048	\$924
2300 Restricted - Pastor Discretion	1,881	-109	1,990	511	1,370
2350.41 50th Anniversary*	33,809	61,226	-27,417		33,809
2350.42 Landscape Project -	85,590	28,150	57,440		85,590
2350 - Restricted Special Gifts	\$11,405	\$11,405	\$0	\$16,996	-\$5,591
2359 Reserved Surplus Fund	238,792	245,624	-6,832	215,028	23,764
2500 Restricted - Major Maintenance	16,683	15,834	849	23,583	-6,900
2600 Restricted - Columbarium	83,975	83,972	3	80,208	3,767
2700 Restricted - Contingency	52,471	52,471	0	52,471	0
2875 Restricted-Add'l Staff	6,210	12,937	-6,727	49,000	-42,790
Total for Other Current Liabilities	\$570,552	\$556,216	\$14,336	\$471,819	\$98,733
Total for Current Liabilities	\$621,990	\$595,384	\$26,606	\$498,334	\$123,657
Total for Liabilities	\$621,990	\$595,384	\$26,606	\$498,334	\$123,657
Equity					
3000 Opening Bal Equity	-1	-1	0	0	-1
3900.10 Unrealized Gain / Loss	0	0	0	0	0
3900 Retained Earnings	3,349,918	3,335,653	14,265	3,335,653	14,265
Net Income	20,810	-23,710	44,520	-7,731	28,540
Total for Equity	\$3,370,727	\$3,311,942	\$58,785	\$3,327,922	\$42,804
Total for Liabilities and Equity	\$3,992,717	\$3,907,326	\$85,391	\$3,826,256	\$166,461

Property Report
SOTH Council Meeting
2/25/2026

1. The 50th anniversary project is complete.
2. There are 9 items in the to-do list, Matt Ruby assigned for 6. Item to paint education bldg. will happen after all dust settles from new construction of grounds. Others are small items.
3. There are 3 items on hold. i.e. Heat screen on window in kitchen of Fellowship Hall, Dishwasher from 2022, no room and should be considered cancelled.
4. There are 7 items on the Wish list. i.e Block walls for trash unit 2/2024, even though the container has a lock, for appearance we should consider. New lighting design for sanctuary 2/2024, Church Bathroom Sconces 10/2022, Additional speakers near Bell Tables 3/2024
5. Task completed Feb 2026
 - a. Kitchen Faucet loose was repaired
 - b. Rear projector bulb & filter replaced
 - c. Heavy duty hook in Riser room for wreath installed
 - d. Ceiling fans in Fellowship Hall bathrooms installed
 - e. Cover plate over phone jack no longer used installed
 - f. Under Cabinet light in choir area kitchen installed
 - g. Broken hinge on Usher cabinet repaired in the hopes it holds
 - h. Video Camera's batteries recharged
 - i. All church windows were washed

Member at Large/Property

Bill Luzinski

Richard Sundene

February 25, 2026 Report

Memorial

- \$25.00 - Gail Galagher
- \$175.00 - Judy Konop

Scholarship – No Changes

Columbarium – No Changes

Respectively submitted

Ricard Sundene

MISSION REPORT FOR FEBRUARY 25, 2026 COUNCI MEETING

Benevolence:

1. January 1, 2026 started with a surplus of \$38,481. (see Bill Gest report)
2. **The Mission Team on 12/11/25 agreed on a budget of \$64,000 for 2026.** They decided to be conservative and not go higher until we see how the year progresses with tithings.
3. **YTD Tithings as of January 31, 2026=\$8612.**
4. **Monthly expenditures=\$5333.00**
5. **YTD Benevolence (mission balance) as of January 31,2026=\$40,809** (see Bill Gest report).
6. **Obligations at the end of January 31,2026.**
 - a. Nicaragua 13 churches carry-over from 2025=\$4377. Plus, January 2026, \$300 that was not sent.
 - b. Nicaragua Church building \$10,000.
 - c. Philippines \$250 from memorials not transferred yet.
 - d. Missions to France World Venture-January \$300 not sent.**Obligation Total=\$15,227**
7. **Total funds available after obligations=\$25,582**

Missions:

- Both Pastor Paul & Family in January & Pastor Bill Moberly & Zoon from Cambodia with Pastor Sam in February, were great presentations.
- Endi Kovack from Hungry will be coming in March. Sponsor is Pastor Ashbrook.
- Jesse & Kylee Slebodnik Missionaries to France will be coming April 12. Sponsor is Pastor Teeples.
- There probably is a need to have a Mission Meeting in March or April.
- There is still a need for Mission Chairs.

Respectfully,

Eileen Doench



Minister of Music Council Notes – 02.18.26

- ♪ **Organ Repair Update:** The organ technician came on January 27, 2026, to troubleshoot on our on-going whistle issue. The tech said the solution is a \$1400.00 part from Allen. Lloyd Tarr has reached out to the gentleman who designed our organ for his input as most of the responses Lloyd received have revolved around corrupted software, not a relay switch. More to come.

- ♪ We are still in need of **volunteers for projection and audio.**

- ♪ Working on **finding a Worship Tech**...prayers are appreciated!

- ♪ **Teaching at TIA** on Mondays is challenging but for the most part, going well – all grades are working on **World Music – so far we’ve traveled to Ghana, Japan, Italy, and the Czech Republic.** Upcoming countries include Senegal and Greece. I continue to develop relationships with the students and teachers.

- ♪ I attended the Handbell Musicians of America Virtual Winter Workshop, January 23-26. Thank you for the funding so I could attend!

- ♪ I participated in the webinar “Venturing Beyond the Page” led by David Cherwien. A freebie from Augsburg Fortress Publishers – well worth the time and fun to be challenged to grow in my craft.

- ♪ I attended Best Practices conference, Feb. 12-14, at Christ Lutheran in Phoenix. It was like old home week as I saw many former colleagues and even a former Chorister from 30 years ago who is now a Pastor in Texas. Lots of information on a variety of topics, especially the use of AI in the church.

- ♪ Mark your calendars for **Sunday, March 29, 9:30a.** The choir and area instrumentalists will present “Portraits in Grace” by Joseph Martin as part of our Palm Sunday service. One aspect of this cantata is having “portraits” or other artwork that reflects the different readings. We hope to have some of our artists share their work as part of the cantata. Invite a friend/neighbor to join you in worship!

- ♪ Upcoming Holy-Day schedule
 - Wednesdays, February 25 – March 25 – 12:15p – Midweek Lenten services
 - Sunday, March 29 – 9:30 – Palm Sunday Cantata “Portraits in Grace”
 - Thursday, April 2 – 1:00p – Maundy Thursday service
 - Friday, April 3 – 1:00p – Good Friday Service
 - Sunday, April 5 – 8:00 and 9:30a – Easter Services