

Shepherd of the Hills Lutheran Church
Regular Council Meeting
Monday, March 23, 2026

President Steve Anderson called the meeting to order at 10:00 am in room 5/6 of the Educational Building. Those present were Pastor Jeff Teeples, Pam Carlson, Larry Kudrle, Sue Terlecki, Richard Sundene and Sue Boyle. Absent was Bill Luzinski.

Pastor Jeff opened the meeting with prayer and read from the Word Every Day from the Daily Text. The text was from Issiah. It was about how our reflection about God is so connected to Jesus. As Jesus suffered, so did God.

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

Administrative updates include: Robin Johnson has started in the sound booth. A meeting about the live nativity will occur. The pickleball net and equipment were ordered and it can be checked out M-F while school is in session, but not from 10-1. The rules for check-out will be updated. See report below.

Pastor Jeff shared: Lent services are going well. The lunch has been nice with people hanging around until about 2:00. The interviews for the Lenten services have gone well. Holy week has been planned and something new will be added for Maundy Thursday service. The choir is a big part of Palm Sunday service. There are two services on Easter. Pastor Jeff is also involved in the 6am fountain service. There is a pancake breakfast being served on 4/12. The Nicaragua trip is being planned. After Easter, sermons will be based on a new book that Pastor has read. This series will take us to the 4th of July. Pastor has two evaluations to complete. He will be away for Father's Day.

Larry Kudrle gave a financial update. Updates include: Offerings were down a bit in February, but year to date offerings are good. Overall, we're in good shape! Finance is recommending to keep 10 years' worth of documents. Finance also put together names for an audit committee, and they set a list of items to accomplish with the audit. A draft document was put together as a Continuing Resolution for the "financial affairs review process". This will be voted on at a later date. We have updated the check signers on the bank account. See report below.

Richard Sundene gave updates on the Missions/Outreach teams. Missions are meeting the financial obligations. In April, missionaries from France will be here. A memorial fund report was put together. A list of Stephen Ministers was put together. More niches were sold and we're looking at putting a few more boulders near the Columbarium. See report below.

Sue Terlecki gave an update on the Worship, Education & Fellowship ministries. Updates include: Stephen Ministers completed a continuing education class and have read several

books. LiFT has been busy. They collected toiletries. They met at the park to plan for November. They are keeping the same officers. They are planning a meeting in April. A few visited a children's home in Mesa. They really liked it for a possibility of a fund raiser. Music ministry is going very well. There are still concerns about the organ. Compassion Ministry sent thank you notes for donations. See report below.

Steve Anderson gave an update on the Property Team on behalf of Bill. Report is attached.

Old business: We have \$15,000 left over from the 50th project and it will be used for furniture and some type of sculpture on the nativity pad. Pam is working with a team to select the furnishings for under the pergola and in the rose garden. Also, a plan for the set-up of the furnishings will be made. A possibility to purchase a sunshade for the rose garden is being discussed. The lawsuit continues and the new court date is January of 2027. It might be settled prior to the date. The Live Nativity event will be held on 12/6. Instead of a day long Council retreat, we will read *Winning on Purpose*. We will select chapters and will discuss and discern in multiple Council meetings. The discussion will be approximately 30 minutes for each of the four sections. Pastor Jeff will order the books. We will also discuss how to better incorporate Council that is out of town for meetings, especially those that leave for the summer. Zoom meetings with all Council on might be an option. We also want to talk about the role of Council and how committees report to them. Strategic Planning will attend an upcoming meeting. Questions include: What are new topics for discussion? How to seek new and fresh voices?

New business: Larry made a motion, based on the Finance Committee input, that church records that are outlined in the Constitution will be held for 10 years and to adopt a Continuing Resolution 03-23-26-"A Records Retention Guideline". Richard seconded the motion and the motion carried. Council meeting dates: 4/20 9:00 Ex., 4/27 10:00 Council and 5/18 9:00 Ex., 5/20 10:00 Council

President Steve Anderson adjourned the meeting at 11:10. Pam made the motion for adjournment and Sue T. seconded it. We closed with the Lord's Prayer.

Respectfully submitted,

Susan Boyle

Recording Secretary

Approved April 27, 2026

Property Report
SOTH Council Meeting
3/25/2026

1. Task completed March 2026
 - a. MEN'S URINAL RUNNING in Boys bathroom in Fellowship Hall repaired
 - b. RE-INSTALL DOORSTOPS AT ED. BLG DOORS installed
 - c. OUTLET AT ROSE GARDEN trellis replaced
 - d. BROKEN DOOR HINGE on cabinets repaired again
 - e. CABINetry HINGES NEED ADJUSTMENT again
 - f. New HANDICAPPED PARKING SIGNS
 - g. TOILETS - WOMEN'S BATHROOM NARTHEX repaired
 - h. REMOVED POLICE PULL from sound are
 - i. FIXED LARGE BANNER PIPE FOR WIND RESISTANCE on church sign

2. At the April meeting will discuss items that are on the Wish list.

Member at Large/Property
Bill Luzinski

Member at Large/Property
Bill Luzinski

The **Compassion Ministry** has not been involved this month, but I have written several notes to people who donated money to the Memorial Fund in people's memory. Gail Appeldorn

LiFT By the time you have your meeting on Monday, there will have been 4-5 of us that went to Sunshine Acres Children's Home in Mesa after church on Sunday. They are having their annual open house and we want to check it out and see if they might be an option for our share.

Stephen's Ministry: We had Supervision on 3/03/26 and discussed the 50th for SM and what to look forward to in the future. I did have that reporting in last month's report. Continuing Ed was held on 03/17/23 and we finished the study by Laurie Short on "Faith, Doubt, and God's Mysterious Timing" Are new study for CE will be on Empathy. A new book written by Joel Bretscher and Kenneth Haugk called the Gift of Empathy will be our study guide. It was written by Haugk and Bretscher to coincide with their discussion at the 50th anniversary of SM on the mental health issue in our world today. I will keep you posted on the upcoming months as we use the Empathy book and the discussion guide that goes with the book. Looks very interesting!

Peace & Blessing Don

MISSION REPORT FOR MARCH 23, 2026 COUNCIL 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 February 28, 2026=\$15,527**
 4. **Monthly budgeted expenditures=\$5333.00**
 5. **YTD Benevolence (mission balance) as of February 28,2026=\$39,669** (see Bill Gest report).
 6. **Obligations at the end of February 28,2026.**
 - a. Nicaragua 13 churches carry-over from 2025=\$4377. Plus, January/February 2026, \$600 has not been sent. Total=\$4977
 - b. Nicaragua Church building \$10,000 left at the end of the year, presently at \$6978.
 - c. Philippines \$250 from memorials not transferred yet.
 - d. \$5000 is being held for Emergency/Crisis Projects per anonymous donor.
- Obligation Total=\$17,205**
7. **Total funds available after obligations=\$14,087**

Missions:

- Jesse & Kylee Slebodnik Missionaries to France will be coming April 12. Sponsor is Pastor Teeples.
- I will send out a request to see if anyone is available to just do an update on Missions.
- I will send out the minutes from the last report, a copy of this report, and a request for support for the Missionaries to France who will be speaking in April. It will send it to the Mission email list that I have for those that come, and those that are just interested in Missions.

Respectfully

Eileen Doench

March 2026 Stephen Ministers					
Ruby Bjornholt	Stephen Leader				
Tom Vinopal	Stephen Leader				
Don Wirth	Stephen Leader				
Eileen Doenh	Stephen Minister				
Darlene Daily	Stephen Minister				
Sue Bye	Stephen Minister				
Elaine Tarr	Stephen Minister				
Joanne Wuttke	Stephen Minister				
Roger Miller	Stephen Minister				
Edith Miller	Stephen Minister				
Edith became a Stephen Minister 4 years ago. Unfortunately she had					
some setbacks in health and she is now our Stephen Minister in					
residence at Morningstar Star. She helps out the the Morningstar					
residents.					

Columbarium- we've sold a couple more niches. I also contacted Homecoming Inc, the company that provides the faceplates and urns, asking about pricing on additional boulders. I was surprised to learn that they only provide the niche boxes and not the exterior boulders that hold the niche boxes. They have no documentation as to where we purchased the boulders. I haven't taken time to look through our files yet but we might need to think about something different for the next phase of niches such as a brick or block frame of some sort. It's not a rush but on our plate to consider.

Scholarship- we received one application. We have some follow-up questions for the candidate.

Cursillo - I received a \$250 Thrivent card to fund a spaghetti dinner fundraiser for weekend 168 in September. I'm getting a committee together to start the planning.

ADMINISTRATOR'S REPORT

- No updates have been received yet from Finance Committee regarding a list of documents to keep in archives. This may have to be a Summer activity.
- Robin Johnson has been training at the Sound Board for (4) Sundays, since March 1st. Robin is doing well and catching on quickly. Robin was hired on a contract basis. She is not an employee of SOTH.
- Pickleball net and paddles with balls were delivered. A "check out" system is in process to be handled by the Office. A waiver will be required by all playing. The net can be checked out by a Member Only. Monday – Friday while school is in session, the court will be unavailable during the hours of 10:00 am – 1:00 pm. (Lunch/Recess)
- Waiting for assistance to remove the lawnmower and fertilizer from storage to make room for storage of the outdoor games.
- Live Nativity launched and looking for committee members. Current volunteers who came forward: Lynn Ruby, Don Wirth, Rose Gibson - - Meetings will take place once per month beginning, March 26 at 3 pm room 5/6
- A sculpture is being researched to be placed on the Live Nativity pad. Local artist Brian Schader will be bouncing ideas to Pastor Jeff and me. Costs will be discussed relating to design, I will keep you informed. A portion will be donated by the artist.

SHEPHERD OF THE HILLS LUTHERAN CHURCH, INC.						
Budget vs. Actuals: Missions						
February, 2026						
	Feb 2026			Year to Date		
	Actual	Budget	Variance to Budget	Actual	Budget	Variance to Budget
5710 Benevolence 10%	\$6,915	\$7,423	-\$508	\$15,527	\$12,934	\$2,593
Expenditures						
01 Mission Support		\$0	\$0	\$0	\$0	\$0
7000.01 Amazing Grace Christian Church	\$400	\$400	\$0	\$900	\$800	\$100
7000.02 American Indian Christian Ministry	\$400	\$400	\$0	\$800	\$800	\$0
7000.03 ALWM - Vietnam	\$500	\$500	\$0	\$2,000	\$2,000	\$0
7000.04 ALWM - Cambodia	\$500	\$500	\$0	\$2,900	\$1,000	\$1,900
7000.05 Paz de Cristo	\$300	\$300	\$0	\$600	\$600	\$0
7000.06 Peace Lutheran Church	\$300	\$300	\$0	\$600	\$600	\$0
7000.07 Philippines Pastor Paul Rollet	\$500	\$500	\$0	\$2,000	\$2,000	\$0
7000.08 Nicaragua - IELNIC (13 Churches)		\$0	\$0	\$0	\$0	\$0
7000.085 Nicaragua Church Build	\$3,022	\$3,022	\$0	\$3,022	\$3,022	\$0
7000.09 House of Blessing	\$400	\$400	\$0	\$800	\$800	\$0
7000.10 Across Nations	\$300	\$300	\$0	\$600	\$600	\$0
7000.11 NOVO - Hungary	\$300	\$300	\$0	\$600	\$600	\$0
7000.12 Grace Lutheran - Connections Ministry		\$83	-\$83	\$0	\$167	-\$167
7000.13 Pacific Islands University		\$0	\$0	\$0	\$0	\$0
7000.14 Quilters		\$0	\$0	\$0	\$0	\$0
7000.15 Verhagens - Wycliffe		\$0	\$0	\$0	\$0	\$0
7000.16 Johannesens French Mission	\$300	\$300	\$0	\$600	\$600	\$0
7000.17 NOVO - Tom Ashbrook	\$250	\$250	\$0	\$500	\$500	\$0
7000.18 Missionaries to France World Venture	\$500	\$250	\$250	\$500	\$500	\$0
7000.19 Emergency/Crisis Funds		\$0	\$0	\$0	\$0	\$0
Total 01 Mission Support	\$7,972	\$7,805	\$167	\$16,422	\$14,589	\$1,833
Balance Sheet (Savings)	2/28/2026	1/31/2026	change			
	\$39,669	\$40,559	-\$890			

Tuesday, Mar 10, 2026 07:50:39 PM GMT-7 - Accrual Basis

Shepherd of the Hills Lutheran Church

Constitution – Bylaws – Continuing Resolutions

Continuing Resolution No. 2026-03-23 A, Records Retention Guidelines

References:

- Constitution Chapter 18 Continuing Resolutions
- Bylaws Chapter 3, Part BL3.04
- Constitution & Bylaws Glossary, definition of Records

The Congregation Council, at its Regular Meeting on March 23, 2026, adopts the following as its Records Retention Guidelines, to be implemented as soon as practical, and continued until ended or modified by Council action:

Retained Records shall be reviewed annually. Records exceeding ten (10) years age may be destroyed (shredded), with the following exceptions, which shall be retained and archived:

1. Documents and records having significant Church historical value
2. Minutes of the meetings of this Congregation and the Congregation Council
3. Year-end financial records of the Church
4. Financial institution year-end Statements
5. Financial review or audit reports
6. Annual Reports to the Congregation
7. Personnel records
8. The Organization's necessary documents as described in BL3.04.c
9. Legal documents
10. Governmental filings, permits, and significant communications

Administrative staff shall arrange for volunteers to assist with the review and sorting of stored Records and materials, and for the necessary destruction services and storage requirements.

Persons conducting the efforts associated to this Resolution may obtain access to confidential information and must treat that information with utmost care.



Minister of Music Council Notes – 03.19.26

- ♪ **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. Lloyd is still trying to reach him.

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

- ♪ Robin, Jeff and Mary Johnson’s granddaughter, is serving as our audio operator on Sundays!

- ♪ **Teaching at TIA** on Mondays is challenging but for the most part, going well – we finished our World Music Tour by **eating chocolate-covered grasshoppers**. I continue to develop relationships with the students and teachers.

- ♪ I participated in the webinar “**Loaves and Fishes: Expanding the Reach of Music Ministry in Your Congregation**” led by Anne Krentz Organ. A freebie from Augsburg Fortress Publishers – well worth the time and fun to be challenged to grow in my craft.

- ♪ 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!

- ♪ On **Sunday, March 29**, I will be team-teaching **Christ Connect Class** with Pastor Jeff.

- ♪ I will be **out of the office April 22 – April 27**.

- ♪ Upcoming Holy-Day schedule
 - 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