

Shepherd of the Hills Church

Celebrating 133 years of ministry
People of God: Loving All, Welcoming All, Serving All



2019 Annual Report

The Shepherd of the Hills Annual Meeting is set for February 9, 2020, after the 8:00 AM service (9:00 am). Please plan to attend. Your active participation is important to the growth of our ministry.

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Shepherd of the Hills Lutheran Church Annual Meeting Agenda

February 9, 2020

1. Call to order – President Bill Gehrts
2. Recognition of Quorum – Keith Hesselbacher
3. Opening prayer – Pastor Jim Mehlretter
4. Approval of the Annual Meeting Agenda for February 9, 2020 – MOTION for Approval
5. Christian Code of Conduct
6. Annual Meeting Minutes from February 3, 2019 – MOTION for Approval
7. Pastor Jim’s Report
8. Auditor’s Report – Audit Committee: Janet Werner, Goldie Foley, and Steve Davis. MOTION for Approval
9. Treasurer’s Reports – MOTION for Approval
 - a.) General
 - b.) Mission
 - c.) Other financial reports
10. Nominating Committee
 - a.) Outgoing Council members: Jen Anderson & Sue Cording
 - b.) Nominating Committee’s recommendations for three-year terms:
 - 1.) Jen Anderson (please read Church Nominating Form, found on page 10.)
 - 2.) Sue Cording (please read Church Nominating Form, found on page 11.)
 - 3.) Any nomination from the floor.
 - 4.) BALLOT VOTE (if needed)
11. Committee and Organization Reports (accepted as a whole) -- MOTION for Approval.

12. New Business

- a.) Resealing of Church parking lot. MOTION for Approval.
- b.) Budget for 2020 – presented by Council – MOTION for Approval.
- c.) Voting members to the Northern Illinois Synod Assembly needed: June 19th & 20th, 2020 in Rock Island, IL. We are allowed 2 adults with voting privilege; preference is 1 male and 1 female not of the same household (we are flexible with that). A youth voting member is also permitted. New this year, 1 or 2 additional adults may attend to observe (no voting privilege) the proceedings.
- d.) Recognition of “The Volunteers of the Year”
- e.) Results of vote on Council Members

13. Motion to Adjourn

14. Closing with the Lord’s Prayer lead by Pastor Jim.

Shepherd of the Hills Lutheran Church

Christian Code of Conduct

December 2018

Our mission, the mission of each member, is to build the body of Christ and not to harm the body of Christ. All discussion and decisions are to be based on these two building blocks of faith.

Membership in this congregation, a member of the larger body of Christ on earth, God's church, is not a right, it is a privilege. As such, the privilege of membership includes duty in the following ways:
(From the SOTH constitution C.8.04)

- To make regular use of the means of grace which is the word and sacrament of God
- To exhibit Christian behavior and to live each day of the week as a person of God
- To support the work of the congregation, Northern Illinois Synod and the ELCA through contributions of time, abilities and financial support as biblical stewards of God's blessings.

Shepherd of the Hills Lutheran Church Code of Conduct for congregational meetings:

- 1) We believe that Christians are called to a higher standard of behavior than what is demonstrated in secular behavior.
- 2) The agenda will be approved before the meetings begin- regular business is limited to the agenda
- 3) In order to speak, there must be a motion properly seconded on the floor
- 4) Members agree to use language appropriate for God's house including respectful use of words without blame or disrespect.
- 5) The chair will recognize a member before anyone speaks
 - a. There is a two-minute limit per person
 - b. The chair will alternate between speakers who are for and speakers who are against the motion.
 - c. Because individuals may have strong and faithful opinions on either side of a motion, applauding, vocal or other outward signs of support of or opposition to a motion are not permissible.
- 6) Disagreement is welcome. Being disagreeable is not acceptable.
- 7) Anyone not abiding by these guidelines will not be recognized by the chair
 - a. Disruption will result in a loss of the privilege to speak
 - b. Further disruption will bring removal from the meeting room
 - c. Continued disruption will bring removal from membership

Grace and peace one and all,

Shepherd of the Hills Church Council:

Bill Gehrts, Jen Anderson, Samantha Hendren, Mark Hesselbacher,
Sue Cording, Leigh Stoewer and Pastor James Mehlretter.

Annual Meeting Minutes – February 3rd, 2019

The meeting was called to order at 9:19 am by President Terry Crandall.

Present: Terry Crandall, Samantha Hendren, Keith Hesselbacher, Mark Hesselbacher, Sue Cording, and Pastor Mark Oehlert

Absent: Jen Anderson

Recognition of a quorum by Keith Hesselbacher.

Pastor Mark led the congregation with an opening prayer and comments.

Agenda Approval: Pam Ohms made a motion to approve the agenda. Larry Cording seconded the motion. Motion carried.

Christian Code of Conduct: Deb Ehrler made a motion to approve the Christian Code of Conduct. The Christian Code of Conduct States:

PM

Shepherd of the Hills Lutheran Church Christian Code of Conduct December 2018

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Bill Gehrts seconded the motion. Motion carried.

Church Council Secretary's Report: Alana Turner made a motion to approve the Church Council Secretary's Report. Babette Krug seconded the motion. Motion carried.

Pastor Mark's Reports were reviewed.

Auditor's Report: The audit committee (Janet Werner, Bill Gehrts, and Rich Crandall), informed the congregation that all financials were found to be in order. Missy Hesselbacher made a motion to approve the auditor's report. Jim Krug seconded the motion. Motion carried.

Treasurer's Report:

1. General
2. Mission
3. Other

Alana Turner made a motion to approve the treasurer's reports. Ray Israel seconded the motion. Motion carried.

Nominating Committee: Terry Crandall thanked Keith Hesselbacher for his service on the council. Pastor Mark thanked Terry Crandall for her service on the council. Bill Gehrts and Leigh Stoewer were the two candidates for council for three year terms.

Alana Turner made a motion to accept nominations for the three year terms. Janet Werner seconded the motion. Motion carried.

The nominating committee recommended Sue Cording and Jen Anderson for one year terms. Ray Israel made a motion to accept nominations for the one year terms. Bill Gehrts seconded the motion. Motion carried.

Committee and Organization Reports: Jan Radabaugh made a motion to accept the organization and committee reports. Lee Stoewer seconded the motion. Motion carried.

New Business

Solar Project Presentation: Bill Gehrts made a motion to authorize the council, upon a review of the solar committee recommendation and approval of their recommendation, an expenditure not to exceed \$45,000 for the installation of a 20 kilowatt solar panel array by using God's gifts in order to help offset the electrical needs and monthly cost of SOTH. Milan Blaho seconded the motion. Motion carried.

2019 Budget: Milan Blaho made a motion to accept the 2019 budget. Bill Gehrts seconded the motion. Motion carried.

There was a reminder to the congregation that Shepherd of the Hills is seeking voting members to attend the Northern Illinois Synod Assembly on June 14th-15th.

Larry and Virgie Anderson were recognized as "Volunteers of the Year"

Alana Turner made a motion to adjourn at 10:14 am. Lee Stoewer seconded the motion. Motion carried.

Meeting ended with the Lord's Prayer

PASTOR'S ANNUAL REPORT

The Annual Report is an important document of any congregation. Throughout this year I have looked back on the 2018 report for initial information and occasionally for a deeper perspective.

The year 2019 began with change for Shepherd of the Hills. Pastor Mark notified the congregation of his retirement with a thoughtful and gracious letter dated January 8.

At that point in time our family had been visiting Shepherd of the Hills for a couple of years. Our drives into the country to see good friends Mark and Nancy had been meaningful. We had also enjoyed getting acquainted with the warm and welcoming people of this church. We wondered what our connection to this church might look like in the future.

I had enjoyed leading worship here once in a while when Pastor Mark was on vacation. Therefore, I was happy to provide pulpit supply and then begin as a limited interim pastor in cooperation with the Northern Illinois Synod of the ELCA. At the same time your Call Committee was being formed, an openness to serving here was evolving in me even though I loved my work at Finley Hospital.

My relationship with this congregation deepened with worship, personal conversations, church council meetings, and a formal call committee interview.

At the time of your congregational vote on September 1, I was prepared to accept the call to be your regular full-time pastor and began October 1.

During the transition time and in the first months of ministry here, I have continued to get to know you better in worship, in your homes, and at community and special events.

As we look back on 2019, there are certainly successes to be celebrated and challenges that will carry over into 2020. As a part of our Lord's church we give thanks for the way the Holy Spirit worked through so many to make the successes possible. We also look for the same Holy Spirit to uplift, guide and encourage us as we identify opportunities to address the challenges we face.

While it might be tempting to trumpet a few specific successes or approach a few challenges in this article, I think it is most appropriate for me, this year, to let the many pages of this Annual Report speak for themselves without highlight or interpretation.

I would like to close by simply saying "Thank You" for giving me the privilege of serving as your pastor. I would also like to thank the entire congregation for their encouragement as we have begun to settle in. So many people have signaled to me that this will be a productive and fruitful partnership in ministry. May our focus together remain on our Lord and the many ways He calls us to point to Him in all we do together.

Pastor Jim

EVENTS IN OUR CHURCH LIFE

This year we were blessed with Baptisms, and a Wedding and sadden to loss fellow members of our congregation.

Baptisms

Cole Thomas Williams (January 27, 2019)

Ethan David Hesselbacher (June 2, 2019)

Marriages

Clint Anderson & Ashley Patterson (9/07/2019)

Deaths

C.H. "Bud" Nesbitt (June 4, 1932 – January 5, 2019)

Lavern "Vern" Ehrler (December 3, 1963 – September 13, 2019)

COUNCIL PRESIDENT'S ANNUAL REPORT

Reflecting on the past year, I am amazed at how fast it has gone. While challenging at times, I can honestly say that it has been enjoyable serving as your council president.

We, as a congregation, have accomplished much this past year. First and foremost, the time from having an interim Pastor to one who is now full time was relatively short. In my opinion, God was truly smiling at us when Pastor Jim, Noelle, and Katie joined our family. Another milestone was our solar project. There are many other things I could list; however, I would rather say that the strong faith in God and the desire to do ministry in our community that you, as a congregation, have shown to me, your Shepherd of the Hills Church Council, and our Pastor Jim is truly appreciated. With faith in God's guidance, together we will continue to move our church forward.

None of what we do, however, would be possible if it weren't for all of our faithful members who volunteer their time and talent to our church. To try to name everyone would be a formidable task, and I am sure someone would be missed. That said, I give a heartfelt Thank You to all of those who serve our congregation. I would like however to specifically express my thanks and appreciation to the council members and Pastor Jim. Their support and guidance have made my function much easier, and I look forward to our continued work in the future.

In closing, this past year has been both an honor and a privilege. All of us together must continue to look to God for guidance and growth in wisdom for living our lives and making the world a better place.

God be with you!

Bill Gehrts

Council President

NOMINATING COMMITTEE RECOMMENDATIONS

(For a three year term, in alphabetical order):

**Shepherd of the Hills Lutheran Church
CHURCH COUNCIL CANDIDATE FORM**

NAME: Jennifer J. Anderson

ADDRESS: 5758 North Ford Rd

CITY: Scales Mound

STATE: IL

ZIP: 61075

TELEPHONE: 608.778.0221

E-MAIL ADDRESS: rediskej@hotmail.com

LENGTH OF TIME AS A MEMBER OF SOTH: 7 years member, attending services since 2007

OTHER AREAS YOU HAVE SERVED IN AT SOTH:

EDUCATIONAL LEVEL: Doctorate of Veterinary Medicine

OCCUPATION: Veterinarian

SEX: M ___ F ___ X ___

1. Areas of special leadership and interest in your congregation? (Past and Present)

Assist with Social Ministry’s garden, Shephard’s Table (plan, prepare, and serve) when possible, currently serving as Vice President of Church Council (accepted the position that was vacated mid-term), participate in serving at hospitality on a regular basis

2. Areas of special leadership and interest in the community?

Former Cuba City Jaycees Member, volunteer coach for volleyball (4 yrs.), softball (3yrs) and track & field (3yrs) at St. Joseph’s School in Sinsinawa, mentor for individual’s interested in the fields of veterinary medicine, animal science, and veterinary technician

3. Why do you wish to serve as a council member at SOTH?

I was asked to finish 16 months of a 3 year term; I willingly accepted the position and opportunity to serve SOTH to the best of my abilities. We as a congregation face challenges and opportunities and need to face them head on to continue to grow the church body.

4. What are your priorities for this ministry?

Fiscal responsibility, supporting youth, retention of current members and recruitment of new members

5. Your faith statement?

Philippians 4:13 I can do all things through Christ who gives me strength

6. Other items you would like the congregation to know about you?

My husband (Shane) and I stay busy with 2 kids, cattle & crop farm, and a veterinary career. I am the senior partner at Veterinary Associates in Hazel Green (WI) and Galena. Volunteering and supporting causes in the community are important to me.

Shepherd of the Hills Lutheran Church
CHURCH COUNCIL CANDIDATE FORM

NAME: Sue Cording

ADDRESS: 241 Council Fire Circle

CITY: Galena STATE: IL ZIP: 61036

TELEPHONE: 815-777-2636 Cell: 563-599-7933

E-MAIL ADDRESS: scording9@hotmail.com

LENGTH OF TIME AS A MEMBER OF SOTH: 50 years

OTHER AREAS YOU HAVE SERVED IN AT SOTH: WELCA Esther Circle, Sunday School Teacher, Vacation Bible School Teacher, Education Committee, Social Ministry Committee, Call Committee (3 times), Delegate to Synod Assembly (4 times), and Ministry Coordinator.

OCCUPATION: Retired Public School Teacher, currently a part-time teacher at the University of Dubuque in the adult education program known as LIFE SEX: M ___ F_x___

1. Areas of special leadership and interest in your congregation? (Past and Present)

Assistant Minister, Reader, Teller, Greeter, Book Club, and Body and Soul.

2. Areas of special leadership and interest in the community?

I am a Member of the Jo Daviess County Conservation Foundation serving on the Friends of Horseshoe Mound Committee, and have helped with the development of Horseshoe Mound. I have served for five years on the League of Women Voters of Jo Daviess County Board of Directors. I also enjoy reading, writing, traveling, spending time with my husband Larry and our pets, visiting our children and grandchildren, and enjoying friends and neighbors.

3. Why do you wish to serve as a council member at SOTH?

In November of 2018, I was asked to come on the council to fill the unexpired term of a member who had resigned. Even though I have been a member of SOTH for 50 years, this was my first experience on church council. I would like to continue working on the church council because I love our church and feel God can use me in this position to help do God's work.

4. What are your priorities for this ministry?

As a church council member, I want to give my best effort to conducting the business of our church. We have a lot of important work to do as servants of God, and I want to be a good steward of our finances and our mission as People of God: Loving all, welcoming all, and serving all.

5. Your faith statement?

God is the very source of our being, and we are the recipients of God's grace. By grace we have been saved in the death and resurrection of Jesus Christ. Because of God's infinite love and salvation, I have hope for this world and the next. And I want to experience the joy of serving Our Lord in whatever path God calls me to take.

6. Other items you would like the congregation to know about you?

Church Council members represent all the members of the local congregation. As a representative of our SOTH members, I want to be available to talk with members and listen to any concerns or requests they may have. I also want us to stay connected with opportunities for service in the ELCA through our Northern Illinois Synod and the Church Wide Assembly.

HIGHLIGHTS OF 2019

January



February

Annual Meeting



Farewell to Pastor Mark and Nancy



March

Lenten Services

April

Easter Services

Repair of the altar



May

July

Second Summer Brunch

June

First Summer Brunch

August

Third Summer Brunch

September

Men's Steak Fry

*Presenting checks to local food pantries
SOTH has gone solar*



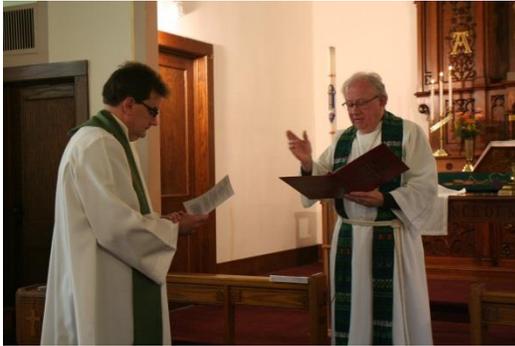
October

Trick or Treat for the Mop Shop



November

Installation of Pastor James Melhtretter



Galena United Churches Christmas Concert



December

- Good Gifts Christmas Ornaments*
- Youth Christmas shopping*
- Advent Services* *Christmas Service*



COMMITTEE & ORGANIZATIONAL REPORTS

BUILDING & PROPERTY COMMITTEE REPORT - 2019

(Submitted by Ray Israel)

The Committee has met occasionally as needed Committee members are:

Ray Israel, Ron Shultz, Keith Hesselbacher, Jim Hansen, Jim Krug, Tom Jones and Mel Ehrler.

- The gazebo was power washed.
- The bell steeple was washed and caulked and will be painted when weather warms up.
- The State Elevator Inspection was completed.
- Grass cutting of both cemeteries was awarded to R Landscaping- Matt Reed
- Bill Gehrts volunteered and faithfully cut the grass at the Church.
- **THANK YOU BILL GEHRTS FOR CUTTING THE GRASS**
- The well has been a constant problem, failing the State of Ill test
- Snow plowing bid was awarded to Rick Huezunga.
- Normal maintenance items were accomplished during the period:
 - Batteries were replaced in smoke alarms and thermostats.
 -

EVANGELISM/OUTREACH COMMITTEE REPORT – 2019

Committee Members: Sheila Winter, Rich Crandall, Steve Davis, Barb Hansen, Mary Ohms, & Sue Cording (public relations person),

NO REPORT GIVEN.

SHEPHERD’S TABLE REPORT– 2019

(Submitted by Terry Crandall)

Shepherd’s Table has been in operation since February 2017 averaging 40+ people being served a free lunch each Wednesday. Our mission involves reaching out to the community, providing fellowship in a friendly environment, building caring relationships throughout the community, providing a helping hand to those in need and using our God given talents and gifts in abundance to serve others in Jesus’ mighty name.

On June 6, 2019, the committee approved \$250 to be given to the Sonshine Center and \$375 to purchase steak fry tickets to be given away.

Due to the continuing water test parameters required by the county, Shepherd’s Table was stopped and started throughout the year. The UV system that was installed, in hopes to satisfy the water test requirements, kept the water safe for use inside, but failures at the well continued. Approximately 20 members met on November 13, 2019 and decided to end Shepherd’s Table with regret. The proceeds were evenly disbursed to the Galena Elks and Sonshine Center with each receiving over \$800.

SOCIAL MINISTRIES COMMITTEE - 2019

(Submitted by Goldie Foley)

Committee: Goldie Foley (chair), Becky Wright, Sue Cording, and Barb Hansen

We would like to thank you for your support with the projects we have done this year. Without your support we would not have been able to reach out to so many people in need, both locally and nationwide.

Food Pantries: We collected regularly each month and held some special collections for fruits and vegetables. The recipients greatly appreciate all that we give. Thank you to Larry Anderson for taking the items donated to the food pantry.

Mop Shop: The Mop Shop is a local agency providing cleaning supplies to low income and needy individuals in Jo Daviess County. This year we had collection cans located at the Dollar General in Elizabeth, Pat's Grocery in Scales Mound, St. Paul Lutheran Church in Warren, and Shepherd of the Hills. The collection included 4 Swiffer/brooms, 4 mops, 32 rolls of paper towels, 12 rolls of toilet paper, 26 dish detergent, 6 boxes of fabric softener sheets, 3 toilet bowl cleaner, 6 bathroom cleaner, 10 multipurpose cleaner, 3 window cleaner, 5 ½ gal of bleach, 15 laundry detergent, 18 disinfecting wipes, 2 toilet brushes, 2 sponge/scrubbers, 2 pair gloves and 2 buckets.

Hats, mitten/gloves and scarves: We collected hats, mittens, gloves and scarves during the month of November. The collection was divided among River Ridge School, Scales Mound School and the Galena school. We also gave to the Galena, Elizabeth, and Hanover food pantries. The items are greatly appreciated.

Summer brunches: This year the summer brunches were designated to the Choir, Youth for Youth trip and Wartburg Seminary.

Brighter Christmas: 20 tags were chosen for Brighter Christmas gift giving from Apple River State Bank. The tags were for gift suggestions for Jo Daviess County neighbors from ages in the mid 50's to elderly. The youth helped by taking five tags and shopping for the people represented by each tag.

Besides supporting locally, we have helped people worldwide. We have given to World Hunger with the Souper Bowl of caring and regular donations.

Missionary: The Lenten offerings were designated for our missionary family: Steven and Jodi Swanson & Family. A lot of the missionary goal was met during this time.

Lutheran World Relief: Throughout the year we had many hands helping with the LWR putting together 33 quilts, 81 school kits, 40 personal care kits and 83 bars of soap. We thank the youth for helping verify the items in the kits and packing boxes. Also thank you to Larry and Sue Cording for taking all that was collected to Monroe to be shipped out to where items are needed.

Crop Walk: 12 people walked and raised \$433 from our congregation.

ELCA Good Gifts: ELCA Good Gifts were supported through the Noisy Change Offering collected in the cans passed around on the last Sunday of each month. The offering went to Stock a Health Clinic. The fellowship offering went to Educate Women who attend a farming school. We also had the Christmas giving tree of good gifts ornaments.

WORSHIP AND MUSIC COMMITTEE REPORT 2019

(Submitted by Diane Gehrts, Committee Chairperson)

Committee: Larry Cording, Sharon Phillips, Mary Hesselbacher, Barb Hendren, Pam Ohms, Kari Gehrts, and Diane Gehrts.

Our committee was inactive for most of the year after the retirement of Pastor Mark. We welcomed Pastor Jim as our interim pastor, and eventually as our full time pastor. Our congregation is fortunate to have members who step up to make everything run smoothly.

We thank everyone who serves in some way, whether it be any or all parts of being a service family, making coffee and providing fellowship food, tellers, communion set up or cleanup, and bringing wine or grape juice or goldfish for communion.

Advent was only three weeks this year. The first week, many of our parishioners joined with others to sing in the United Churches Concert. The following week, the Catholic Choir and Friends sang at our midweek service, which is always a joy.

The committee takes turns choosing hymns for the month. If anyone would like to make a suggestion for a hymn, please let any committee member know.

STEAK FRY REPORT - 2019

(Submitted by Terry Crandall)

Another successful year for this great mission that Shepherd of the Hills has been doing for 11 years. We served approximately 170 people this year and we were able to disperse \$3500 to seven food pantries in Jo Daviess County - each receiving \$500 from the profits.

Thanks to all the members that help with this event – too many to name for sure! Also, thanks to Thrivent for the continued support of this activity. God's Work - Our Hands

PRAYER SHAWL COMMITTEE REPORT - 2019

(Submitted by Babette Krug)

Twelve years ago a group of women from our church got together and decided there was a need to make Prayer Shawls for those going thru hard time. Each person made their shawls at home. While making the shawls we prayed to God to give the recipient of the shawl comfort in knowing that God is with them. When finished each shawl is blessed by the group or pastor and then given to people in our congregation and/or community who have suffer loss of a love one, has had surgery, in the hospital recovering from a major illness, for Baptism and Confirmation.

Over the years we have lost members who have gone on to their eternal home, relocated, or have some health problem that makes it difficult for them to crochet or knit any more. This past year found us down to three members and we were unable to meet every month. But we still made our shawls.

If you enjoy crocheting or knitting or would like to learn – we meet the second Monday starting in March at 6:30 pm (weather permitting). If you would like to come and join our group please contact Babette.

SHEPHERD OF THE HILLS COUNCIL and CONGREGATIONAL MINUTES

Council Meeting -- January 15th, 2019

Call to Order:

Meeting called to order at 6:34 p.m. by Terry Crandall. Present: Terry Crandall, Pastor Mark, Mark Hesselbacher, Babette Krug, Jen Anderson, and Sue Cording Absent: Samantha Hendren and Keith Hesselbacher

Prayer/Devotions: Pastor Mark shared a reading from *Jesus Calling Meditations*, reflecting on readings from Philippians 4:7. “And the peace of God, which passes all understanding, will guard your hearts and your minds in Christ Jesus.” Jesus asks us to fix our eyes on him, for he never changes and will always be with us.

Secretary’s Report: Terry Crandall moved to accept the secretary’s report. Jen Anderson seconded the motion. Motion carried.

Treasurer’s Report: Jen Anderson moved to accept the treasurer’s report. Mark Hesselbacher seconded the motion. Motion carried.

Pastor’s Report:

- Attended and led Men’s Bible Study on 12/18/18
- Enjoyed Christmas Eve worship at 5:00 and 7:00 PM
- Participated in budget planning for 2019
- Presided at funeral for Bud Nesbitt on January 10th, 2019
- Presided at worship with Holy Baptism for Brooke Taylor McGivney on December 30, 2018
- Offered joyful blessing with family for Larry and Sue Cording upon 50 years of marriage
- Following much prayer and discernment, notified congregation of impending retirement plans via U.S. Mail to each home
- Attended council meeting January 15th, 2019
- Various home visits as needed
- Other pastoral duties as necessary and needed
- Mileage: 369.9 for period from December 19 to January 10
- Terry Crandall questioned mileage payments for 2018. As she reviewed reports, it seems that pastor’s mileage payments have been considerably less than the mileage he has reported. Terry asked Babette and Pastor to review the mileage reports and the payments made this far. Any shortfall in the payments to Pastor needs to be recorded and extra payment issued to put mileage and reimbursement in balance.

Business Related to Pastor’s Retirement: Pastor Mark will officially retire from his duties at SOTH as of the end of Sunday morning services and the Congregational Annual Meeting on Sunday, February 3, 2019. Pastor’s unused vacation days will extend his pay through February 28, 2019. Portico health insurance will officially end on March 1, 2019. Terry Crandall moved and Sue Cording seconded that payments to Pastor would be made to reflect the above retirement and vacation schedule. Motion carried.

Baptism Scheduled: Jeremy and Amanda Williams have requested baptism for their son Cole Williams on Sunday, January 27. Terry Crandall moved and Jen Anderson seconded that Pastor Mark perform the baptism. Motion carried.

Wedding Scheduled: Ashley Patterson and Clint Anderson have requested that they be married at SOTH on Saturday, September 7, 2019. Terry Crandall moved and Mark Hesselbacher seconded that the request be approved. The in-coming pastor will provide counseling and perform the ceremony.

Old Business:

- **Building/Property:**
 - **Water Situation:** The plan for the U.V. system has been submitted to Winter Plumbing. The U.V. system will require an upgraded water softener, which has been ordered. Total cost of water mitigation is now estimated at \$8,000. Donations collected thus far for the project is \$3,000. We will ask the property committee to check on the maintenance of the new U.V. system and water softener once they are installed.
 - **Altar Repairs:** Daryl Busch is still working on replacement of the altar pieces.
 - **Sound System:** Knautz Flooring has installed extra carpet where the old sound system cabinet has been stored. Thanks to Larry Cording for disassembling and removing the old cabinet. The cost of the carpeting is \$562.43. Terry Crandall moved and Jen Anderson seconded that payment of \$562.43 be sent to Knautz Flooring.
- **Stewardship:** the last temple talk is scheduled for January 20, 2019 and will be given by Terry Crandall. The theme is “Spirit of Giving.”
- **Altar:** the altar cloth will be discussed at the open forum on February 24th.
- **Solar Research:** The solar committee will be bringing a recommendation to the council regarding the installation of solar panels. The solar committee would like to have two meetings for the congregation on January 20th and 27th between services to provide information to the congregation. These meetings will be held downstairs.
- **Jo Carroll:** Jo Carroll and SOTH are applying together for a Community Connect Grant to bring fiber service to our rural area. The application and letter of intent were sent last April. The grant money will fund free Internet WiFi through JCWIFI and our church will provide a room for Jo Carroll to educate the public in the use of computers.
- **Annual Meeting:** Annual Report is coming out for the Annual Meeting to be held between services on February 3, 2019. Sue Cording moved and Terry Crandall seconded to approve the amended agenda for the council meeting. Motion carried. Babette was asked to make 25 paper copies of the Annual Report.
- **Christian Code of Conduct:** The proposed Christian Code of Conduct from the council will be brought to the Congregation for approval before the annual meeting begins on Sunday, February 3, as approved at the council’s December meeting.

Other Business:

- **Farewell Potluck for Pastor Mark and Nancy:** Pastor Mark was excused from the meeting room. Council made plans for a Farewell Potluck for Pastor and Nancy following the 10:00 AM service on Sunday, January 27. Plans were set in place for council members to help at the event and arrange for other details of the farewell. Sue Cording moved and Terry Crandall seconded that the church present Pastor Mark and Nancy with a monetary gift of \$1,000.00 in recognition of their work at Shepherd of the Hills. Brief discussion about the amount of the gift followed. Council members noted that Pastor Mark has used none of the allotted money he had available for books and continued education. Also noted were his efforts on behalf of congregational

members that frequently exceeded what he was asked to do. Motion carried. Terry will proceed with getting a card and also arranging for flowers, bottled water, and paper plates, etc. for the farewell potluck.

- **Next Council Meeting** set for February 19th, 2019, at 6:30 p.m.

Adjourn: Meeting was adjourned at 8:30 PM and closed with the Lord's Prayer.

Respectfully submitted,
Sue Cording, Secretary Pro Tempore

Special Meeting Minutes –February 3rd, 2019 **Election of Officers**

The meeting was called to order at 10:14 am by Pastor Mark Oehlert.

Present: Pastor Mark, Sue Cording, Samantha Hendren, Mark Hesselbacher, Bill Gehrts, and Lee Stoewer.

Absent: Jen Anderson

Mark Hesselbacher made a motion to nominate Bill Gehrts as council president. Sue Cording seconded the motion. Motion carried.

Council decided to table the nomination for Vice President until the next council meeting.

Sue Cording nominated Samantha Hendren as council secretary. Lee Stoewer seconded the motion. Motion carried.

Sue Cording made a motion to refund Terry Crandall \$100 for the purchase of the "Volunteer of the Year" award. Samantha Hendren seconded. Motion carried.

Samantha Hendren made a motion to adjourn the meeting at 10:20 am. Lee Stoewer seconded the motion. Motion carried. Meeting adjourned.

Council Meeting- February 19, 2019

Call to order: The meeting was called to order at 6:30 PM by President Bill Gehrts. Present: Bill Gehrts, Jen Anderson, Samantha Hendren at 6:50, Sue Cording, Mark Hesselbacher, Leigh Stoewer and Babette Krug.

Quorum.

Prayers / Devotions: Bill Gehrts lead the Council in devotions.

Secretary's Report: Sue Cording moved to approve the January minutes. Jen Anderson seconded the motion. Motion carried.

Treasurers Report: Leigh Stoewer moved to approve the treasurer's report. Bill seconded the motion. Motion carried.

Pastor's Report: N/A

New Business

- **2/24/19 open forum:** Topics to be discussed will be the possibility of an energy audit, an introduction to the interim pastor, a water update for the congregation, and congregational input on a potential new pastor
- **Tellers:** The council reviewed church policies for offering designations.
- **Future Council Meetings:** Council Meetings will be held on the third Tuesday of the month at 6:30 PM. The March meeting is set for Tuesday, March 26th at 6:30 PM.
- **Vice President:** Mark Hesselbacher nominated Jen Anderson. Samantha Hendren seconded the motion. Motion carried.
- **Interim Pastor:** Pastor Jim Mehlretter will be with the congregation for the next two weeks.
- **Northern Illinois Synod** for 6/14 and 6/15 in Rock Island: There are two volunteers and a youth volunteer. Sue Cording moved to designate Mel and Deb Ehler as the representatives for the synod assembly, with Liz Heim and possibly McKayla Turner as youth delegates at the synod assembly. Jen Anderson seconded the motion. Motion carried.
- **Microphone / sound system replacement:** The FCC has changed the law about the wave frequency that wireless microphones are able to operate under. Our current sound system does not comply with the new law. Tower Sound has recommended that we purchase two wireless microphones and one handheld microphone to replace the current system. The microphones cost \$599 each, \$1777 total. A shipping cost would be TBD. The installation would cost \$250. Samantha Hendren moved to purchase the new microphones from Tower Sound using memorial funds. Leigh Stower seconded the motion. Motion carried.

Old Business.

Other Business.

- **Audit Notes:** everything is in order after the audit committee conducted their annual review.
- **Solar committee update:** the solar committee is meeting next Monday to determine the recommendation for the council and will present their recommendation at the March council meeting.
- Recap of 2/13 call committee meeting and Pastor Denver Bitner.
- **Church pew cushions and cleaning methods:** a guide with cleaning methods for various stains on the pew cushions has been placed on the door of the back closet.
- Handout from Lutheran social services of Illinois, letter acknowledging donation.
-

General / Roundtable.

- There were phone issues during the week of the 5th of February. The issue has been addressed and the phones are working.
- The grave plot request by a local family was approved by the council; however, the plot is no longer needed.
- Spring Cleaning: a spring cleaning sign up sheet has been posted in the narthex.
- The council will reach out to the special committees to see who the newly elected chairs are and the membership of each committee.
- Jo Carroll Fiber Optics: No update
- The church received a congregational health ministry pamphlet.
- The weekly giving and the weekly budget will be posted in the bulletin.
- The church received thank you notes from the ELCA and Synod thanking the congregation for donations during the 2018 year.
- The council will review the church workman's compensation policy.

- The Scales Mound FFA will be holding the Ag Heritage Day celebration in Scales Mound this year. Members are still encouraged to attend and support Ag Heritage Day.
- Samantha Hendren moved to approve Babette and Bill as signers on the bank account. Leigh Stoewer seconded the motion. Motion approved.

Executive Session: Leigh Stoewer moved to go to executive session. Sue Cording seconded the motion. Motion carried. Executive session was entered at 9:00 PM

Regular Business was re-entered at 9:10 PM

Sue Cording moved to offer a basic letter for the interim pastor to Jim Mehlretter. Samantha Hendren seconded the motion. Motion carried.

Mark H. made a motion to adjourn the meeting at 9:15 PM. Leigh Stoewer seconded the motion. Motion carried.

The meeting closed with the Lord's Prayer.

Respectfully Submitted,
Samantha Hendren

Council Meeting -- March 26th, 2019

Call to order: The meeting was called to order at 6:40 by President Bill Gehrts.

Present: Pastor Jim, Bill Gehrts, Samantha Hendren, Leigh Stoewer, Sue Cording, Babette Krug. Jen Anderson at 6:41. Mark Hesselbacher at 6:48.

Prayers / Devotions: Pastor Jim led the council in a prayer.

Secretary's Report

- Jen Anderson made a motion to approve the minutes from the February 3rd special council meeting. Sue Cording seconded the motion. Motion carried.
- Sue Cording made a motion to approve the minutes from the February 19th council meeting. Leigh Stoewer seconded the motion. Motion carried.

Treasurer's Report:

- Sue Cording made a motion to move \$7,500 from the general fund into the money market account. Leigh Stoewer seconded the motion. Motion carried.
- Samantha Hendren made a motion to approve the treasurer's report. Jen Anderson seconded the motion. Motion carried.

Pastor's Report: Pastor Jim expressed thanks to the congregation for allowing him to serve as the interim pastor.

New Business.

- **Solar Committee:** Samantha Hendren made a motion to table the decision on solar panels. Mark Hesselbacher seconded the motion. Motion carried
- **Energy Audit:** An energy audit was completed on February 27th. The usage of LED bulbs, turning off of the security light, energy efficient exit signs, lowering the thermostat to 60 degrees during non-occupied times, wrapping the water heater, and installing a propane water heater are all ways the church could save on energy.

- **Open Forum:** Next open forum is set for May 19th.
- **Spring Cleaning:** a sign-up sheet for spring-cleaning jobs will be posted on the bulletin board in the vestibule.
- **Landscaping:** Jen Anderson made a motion to pay Tom Frey to trim and install new shrubs at the church, and reach out to the Scales Mound FFA about planting flowers. Samantha Hendren seconded the motion. Motion carried.
- **Wedding Request:** There has been a request for a wedding on November 7th, 2020. Sue Cording made a motion to have the couple submit a written request to the council. Leigh Stoewer seconded the motion. Motion carried.
- **Easter brunch:** The music and worship committee will decide what to do/whether to hold an Easter Brunch.
- **Basement Floor:** The council will inform the company hired to do the plowing next year to change where the snow is pushed to in order to prevent water on the basement floor.
- **Thrivent Financial:** The church received information about how the new tax laws affect church giving.

Old Business

- **Lent Offering:** The social ministries group has decided to send the Lenten offering to the SOTH missionary.
- **Sunday School Offering:** The Sunday School Offering will be used to buy barnyard animals.

Other Business

- The church received several thank-you cards from organizations that it has donated money too. The church has also received several requests from other organizations as possible future mission opportunities.
- **Legal Webinar:** Sue Cording and Bill Gehrts attended an online webinar about legal practices within the church. The council reviewed current practices to make sure we are up to date and complying with the law. We will also review our current insurance policy.
- **April meeting:** The April Council meeting is set for April 23, 2019 at 6:30 PM

General / Roundtable.

- We received a scam phone call about the electric bill.
- US Cellular phone issues resolved
- Sue Cording made a motion to allow Pastor Jim a \$500 housing stipend in lieu of a \$500 bonus. Leigh Stoewer seconded the motion. Motion carried.
- Children will receive gospel story shape booklets instead of candy this year.
- *Thrivent* and *Living Lutheran* magazines will be placed in the fellowship area if anyone would like to peruse them.

Adjourn: Mark Hesselbacher made a motion to adjourn the meeting at 8:30 PM. Jen Anderson seconded the motion. Motion carried.

Respectfully Submitted,
Samantha Hendren

Council Meeting -- April 23, 2019

Call to order: The meeting was called to order at 6:33 pm by Bill Gehrts. Present: Pastor Jim, Bill Gehrts, Samantha Hendren, Babette Krug, Sue Cording, Leigh Stoewer, Jen Anderson at 6:41, and Mark Hesselbacher at 6:49.

Prayers / Devotions: Pastor Jim led the council in prayer.

Secretary's Report: Sue Cording made a motion to approve the March council minutes. Leigh Stoewer seconded the motion. Motion carried.

Treasurers Report: Leigh Stoewer made a motion to approve the treasurer's report. Samantha Hendren seconded the motion. Motion carried.

Pastor's Report: Pastor Jim felt that the Lenten season went well, and has received good feedback from the congregation thus far.

New Business.

- Open forum for 5/19. Topics for discussion:
 - Beeping of the new UV system for the water: turn on a faucet to reset the system.
 - Update on the solar project
 - Short report/update from the call committee
- Summer brunch: The council will sponsor the August brunch. They are seeking volunteers to sponsor the June and July brunches.
- Mission Support: The council is compiling an updated list of various missions that congregation members can give to. This list will be presented to the congregation in the future after they finish compiling the list, possibly at the summer open forum.
- Call Committee Update: The call committee has finished the ministry site profile. Sue Cording made a motion to send the ministry site profile to the Synod. Jen Anderson seconded the motion. Motion carried.
- Living Lutheran Magazine: Samantha Hendren made a motion to purchase 10 copies per month of *Living Lutheran* magazine to display in the church. Leigh Stoewer seconded the motion. Motion carried.
- Baptism Request: Bill Gehrts made a motion to approve the baptism of Ethan David Hesselbacher. Mark Hesselbacher seconded the motion. Motion carried.
- Lawn Mowing Bids: Jen Anderson made a motion to award the bid for mowing of the cemeteries to R Landscaping, upon recommendation of the property committee. Leigh Stoewer seconded the motion. Motion carried.

Old Business.

- Wedding Request: No Update
- Solar Project: The solar committee is waiting to hear back about an updated potential return on the church's investment with the new changes in laws regarding solar panel rebates. The council will make a decision on the solar project once we have this information.
- Energy audit: Canned light bulbs can be replaced with LEDs. The council will obtain a quote from Edwards Electric to replace lighting fixtures in the church to be more energy efficient.

- Anderson/Patterson Wedding: Pastor Chris Steinstra will perform this service.
- Thrivent Seminar: At this time, the council will not have a Thrivent seminar.
- Baptism Materials: the council will look at samples and decide whether or not to order at the next council meeting.
- Social Ministries: The council has received requests from LOMC and the Ronald McDonald house for donation support. The social ministry committee will discuss opportunities to support these groups.

Other Business.

- Offering Envelopes have been ordered
- Sue and Leigh expressed thanks to Bill for keeping the council updated via email.
- Emily from Stadel Accounting will attend the May or June council meeting to discuss financial report formatting with the council.

General / Roundtable:

- John Hesselbacher polished the basement floor.
- The garden is going to be tilled and planted sometime in the near future.
- The church will put up a temporary “no parking on grass” sign on Shepherd’s table days.
- Sue Cording made a motion to approve Pastor Mark and Nancy’s membership to another Lutheran church. Mark Hesselbacher seconded the motion. Motion carried.
- Tom Frey has completed some landscaping around the church. He will continue to update plantings around the church.
- Lenten Services: the council discussed the Lenten services, and will ask for congregational feedback at the next open forum.
- The council will ask Stadel’s accounting review incorporating the church as a non-profit organization. This is to protect the church and members from various liabilities.
- The council will investigate options for a handicap accessible door for the elevator.
- The spring cleaning list is on the bulletin board.
- Three fire alarms are being purchased.

The next meeting is set for Wednesday, May 22nd at 6:30 pm.

Closing prayer: The meeting closed with the Lord’s Prayer.

Adjournment: Samantha Hendren made a motion to adjourn the meeting at 8:39 PM. Jen Anderson seconded the motion. Motion carried.

Respectfully submitted,
Samantha Hendren

Council Meeting: May 22nd, 2019

The meeting was called to order at 6:33 PM by President Bill Gehrts. Present: President Bill Gehrts, Pastor Jim, Sue Cording, Samantha Hendren, Leigh Stoewer, Babette Krug, Jen Anderson at 6: 35 PM, and Mark Hesselbacher at 6:37PM.

Pastor Jim led the council in prayer.

Secretary's Report: Sue Cording made a motion to approve the April 23rd council minutes. Leigh Stoewer seconded the motion. Motion carried.

Treasurer's Report: Stadel's accounting suggested that the church move \$10,000 from the checking account back into the money market account. Leigh Stoewer made a motion to approve the treasurer's report. Samantha Hendren seconded the motion. Motion carried. Leigh Stoewer made a motion to move \$10,000 from the checking account into the money market account. Jen Anderson seconded the motion. Motion carried.

Pastor's Report: Sue Cording moved to send a polite decline to Tom Mosbo's request to preach on Trinity Sunday, due to having an interim pastor at this time. Mark Hesselbacher seconded the motion. Motion carried.

Consent Agenda:

- Bill Gehrts has sent thank-you letters to various groups.
- The cemetery policy will not be updated at this time.
- The doors to the elevator room will be removed.
- Summer brunches: the choir will host the June brunch, the Youth group will host the July brunch, and the council will host the August brunch.
- The weekly announcements will be changed back to a full-page document.
- Next Open Forum is set for August 25th.
- Next Council Meeting: June 17th at 6:30 PM.
- Sue Cording made a motion to approve the consent agenda. Mark Hesselbacher seconded the motion. Motion carried.

New Business:

- Shepherd of the Hills will contact the Synod to seek guidance on becoming incorporated, upon advice of Stadel Accounting.
- Parking Lot: The council obtained a bid for \$3850.00 to fix a crack and reseal the parking lot. The council is going to ask the property committee to obtain other bids as well before moving forward.
- Seeds Monthly Email: Jen Anderson made a motion to send a link to the *Seeds Monthly Newsletter* from the ELCA with the monthly newsletter, and to discuss this at the August open forum with the congregation. Leigh Stoewer seconded the motion. Motion carried.

Old Business:

- Solar Project: Samantha Hendren made a motion to obtain a formal contract from Eagle Pointe solar to install solar panels. Sue Cording seconded the motion. Motion carried.
- Baptism Materials: Sue Cording made a motion to purchase one set of the Come and Follow Me Baptism sets. Jen Anderson seconded the motion. Motion carried.

Other Business:

- The steak fry has been set for September 14th.

General/Roundtable:

- Rally Day is set for September 8th. Plans are being made.
- The church received notice from two companies (insurance and Tower Sound) that outstanding bills had not been paid. Babette Krug and Bill Gehrts have worked with Stadel Accounting to resolve these issues.
- Monthly Newsletter: there will be a newsletter each month in the future. We will have guest authors and Pastor Jim contribute to the newsletter until a full time pastor is in place. Copies of the newsletter will be placed in the entryway.
- Joe and Joan Forman sprayed the church grounds with weed n' feed last Wednesday. We will not be able to bag clippings for a couple of weeks. A thank you letter will be sent to the Forman's.
- Fruit Trees: The council discussed the advantages and disadvantages of different types of fruit trees. We are looking to potentially plant trees in the fall.
- Jen Anderson is hoping to plant the vegetable garden over Memorial Day weekend.
- The council is compiling an updated list of where the weekly giving money goes.

Executive Session:

- Samantha Hendren made a motion to enter executive session at 7:58 PM. Sue Cording seconded the motion. Motion carried.
- Sue Cording made a motion to come out of executive session at 9:11 PM. Leigh Stoewer seconded the motion. Motion carried. No action as a result of executive session.
- The meeting closed with the Lord's Prayer.
- Mark Hesselbacher made a motion to adjourn the meeting at 9:13 PM. Jen Anderson seconded the motion. Motion carried.

Respectfully submitted
Samantha Hendren

Council Meeting: 17 June 2019

The meeting was called to order at 6:33 PM by President Bill Gehrts. Present: President Bill Gehrts, Leigh Stoewer, Pastor Jim Mehlretter, Sue Cording, Mark Hesselbacher, Secretary Samantha Hendren absent, Babette Krug, Vice-President Jen Anderson arrived at 6:49 PM.

Devotion: Pastor Jim led the council in prayer.

Approval of Minutes:

3 corrections to the 22 May 2019 minutes. The doors accessing the elevator rooms will be removed, not the actual elevator doors. This was an option vs. installing automatic door openers on each of the doors leading into the elevator rooms. Sue Cording attended the council meeting. Mark Hesselbacher attended the council meeting. Tom Mosbo name correction.

With the corrections, Sue Cording motioned with Leigh Stoewer seconded to accept the minutes. Motion carried.

Treasurers Report:

Leigh Stoewer motioned; Mark Hesselbacher seconded to accept the treasurers report. Motion carried.

Pastor's Report:

Pastor commented that it was a pleasure to perform the recent baptism. He suggested that possibly in the future, Baptism services be moved to the beginning of the service. This would cause a minor change in the bulletin. Pastor has some examples of the change in procedure of which he will provide.

Consent Agenda:

Next council meeting will be 24 July 2019 at 6:30 PM. Motion to approve the consent agenda made by Sue Cording, seconded by Leigh Stoewer. Motion carried.

New Business:

- Removal of the concrete foundation at the SOTH cemetery in Schapville. Council discussed and agreed foundation should be removed. Bill will review with Keith Hesselbacher and ask that he contact Randy Goodwin to remove and fill in with any necessary dirt so the area can be seeded. Motion made by Leigh Stoewer and seconded by Mark Hesselbacher. Motion carried.
- Council discussed that 8 September 2019 is the ELCA Gods Work our Hands day of service. Babette will place an article in the newsletter that if someone needs assistance to install weatherproofing for the winter, etc., to contact a council member. The day of service does not have to be that specific day as that day is the same day as the start of Sunday school.
- Health department request for using the SOTH location as an open point for dispensing drugs/medication in the case of an emergency. Council discussed and is not comfortable at this time with the request. Bill will visit with the health department to obtain further information before an approval or denial is given.
- Council reviewed the Synod document retention policy. It was discussed that possibly some of the records need to be placed in a bank safe deposit box. Babette will review items as she goes thru records, etc. that possibly should be placed in a different secure location.
- Well water update. Issue is the Ecoli that is present in the incoming water to the church from the well. The state does not allow Shepherds Table to operate with Ecoli in the water, even though the water is treated with the UV system and is safe to drink after it has been treated. Keith Hesselbacher will continue to take water samples till we get approved samples that will allow the restart of Shepherds Table.

Old Business:

- Incorporation of SOTH as recommended by Synod, work continues. The SOTH name has already been taken, council discussed naming options for resubmission.
- No further update on the parking lot for sealing and crack filling.
- Discussion held on the placement of the solar array, optional locations. Council to review with final location to be determined by the next council meeting so a contract can be prepared for review.
- Come and Follow me baptism materials are not available to order yet.
- Asset codes 25 – Mission Support, 40 – Memorial savings account, 50 – Youth savings account, 55 – Cemetery savings account, and 115 – Education savings account on the financial balance sheet. Emily at the accounting service was not sure if it would be possible to move these to a money market account. Bill will visit with the bank.

Other Business:

- Leigh commented that for the Rally Day for the start of Sunday school, possibly have a cookout and camping day. Bill will discuss with Louie Hesselbacher to see if he has any thoughts to restart this event.
- Sue Cording commented that the call committee had a very good interview with a promising candidate. The Call Committee will forward the name to the council and recommend the council talk with the candidate for a possible vote at a Congregational meeting.

General/Roundtable:

- Bill commented that the format change in the announcements have been positive.
- Discussion held on the “No Worries Band”, possibly have them perform for the steak fry. The steak fry committee will be contacted for their interest.
- Shrubs by the entryway have been removed and will be replanted with the recommended greenery.
- Discussion held on a donated tapestry, possibly place in the stairwell area? Tapestry needs to be located to further review/discuss the option.

Executive Session:

Sue Cording motioned, Jen Anderson seconded to go into executive session. -- 8:35 PM.

Sue Cording motioned, Leigh Stoewer seconded to exit from executive session. -- 8:50 PM.

Open Session:

No action from executive session.

Pastor Jim led the closing prayer.

Motion to adjourn by Mark Hesselbacher, seconded by Jen Anderson. 9:00 PM.

Respectfully submitted,
Bill Gehrts

Council Meeting Minutes -- July 24, 2019

Call to order: Meeting called to order at 6:35 PM by President Bill Gehrts. Present: Bill Gehrts, Pastor Jim, Samantha Hendren, Sue Cording, Leigh Stoewer, Mark Hesselbacher at 6:41, and Babette Krug. Absent: Jen Anderson

Prayers / Devotions: Pastor Jim led the council in prayer.

Secretary’s Report: Sue Cording made a motion to approve the June council minutes. Leigh Stoewer seconded the motion. Motion carried.

Treasurer’s Report: Samantha Hendren moved to approve the treasurer’s report. Leigh Stoewer seconded the motion. Motion carried.

Pastor’s Report: Everything is going well at this point.

Consent Agenda:

- The next council meeting is set for Wednesday, August 21st at 6:30 PM.
- It was approved to move \$10,000 from operating fund to money market account.
- It was approved move the stand-alone Shepherd’s Table financial account to be under the Missions heading account. No other changes to the account will occur, as this is strictly an accounting procedure recommendation by the church accountant.
- It was approved to move the stand-alone Steak Fry financial account to be under the Missions heading account. No other changes to the account will occur, as it is strictly an accounting procedure recommendation by our accountant.
- It was approved to include a Stephen Ministry article for in the August newsletter authored by Pam Ohms.

- Incorporation has again been filed due to the SOTH name being already assigned as noted at the last meeting. Incorporation was re-filed with the name “Shepherd of the Hills Lutheran Church – Scales Mound IL”. This has been accepted in the application and was approved on July 3rd.
- It was recognized that Volunteer Visitors of NW Il Inc. donated \$1,000 to Shepherd’s Table. That organization is closing business.
- Sue Cording made a motion to approve the consent agenda, with the exception of moving the August meeting from August 20th to the 21st. Samantha Hendren seconded the motion. Motion carried.

New Business:

- **LED light installation:** The light fixtures in the basement are able to be switched to LED bulbs. The church received a quote from H&H Electrical Company to switch the bulbs for \$840. This is a result of the suggested energy audit. Sue Cording made a motion to accept the quote from H&H Electrical to replace the basement lighting, with thanks to Justin Hesselbacher for donating his labor for this project. Leigh Stoewer seconded the motion. Motion carried.
- **Youth Advisor:** Interest has been expressed from the congregation of installing a Youth Advisor to the council. This would be a non-voting position. The council will consider what this position would entail prior to the next council meeting. Item tabled until the next meeting.
- **Attorney:** The council is investigating hiring an official church attorney. This attorney would not be on retainer, but would be familiar with church policies and would be able to advise the church in legal matters if necessary. The council will reach out to the synod for recommendations as to whether or not this is something the church should pursue. Item tabled until the next meeting.
- **Open Forum:** The next open forum is scheduled for August 25th in-between services. Topics to be discussed:
 - Youth Advisor
 - Solar Update (pending approval by council)
 - Incorporation Update
 - Removal of foundation at the old church site
 - Health Department
 - Basement Lighting
 - Water/Well Update
 - Additional Topics/Items from the congregation
- **August Brunch:** The August brunch will be hosted by the council. The proceeds will be donated to Wartburg Seminary.
- **Rally Day:** The church is considering holding a Rally Day, set for September 8th after 10:00 church. The theme will be “Pizza, Praise, and Play.” There will be a pizza party, outdoor games, and planning for the Sunday School project. The council will reach out to the Sunday School teachers before confirming this event.
- **Discussion of Custodian job responsibilities:** The council is reviewing the custodian’s job responsibilities to determine if the current job description and list of duties needs to be updated. Item tabled until the August council meeting
- **Discussion of Groundskeeper job responsibilities:** The council is reviewing the groundskeeper’s job responsibilities to determine if the current job description and list of duties needs to be updated. Item tabled until the August council meeting
- **Discussion of Snow removal job responsibilities:** The council is reviewing the snow removal job responsibilities to determine if the current job description and list of duties needs to be updated. Item tabled until the August council meeting

Old Business:

- **“Come Follow Me” Baptism Materials:** The council reviewed the new baptism materials and will determine if more materials should be ordered at the August meeting..
- **Solar Contract:** Leigh Stoewer made a motion to approve the solar contract from Eagle Point Solar as submitted. Mark Hesselbacher seconded the motion. Motion carried.
- **Parking Lot Sealing:** Nothing at this time.
- **Health Department:** The Jo Daviess County Health Department has requested to use the church to distribute medications in case of any emergency. The health department would store some medical records and medications at the church. This would serve only members of Shepherd of the Hills in the event of an emergency, such as biological warfare. This item is being tabled temporarily.

Other Business:

- Music/Talent during the Steak Fry is being investigated.

General / Roundtable:

- An inventory was recently taken of items in the safe. Items will be reviewed to determine if there are any items that should be duplicated for a safety-deposit box as well. The security of the safe itself will also be investigated.

Closing:

- Sue Cording made a motion to close the meeting at 9:00. Leigh Stoewer seconded the motion. Motion carried. Meeting adjourned at 9:00 PM.
- Meeting closed with the Lord’s Prayer

Respectfully Submitted,

Samantha Hendren

Special Council Meeting -- August 6th, 2019

Call to Order: The meeting was called to order at 6:40 PM by President Bill Gehrts. Present: Bill Gehrts, Jen Anderson, Samantha Hendren, Leigh Stoewer, Sue Cording, and Mark Hesselbacher. Absent: None

Executive Session:

- Leigh Stoewer made a motion to go into executive session at 6:40 PM. Jen Anderson seconded the motion. Motion carried.
- Mark Hesselbacher moved to exit executive session at 8:07 PM. Jen Anderson seconded the motion. Motion carried.

Action as a Result of Executive Session:

- Jen Anderson moved that The Shepherd of the Hills Lutheran Church council move forward with extending a letter of call and contract offer to the Pastor whom the call committee selected and interviewed. Details of the contract will be reviewed with the candidate. If approved by the candidate, a notice will be submitted in the weekly announcements as to when a congregational meeting will be held to confirm the letter of call. Leigh Stoewer seconded the motion. Motion carried.

Closing:

- Samantha Hendren made a motion to adjourn the meeting at 8:18 PM. Leigh Stoewer seconded the motion. Motion carried. Meeting adjourned at 8:18 PM.

Respectfully Submitted,
Samantha Hendren

Special Council Meeting -- August 13th, 2019

Call to Order: Meeting called to order at 6:36 PM by President Bill Gehrts. Present: Bill Gehrts, Samantha Hendren, Leigh Stoewer, Mark Hesselbacher, Sue Cording, and Jen Anderson at 6:39 PM.

Executive Session: Samantha Hendren made a motion to go into executive session at 6:37 PM. Leigh Stoewer seconded the motion. Motion carried.

Mark Hesselbacher made a motion to exit executive session at 8:15 PM. Leigh Stoewer seconded the motion. Motion carried.

Action as a Result of Executive Session: The council and Pastor Jim Mehlretter reached a consensus on the salary package and contract that would be extended to Pastor Jim should he be called to serve as the full time pastor at Shepherd of the Hills. A congregational meeting will be held on Sunday, September 1st at 9:00 AM to vote on whether or not to extend a letter of call to Pastor Jim Mehlretter.

Adjournment: Bill Gehrts made a motion to close the meeting at 8:17 PM. Sue Cording seconded the motion. Motion carried. Meeting adjourned at 8:18 PM. Meeting closed with the Lord's Prayer.

Respectfully Submitted,
Samantha Hendren

Church Council Meeting -- August 21, 2019

Call to order: The meeting was called to order at 6:31 PM by President Bill Gehrts. Present: Pastor Jim, Bill Gehrts, Sue Cording, Mark Hesselbacher, Leigh Stoewer, Samantha Hendren, and Babette Krug. Jen Anderson at 6:39 PM.

Devotion: Pastor Jim led the council with an opening prayer.

Secretary's Report:

- Sue Cording made a motion to approve the July 24th council meeting minutes. Mark Hesselbacher seconded the motion. Motion carried.
- Leigh Stoewer made a motion to approve the August 6th special council meeting minutes. Sue Cording seconded the motion. Motion carried.
- Leigh Stoewer made a motion to approve the August 13th special council meeting minutes. Sue Cording seconded the motion. Motion carried.

Treasurer's Report:

- Samantha Hendren made a motion to approve the treasurer's report, pending clarification of the gifts expenses. Mark Hesselbacher seconded the motion. Motion carried.

Pastor's Report:

- Pastor Jim expressed gratitude for all the work that has been done to proceed with a call vote.

Public Comments:

- None

Consent Agenda:

- The next council meeting is set for September 25th at 6:30 PM.
- There will not be a refuse container at the cemetery. There is also no refuse container at the St. John's cemetery.
- An article about the summer brunches will be placed in the September newsletter and weekly announcements.
- Sue Cording made a motion to approve the consent agenda. Jen Anderson seconded the motion. Motion carried.

New Business

- **Elevator Inspection:** The elevator does not need an inspection until next year. A date to repair the elevator is in the works.
- **Propane Contract:** Samantha Hendren made a motion to approve the propane contract from Pear City Elevator Inc. Mark Hesselbacher seconded the motion. Motion carried.

Old Business

- **Baptism Materials:** No new baptism materials will be ordered until a new pastor is in place as there are currently no scheduled baptisms.
- **Solar Contract:** Installation of the solar array will begin at the end of August or beginning of September.
- **Parking Lot Re-pavement:** No update
- **Youth Advisor:** Samantha Hendren moved to add the proposed youth advisor to the council, with the addition that the youth advisor will not attend executive session, and that this position be limited to one person. Sue Cording seconded the motion. Motion carried.
- **Open Forum:** Topics for discussion:
 - concrete foundation
 - church thermostat
 - congregational meeting on September 1st to potentially call Pastor Jim
 - UV Water System
 - Solar Update
 - Incorporation of the church
 - Youth Advisor Update
 - LED lighting
 - Rally Day
 - Financial Stewardship of the church
 - Public Discussion
- **Rally Day:** Rally Day will be held on September 8th. Samantha Hendren made a motion to authorize Bill Gehrts to spend up to \$200 to purchase food for Rally Day. Jen Anderson seconded the motion. Motion Carried.
- **Custodian Job Description:** Samantha Hendren made a motion to approve the revised custodian job description. Leigh Stoewer seconded the motion. Motion carried.
- **Groundskeeper Job Description:** The property committee will review the grounds-keeping job description.
- **Snow Removal Job Description:** The property committee will review the snow removal job description.

Other Business:

- **Mission Loan Certificate:** These are old investment certificates that have already been redeemed.

General / Roundtable:

- Shepherd of the Hills received a certificate of recognition from World Hunger.
- The fire extinguishers need to be re-certified.

Executive Session

- Sue Cording made a motion to go into executive session at 7:38 PM. Samantha Hendren seconded the motion. Motion carried. Executive session entered.
- Mark Hesselbacher made a motion to exit executive session at 7:50 PM. Leigh Stoewer seconded the motion. Motion carried. Executive session exited.
- No action as a result of executive session.

Adjournment: Jen Anderson made a motion to adjourn the meeting at 7:51 PM. Mark Hesselbacher seconded the motion. Motion carried. Meeting adjourned.

The meeting closed with the Lord's Prayer.

Respectfully Submitted,
Samantha Hendren

Church Council Meeting -- September 25th, 2019

Call to Order: Meeting called to order at 6:32 PM by Bill Gehrts. Present: Bill Gehrts, Pastor Jim, Sue Cording, Samantha Hendren, Leigh Stoewer, Mark Hesselbacher and Church Treasurer, Babette Krug. Jen Anderson present at 6:41.

Prayers/Devotions: Pastor Jim led the council in prayer.

Secretary's Report: Sue Cording made a motion to approve the August council minutes, with the noted correction. Mark Hesselbacher seconded the motion. Motion carried.

Treasurer's Report: Leigh Stoewer made a motion to approve the treasurer's report. Samantha Hendren seconded the motion. Motion carried.

Pastor's Report

- Pastor Jim's new cell phone number is 563-599-2096 if anyone needs to reach him.
- Pastor Jim assisted with a funeral.
- Pastor's last day at the hospital is on Friday, September 27th.

Public Comments:

- There will be trick-or-treating at the church on October 30th, 2019.

Consent Agenda:

- The next council meeting is set for October 22nd at 6:30 PM.
- The next open forum will be on November 17th.
- \$125 of Pastor Jim's cell phone will be paid on October 1st. This will cover the remainder of the year for his cell phone allowance.
- Pastor Jim's official start date will be on October 1st, 2019.

- Leigh Stoewer made a motion to approve the consent agenda with the moving of the open forum and installation of Pastor Jim to November 17th. Mark Hesselbacher seconded the motion. Motion carried.

New Business:

- **Pastor Jim's Installation:** Pastor Jim's installation will occur on Sunday, November 17th at the 10:00 church service.

Old Business:

- **Solar Update:** The solar panels are up, and installation will continue throughout this week.
- **Parking Lot Update:** Bill Gehrts is going to contact Erickson Paving to discuss potential dates to repair the parking lot. This item will require congregational approval. Once potential dates have been discussed, the council will determine the date for the special congregational meeting.
- **Elevator Inspection:** No update at this time
- **Youth Advisor:** No update at this time
- **Rally Day:** Several families attended Rally Sunday. Positive feedback was received. Sue Cording shared thanks to all those involved.
- **Basement Lighting:** The basement lights have been switched to LED bulbs. There are a couple of lights that were flickering, but they are in the process of being fixed.
- **Groundskeeper Job Description:** Samantha Hendren moved to approve the updated groundskeeper job description and responsibilities, pending correction of a spelling error. Sue Cording seconded the motion. Motion carried.
- **Snow Removal Job Description:** Samantha Hendren moved to approve the proposed job description and responsibilities for the snow removal. Sue Cording seconded the motion. After discussion, the motion was rescinded. Samantha Hendren moved to approve the proposed job description and responsibilities for snow removal, with the addition that all plowing be completed one hour before the start of any church service. Leigh Stoewer seconded the motion. Motion carried.
- **Mission Loan Fund:** No update

Other Business:

- **Membership Resignation:** Jen Anderson moved to accept Jim Cox's request to resign his membership, with regrets, and to wish him God's blessings at his new church. Samantha Hendren seconded the motion. Motion carried.
- **Audio/Visual Equipment:** The council discussed possibilities for updating the audio/visual equipment, and reaching out to the congregation for people with experience in this area, and possibly forming a tech committee.

Executive Session:

- Sue Cording moved to go into executive session at 7:43 PM. Samantha Hendren seconded the motion. Motion carried. Executive session entered. Topics for discussion: youth advisor candidates and review of job duties.
- Sue Cording moved to exit close session. Leigh Stoewer seconded the motion. Open session entered at 8:26 PM.
- Jen Anderson moved to approve the youth advisor to the council as a non-voting member. Sue Cording seconded the motion. Motion carried.

Closing Prayer: The meeting closed with the Lord's Prayer.

Adjourn: Mark Hesselbacher moved to adjourn the meeting at 8:28. Sue Cording seconded the motion. Motion carried. Meeting adjourned.

Respectfully Submitted:
Samantha Hendren

Council Meeting Agenda -- October 22nd, 2019

Call to Order: The meeting was called to order at 6:38 PM by President Bill Gehrts. Present: President Bill Gehrts, Pastor Jim, Samantha Hendren, Mark Hesselbacher, Jen Anderson, Youth Advisor Liz Heim and Church Treasurer, Babette Krug. Absent: Sue Cording and Leigh Stoewer.

Prayers/Devotions: Pastor Jim led the council in an opening prayer.

Secretary's Report: Jen Anderson made a motion to approve the September council minutes with the correction of Leigh Stoewer's name under the treasurer's report section. Mark Hesselbacher seconded the motion. Motion carried.

Treasurer's Report: Mark Hesselbacher made a motion to approve the treasurer's report. Jen Anderson seconded the motion. Motion carried.

Pastor's Report: Things have been going smoothly, and Pastor Jim has been visiting with congregation members.

Youth Advisor Report: The theme for the 2021 Youth Gathering in Minneapolis is "Boundless." They will be thinking about fundraising opportunities for this event. Sunday school is going well.

Public Comments:

- None at this time

Consent Agenda:

- Approval of snow removal job responsibilities with the addition that all snow removal be completed one hour before the start of church events.
- Samantha Hendren made a motion to approve the consent agenda. Jen Anderson seconded the motion. Motion carried.

New Business:

- **Audio/Visual Tech Committee:** A couple of congregation members will be asked if they would be willing to serve on this committee. The council will also bring this up at the open forum to find potential members.
- **Missionary Sponsorship Funding:** The synod asked for clarification from a donation they received as to whether or not the money was intended for the Swanson family or the Synod's general mission fund. The council will check with the accountant to determine what this donation was specified for.
- **Synod Stewardship:** The Synod shared a resource packet for 2020.
- **God's Work our Hands:** Ray and Gail Israel are seeking assistance for yard cleanup for fall. The youth will be assisting with this project, and the congregation is welcome to help as well. This event will take place in late November, with a specific date forthcoming.
- **Laptop for Pastor Jim:** The council tabled this item until the November meeting.

- **Pastor Jim's Installation:** Pastor Jim's installation will occur on November 17th at the 10 o'clock service. There will be a potluck luncheon following the 10 o'clock service. The council will supply a couple of main dishes, and will ask for congregational members to donate side dishes.
- **Evangelism Chair:** The council will contact the evangelism committee to determine their new chair.
- **Congregational Directory:** Redoing the directory was discussed. The council will ask for congregational input on this topic at the open forum.

Old Business:

- **Solar Update:** The solar system has been installed. We are waiting for Jo Carroll Power to come and do the final approval before the system is running.
- **Parking Lot Update:** The parking lot will need to be repaved next spring/summer. This item will need congregational approval, which will occur at the annual meeting.
- **Open Forum:** The next open forum will occur on November 17th, 2019. Topics for discussion: youth fundraising opportunities, congregational directory, solar update, advent services, and introduction of Liz Heim as the Youth Advisor.
- **Mission Loan Fund:** This was cashed out in August of 1994.

Other Business:

- **2020 Budget:** A budget committee will be formed to review the 2020 budget.
- **Church Answering Machine:** Babette will update the answering machine update the current contact information.
- **Service Calendar:** To avoid confusion, we will pass the service calendar around at services.
- **Church Website:** The church website will be update with current pictures and information.
- **Insurance:** Pastor Jim and Bill have been updating insurance information in Portico.
- **Welcome Letter:** Bill Gehrts is working on a welcome letter for potential new members to the church.

General/Roundtable:

- There may be a smaller Youth Gathering this summer.
- The next meeting will be on November 20th at 6:30 PM.
- Winter Creations has cleaned the gazebo. It will need to be re-stained in the spring.

Executive Session: Samantha Hendren made a motion to go into executive session to discuss personnel. Jen Anderson seconded the motion. Motion carried. Executive session entered at 8:03 PM.

Open Meeting: Samantha Hendren made a motion to open the meeting from executive session. Mark Hesselbacher seconded the motion. The meeting was opened from executive session at 8:31 PM

No action as a result of executive session

Closing Prayer: Pastor Jim led the council in the Lord's Prayer.

Adjournment: Mark Hesselbacher made a motion to adjourn the meeting at 8:32 PM. Jen Anderson seconded the motion. Motion carried. Meeting adjourned.

Respectfully Submitted,
Samantha Hendren

Church Council Meeting Agenda -- November 20, 2019

Call to order: The meeting was called to order at 6:34 PM by Bill Gehrts. Present: President Bill Gehrts, Pastor Jim, Sue Cording, Samantha Hendren, Leigh Stoewer, Mark Hesselbacher, Youth Advisor Liz Heim, and Church Treasurer - Babette Krug. Absent: Jen Anderson

Prayers / Devotions: Pastor Jim led the council in prayer.

Secretary's Report: Leigh Stoewer made a motion to approve the October council minutes. Sue Cording seconded the motion. Motion carried.

Treasurer's Report: Sue Cording made a motion to approve the treasurer's report. Samantha Hendren seconded the motion. Motion carried.

Pastor's Report:

- Pastor Jim shared activities he has been engaged in over the past month.
- Pastor Jim's mileage was 379 miles. Samantha Hendren made a motion to approve Pastor Jim's mileage. Leigh Stoewer seconded the motion. Motion carried.

Youth Advisor Report:

- There is preliminary planning going on for a potential youth gathering on June 12-14th 2020 in Oregon Illinois.
- The Sunday school class may do something for Advent on the Sunday before Christmas.

Public Comments:

- None

Consent Agenda

- The next council meeting will be on Monday, December 16th at 6:30 PM.
- Approval of snow plow contract to Evergreen Landscaping
- Approval of Sheriffs Dept representative to provide a refresher course on violence in churches on December 15th, 2019, in between services.
- Samantha Hendren moved to approve the consent agenda. Leigh Stoewer seconded the motion. Motion carried.

New Business:

- **Advent services:** There will be a fellowship from 6-7 pm before Advent services. Volunteers can sign up to bring light finger food for fellowship time.
- **All Saint's Service:** We will continue to light candles on All Saint's Sunday, but will provide more instructions next year prior to the service to avoid confusion.
- **Welcome Letter:** Pastor Jim and Bill Gehrts have put together welcome letters for potential new members of Shepherd of the Hills. Sue Cording made a motion to approve the two welcome letters to give to new members after they have been received. Samantha Hendren seconded the motion. Motion carried.
- **Bank Accounts:** Leigh Stoewer made a motion to change the money market account from a "premier" account to an "elite" account, to move \$10,000 from the pass book savings account into a seven month CD to obtain a better interest rate, and to adjust other CD's when they become due. Sue Cording seconded the motion. Motion carried.
- Samantha Hendren made a motion to put interest generated by the cemetery account back into the cemetery account. Leigh Stoewer seconded the motion. Motion carried.

- **Church Cancellation:** Pastor Jim and the church council president will be responsible for determining whether or not church will be cancelled. There will be a message on the church answering machine and an email blast sent if church should be cancelled. We will investigate more efficient ways to reach everyone.
- **Shepherd's Table:** Shepherd's table has decided to shut down. Their funds will be dispersed to the Elks in Galena and the Sonshine Center. A way to continue with the Shepherd's table mission will be investigated. They hope to begin a new mission project in April.

Old Business

- **Solar Update:** No Update
- **Synod Stewardship:** No Update
- **Audio / Visual tech committee:** No Update
- **God's Work, Our Hands project:** The youth assisted with this on November 3rd. They assisted Ray and Gail Isreal with their yard cleanup.
- **Evangelism Chair:** No Update

Other Business:

- **2020 Budget:** A committee is being formed to discuss the 2020 budget.
- **Budget Review Committee:** A committee will be formed to review the 2020 budget once it is set.

General / Roundtable:

- Pastor Jim's installation went very well.
- **Open forum:** We will look into putting church information in the paper at a later date, and look into forming a technology committee ending.
- **Terms Ending:** Sue Cording and Jen Anderson's council terms will be ending in February.

Executive Session. Samantha Hendren made a motion to enter into executive session for discussion of personnel, employee salaries, employee performance, disciplinary needs, financial planning, and congregational concern items. Sue Cording seconded the motion. Executive session entered at 8:10 PM.

Open meeting from Executive Session: Sue Cording made a motion to exit executive session at 8:32. Samantha Hendren seconded the motion. Motion carried.

Action as a result of Executive Session: Leigh Stoewer made a motion to approve the administrative assistant job description and duties. Samantha Hendren seconded the motion. Motion carried

Closing prayer: The council said the Lord's Prayer.

Adjourn: Sue Cording made a motion to end the meeting at 8:33. Mark Hesselbacher seconded the meeting. Meeting adjourned.

Respectfully Submitted,
Samantha Hendren

Council Meeting – December 16, 2019

Call to order: The meeting was called to order at 6:38 PM. Present: Bill Gehrts, Pastor Jim, Leigh Stoewer, Jen Anderson, Mark Hesselbacher, Sue Cording, and Samantha Hendren. Also present was Babette Krug.

Prayers / Devotions: Pastor Jim led the council in prayer.

Secretary's Report: Sue Cording made a motion to approve the November 20th council meeting minutes. Leigh Stoewer seconded the motion. Motion carried.

Treasurers Report: Leigh Stoewer made a motion to approve the treasurer's report. Jen Anderson seconded the motion. Motion carried.

Pastor's Report: Pastor Jim reviewed his activities from the "Pastor's Corner" section of the weekly announcements with the council.

Consent Agenda

- The next council meeting is set for Wednesday, January 22nd at 6:30 PM.
- Approval of Pastor Jim's mileage of 207 miles.
- Samantha Hendren made a motion to approve the consent agenda. Mark Hesselbacher seconded the motion. Motion carried.

New Business.

- **Budget Committee:** The budget committee will meet to discuss the 2020 budget.
- **Designation of Pastor's compensation toward housing allowance:** In 2019 the compensation designated toward housing allowance is \$8156.00. The amount scheduled for 2020 per contract is \$18,624.00.
- **Annual meeting:** Sue Cording made a motion to hold the annual meeting on February 9th, 2020, at 9:00 AM. Mark Hesselbacher seconded the motion. Motion carried.
- **Food Pantry Fund:** Sue Cording made a motion to distribute the funds in the food pantry accounts to the local food pantries., Mark Hesselbacher seconded the motion.
- **Open Forum:** Leigh Stoewer made a motion to have the next open forum on March 1st, 2020. Jen Anderson seconded the motion. Motion carried.

Old Business.

- **Bank Account Update:** Money has been moved into the new accounts. This was done to obtain better interest rates.
- **Church Cancellation Procedure:** The council is investigating ways to send a phone message should church need to be cancelled.

Other Business

- **Folding Chairs:** The chairs in the balcony will be switched out with the folding chairs in the fellowship area, as they are in better condition. After a conversation with Larry Cording, it was determined that the chairs in the balcony are in better condition than the ones in the gathering center.
- **Chairs in Storage Shed:** Some of the metal chairs in the storage shed are damaged and unusable. These chairs will be sorted and the broken chairs will be disposed of.

- **Blessing of the Solar System:** There will be a ceremony to bless the solar system in the spring.
- **Advent Giving:** Samantha Hendren made a motion to donate the money from the Thanksgiving Eve service, Advent Services, and the gift from the Apple River State Bank to the LSSI Nachusa home in Dixon Illinois. Sue Cording seconded the motion. Motion Carried.
- **Christmas Eve Offering:** Jen Anderson made a motion to donate the money from the Christmas Eve service to the SYNOD mission. Mark Hesselbacher seconded the motion. Motion carried.

Executive Session: Sue Cording made a motion to enter into executive session for discussion of personnel, employee salaries, employee performance, disciplinary needs, financial planning, congregational concern items. Samantha Hendren seconded the motion. Motion carried.

- Leigh Stoewer made a motion to exit executive session at 8:24 PM. Mark Hesselbacher seconded the motion. Motion carried.
- **Action as a Result of Executive Session:** Sue Cording made a motion to accept the membership of Darrell and Dianne Carr to Shepherd of the Hills, with joy. Leigh Stoewer seconded the motion. Motion carried.
- **Closing prayer:** The meeting closed with the Lord’s Prayer.
- **Adjourn:** Mark Hesselbacher made a motion to adjourn the meeting at 8:16. Leigh Stoewer seconded the motion. Meeting adjourned.

Respectfully Submitted, Samantha Hendren

Shepherd of the Hills				
WELCA Treasurer's Report - 2019				
		Balance on hand	Jan. 1, 2019	\$ 107.00
	Income:			
		Circle offerings		\$ 267.00
			Total Income	\$267.00
			Subtotal	\$ 374.00
	Expenses:			
		Palms for Easter		\$ 35.00
		Women of the ELCA, LWR shipping		\$ 200.00
			Total Expense	\$ 235.00
		Balance on hand	Dec. 31, 2019	\$139.00
		Kay Hesselbacher		
		Treasurer		

GENERAL TREASURE REPORT

Balance at January 1, 2019			\$ 12,863.33
Receipts			
General & Lenten Givings	\$ 159,000.05		
Mission	\$ 23,535.35		
Shepherd's Table	\$ 3,063.50		
			\$ 185,598.90
Other Receipts			
Cemetery	\$ 878.00		
Memorials	\$ 80.00		
Youth	\$ 309.00		
Designated for Solar Panels	\$ 7,790.00		
All Other Receipts	\$ 445.92		
Cemetery Account CD Interest	\$ 75.22		
			\$ 9,578.14
Total Receipts			\$ 195,177.04
Expense:			
Pastor Expenses			
Pastor - Base Salary	\$ 32,615.47		
Social Security	\$ 2,083.44		
Housing	\$ 9,056.00		
Health Care & Retirement	\$ 18,038.96		
Continuing Education	\$ -		
Conference Reimbursement	\$ 414.00		
Mileage	\$ 348.00		
Pastor Cost			\$ 62,555.87
Salaries and Professional Services			
Organists	\$ 300.00		
Janitorial	\$ 2,805.00		
Administrative Assistant	\$ 6,414.00		
Social Security	\$ 705.24		
Other Salaries			\$ 10,224.24
Office Expense			
Internet & Telephone	\$ 1,004.35		
Copier	\$ 3,875.23		
Office & Church Equipment	\$ 2,093.98		
Office Supplies	\$ 489.30		
Postage	\$ 225.10		
Total Office Expense			\$ 7,687.96

Shepherd of the Hills - 2019 Annual Report

Utilities			
Electric Church	\$	3,695.23	
Propane Church	\$	3,117.59	
Total Utilities			\$ 6,812.82
Other Expenses			
Advertising & Promotion	\$	1,307.00	
Christian Education	\$	1,443.95	
Worship & Music Copyright	\$	652.90	
Supplies/Worship Resources	\$	80.81	
Gifts	\$	1,248.84	
Insurance	\$	5,266.57	
Pest Control/Landscaping	\$	260.00	
Mowing/Snow Removal	\$	4,690.00	
Repairs & Maintenance	\$	10,184.98	
Supply Pastor & Interviews	\$	519.60	
Outreach	\$	-	
Youth Group	\$	43.66	
Church Programs & Projects	\$	4,207.83	
Congregation Synod Participation	\$	-	
Accounting	\$	1,200.00	
Miscellaneous	\$	51.18	
Total Other Expenses			\$ 31,157.32
Special Projects			
Solar Panels	\$	38,745.00	
Total Special Projects			\$ 38,745.00
Total Expenses			\$ 157,183.21
Sub Total Before Transfers			
Net Change in Accounts Payable for Year 2018			\$ 20.47
Transfers			
Transfer to Money Market Account	\$	14,585.00	
Transfer to Mission Support	\$	19,479.95	
Transfer to Cemetery Account	\$	878.00	
Transfer to Youth Account	\$	309.00	
Transfer to Memorial Fund	\$	80.00	
Steak Fry distribution to Food Pantries	\$	3,500.00	
Transfer in From Quilters Checking	\$	-	
Transfer in From Memorial	\$	-	

			\$ 38,831.95
Increase (Decrease) in Bank Balance			\$ (858.89)
Balance at December 31, 2019			\$ 12,004.74

GENERAL FUND ACCOUNTS

Report on CD's and Other Bank Accounts			
Premium Money Market Account			
	Balance January 1, 2019	\$	76,892.85
	Transfer to General Account		
	To Cover Solar Panel Expenditure	\$	(12,915.00)
	Transfer from General Account	\$	27,500.00
	Interest Earned	\$	244.77
	Balance December 31, 2019	\$	91,722.62
General Fund CD's			
#83055 - Maturing 04/15/2020 - .40% Interest			
	Balance January 1, 2019	\$	16,394.73
	Interest Earned	\$	65.70
	Balance December 31, 2019	\$	16,460.43
#83694 - Maturing 09/28/20 - .40% Interest			
	Balance January 1, 2019	\$	10,589.73
	Interest Earned	\$	42.44
	Balance December 31, 2019	\$	10,632.17
Cemetery Savings Account			
	Balance January 1, 2019	\$	12,857.43
	Contributions in 2018	\$	878.00
	Withdrawn to CD #834807	\$	(10,000.00)
	Interest Earned	\$	26.13
	Balance December 31, 2019	\$	3,761.56

Cemetery CD #834812 - Maturing 02/09/20 - .40% Interest			
	Balance January 1, 2019	\$	11,000.00
	Interest Earned	\$	44.04
	Interest Transferred to general account	\$	(44.04)
	Balance December 31, 2019	\$	11,000.00
Cemetery CD #84275 - Maturing 02/09/21 - .60% Interest			
	Balance January 1, 2019	\$	5,200.00
	Interest Earned	\$	31.18
	Interest Transferred to general account	\$	(31.18)
	Balance December 31, 2019	\$	5,200.00
Cemetery CD #84807 - Maturing 07/13/20 - .75% Interest			
	Balance January 1, 2019	\$	-
	Additions from Cemetery Savings	\$	10,000.00
	Balance December 31, 2019	\$	10,000.00
Memorial Savings Account			
	Balance January 1, 2019	\$	2,119.70
	Contributions in 2019	\$	80.00
	Interest Earned	\$	4.33
	Balance December 31, 2019	\$	2,204.03
Endowment CD #83054 - Maturing 01/05/21 - .40% Interest			
	Balance January 1, 2019	\$	12,612.27
	Interest Earned	\$	50.53
	Balance December 31, 2019	\$	12,662.80
Youth Savings Account			
	Balance January 1, 2019	\$	3,839.72
	Contributions in 2019	\$	309.00
	Interest Earned	\$	7.97
	Balance December 31, 2019	\$	4,156.69

Wills Education Memorial			
	Balance January 1, 2019	\$	2,032.83
	Interest Earned	\$	1.02
	Balance December 31, 2019	\$	2,033.85

MISSION FUND

Mission Fund			
	Balance January 1, 2019		\$ 2,424.73
Mission Receipts			
	General Mission Givings	\$	5,458.51
	Christmas	\$	2,175.00
	ELCA Good Gifts	\$	2,217.14
	World Hunger	\$	1,977.22
	Disaster Relief	\$	859.50
	Missionary	\$	3,091.45
	Food Pantry	\$	597.03
	Mop Shop	\$	270.00
	Shepherd's Table	\$	3,063.50
	Wartburg	\$	890.00
	LSSI	\$	806.00
	Steak Fry Funds	\$	5,193.50
			\$ 26,598.85
Distributions			
	Synod	\$	5,218.51
	Missionary Support	\$	2,941.95
	Wartburg	\$	590.00
	World Hunger	\$	1,783.50
	Local Food Pantries (incl. Mop Shop)	\$	891.00
	ELCA Good Gifts	\$	1,660.30
	ELCA Disaster Relief	\$	859.50
	Shepherd's Table - End Balance Transfer	\$	1,820.64
	Shepherd's Table	\$	2,004.00
	Steak Fry - Operating Expenses	\$	2,019.38
	Steak Fry - Food Pantry Donations	\$	3,500.00
	LSSI	\$	302.00
	Diff in Income vs Transfers	\$	0.50

Shepherd of the Hills - 2019 Annual Report

				\$ 23,591.28
Balance December 31, 2019				\$ 5,432.30
Balance Represents Available Distributions for:				
	General	\$	686.84	
	Christmas	\$	2,175.00	
	Fair Trade Sale	\$	7.63	
	Food Pantry	\$	8.69	
	Missionary	\$	490.00	
	Sunday School	\$	75.05	
	Wartburg Seminary	\$	300.00	
	World Hunger	\$	193.72	
	Barnyard	\$	820.51	
	Mission Festival	\$	15.00	
	Farming Field School	\$	39.40	
	Vaccinations	\$	30.00	
	Supply a Health Clinic	\$	172.23	
	WELCA Soap Shipping	\$	48.20	
	LSSI	\$	202.00	
	Steak Fry Funds	\$	138.03	
	Social Ministries	\$	30.00	
				\$ 5,432.30

FINANCIAL STATEMENTS 2016 – 2019

Shepherd of the Hills	2016 Actual	2017 Actual	2018 Actual	2019 Budget	2019 Actual
General/Loose Change	134,443.43	\$ 144,737.35	163,078.02	164,000.00	159000.05
Designated	18,526.99	3,650.00	3,789.00		7790.00
All other receipts	5,734.57	10,444.53	11,206.52	300.00	1788.14
Mission	23,924.39	38,782.39	34,843.16	16,500.00	26598.85
Total Income (Mission and General)	\$ 182,629.38	\$ 197,614.27	\$ 212,916.70	\$ 180,800.00	\$ 195,177.04
Expense:					
Pastor - Base Salary	57,444.99	59,355.12	59,235.12	50,000.00	32,615.47
Social Security	2,418.47	4,412.71	4,249.92	4,500.00	2,083.44
Housing	9,458.96	14,400.00	14,400.00	14,400.00	9,056.00
Flex Spending Account	-	-		-	
Health Care & Retirement	25,401.35	37,729.68	39,361.68	9,000.00	18,038.96

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Continuing Education	-	140.00	720.00	500.00	-
Conference Reimbursement	365.72	597.95	2,217.59	600.00	414.00
Resource Reimbursement	-	-	-	500.00	-
Housing Equity Allowance	-	-	-	-	-
Mileage	3,340.07	2,809.89	808.79	500.00	348.00
Pastor Cost	\$ 98,429.56	\$ 119,445.35	\$ 120,993.10	\$ 80,000.00	\$ 62,555.87
Organists	2,200.00	990.00	320.00	3,500.00	300.00
Janitorial	2,649.99	2,600.00	2,805.00	2,900.00	2,805.00
Administrative Assistant	4,502.02	5,719.94	6,222.00	6,000.00	6,414.00
Social Security & Medicare (non-pastor)	569.12	101.27	947.43	1,000.00	705.24
Internet & Telephone	1,700.31	1,013.78	987.07	1,000.00	1,004.35
Copier	2,600.37	4,066.22	3,425.52	3,500.00	3,875.23
Office & Church Equipment	297.92	659.00	400.48	2,000.00	2,093.98
Office Supplies	1,417.14	1,651.78	956.77	1,500.00	489.30
Postage	296.20	707.00	429.80	500.00	225.10
Newsletter	63.16	-	-	-	-
Electric Church	3,714.69	3,748.17	3,283.79	3,750.00	3,695.23
Propane Church	5,038.99	2,718.25	3,665.01	3,700.00	3,117.59
Electric Parsonage	511.63	-	-	-	-
Propane Parsonage	349.85	-	-	-	-
Advertising & Promotion	794.45	1,372.59	1,099.95	1,500.00	1,307.00
Christian Education	1,221.45	1,846.20	1,611.86	1,700.00	1,443.95
Worship & Music Copyright	1,124.82	601.90	490.96	1,000.00	652.90
Supplies/Worship Resources	506.22	698.55	325.40	500.00	80.81
Gifts	728.75	648.26	378.00	300.00	1,248.84
Insurance	5,406.96	4,885.24	5,014.72	5,000.00	5,266.57
Pest Control/Landscaping	445.00	260.00	413.55	500.00	260.00
Mowing/Snow Removal	6,700.00	4,375.00	4,430.00	8,000.00	4,690.00
Repairs & Maintenance	2,470.83	1,198.32	5,789.51	6,000.00	10,184.98
Supply Pastor & Interviews	-	599.94	371.61	600.00	519.60
Outreach	953.36	524.37	184.56	500.00	-
Youth Group	-	1,050.00	5,597.82	750.00	43.66
Church Programs & Projects	4,320.90	9,564.53	6,697.58	1,000.00	4,207.83
Congregation Synod Participation	1,116.16	360.00	-	-	-
Accounting	-	400.00	1,000.00	1,200.00	1,200.00
Miscellaneous	30.28	157.47	-	300.00	51.18
Total Other Expenses	\$ 51,730.57	\$ 52,517.78	\$ 56,848.39	\$ 58,200.00	\$ 55,882.34

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Mission Support					
Synod	11,773.07	11,656.74	8,027.27	8,000.00	5218.51
ELCA Disaster & Malaria	435.00	475.00	203.00		859.50
Missionary Support	1,783.00	4,253.11	3,771.00	2,000.00	2941.95
Local Food Pantries	1,347.61	558.71	3,680.00		891.00
Wartburg	1,500.00	330.00	260.00	2,000.00	590.00
Good Gifts (Global Barnyard & Micro Loans)	5,090.00	4,625.65	7,920.68	2,000.00	1962.30
Steak Fry, Fair Trade & Cookbooks	4,200.00	4,200.00			3500.00
World Hunger	2,529.00	3,244.02	2,751.00	2,000.00	1783.50
Local Assistance & Outreach	1,089.00	1,871.55	924.00	-	1820.64
All other (See General Treasurer's Report)	-	288.00			
Total Mission Support	\$ 29,746.68	\$ 31,502.78	\$ 27,536.95	\$ 16,000.00	\$ 19,567.40
Total Expense	\$ 179,906.81	\$ 203,465.91	\$ 205,378.44	\$ 154,200.00	\$ 138,005.61
Net Income (Loss)	\$ 2,722.57	\$ (5,851.64)	\$ 7,538.26	\$ 26,600.00	\$ 57,171.43
Transfers from (to) other accounts	\$ 2,291.93	\$ (4,075.20)	\$ (6,348.73)		\$ (33,890.49)
Transfer from (to) Money Market	\$ (66,682.00)	\$ 17,000.00	\$ 7,500.00		\$ 14,585.00
Parsonage Sale	\$ 78,182.00				
Projects:					
Stephen Ministry - one time enrollment			\$ (2,000.00)		
Purchase of CP1 Grand Piano	\$ (13,240.00)				
Pew & Floor Refinishing	\$ (19,272.25)	\$ (4,000.00)	\$ (3,802.00)		
Solar Panel Purchase					\$ (38,745.00)
Inc. (Dec.) Accounts Payable	\$ (83.75)	\$ (83.45)			\$ 20.47
Change in bank balance	\$ (18,081.50)	\$ 3,040.39	\$ 5,422.85	\$ 301.00	\$ (858.59)
Ending Bank Balance	\$ 4,400.09	\$ 7,674.80	\$ 12,863.33	\$ 13,164.33	\$ 12,004.74

2020 Proposed Budget

INCOME:

General / loose change	\$ 187,693.00
Mission	\$ 17,750.00

Total Income

\$ 205,443.00

EXPENCES:

Pastor base salary	\$ 53,278.00
Social Security	\$ 5,500.00
Housing	\$ 18,624.00
Health Care & Retirement	\$ 45,641.00
Continuing education	\$ 1,000.00
Conference Reimbursement	\$ 750.00
Mileage	\$ 1,500.00
phone allowance	\$ 500.00

Pastor Cost

\$ 126,793.00

Organists	\$ 1,000.00
Janitorial	\$ 2,900.00
Administrative Assistant	\$ 6,500.00
SSA & Medicare (non-pastor)	\$ 1,000.00
Internet & Telephone	\$ 1,100.00
Copier	\$ 3,900.00
Office & Church Equipment	\$ 3,000.00
Office Supplies	\$ 750.00
Postage	\$ 300.00
Electric Church	\$ 1,400.00
Solar Ray - Repayment to Money Market	\$ 2,400.00
Propane Church	\$ 3,600.00
Advertising & Promotion	\$ 1,400.00
Christian Education	\$ 1,000.00
Worship & Music Copyright	\$ 700.00
Supplies & Worship Resources	\$ 200.00
Gifts	\$ 1,200.00
Insurance	\$ 5,400.00
Pest Control & Landscaping	\$ 400.00
Mowing & Snow Removal	\$ 5,800.00
Repairs & Maintenance	\$ 7,050.00
Supply Pastor & Interview	\$ 250.00
Outreach	\$ 500.00
Youth Group	\$ 250.00
Church Programs & Projects	\$ 5,500.00

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Congregation Synod Participation	\$	2,000.00	
Accounting	\$	1,300.00	
Misc.	\$	100.00	
			-
Total Other Expenses	\$	60,900.00	
Total Pastor's and Other's Expense			\$ 187,693.00
Mission Support:			
Synod	\$	8,000.00	
Lutheran Disaster Relief	\$	1,000.00	
Missionary Support	\$	3,000.00	
Wartburg Seminary	\$	500.00	
Good Gifts - Global Barnyard	\$	2,500.00	
World Hunger	\$	2,000.00	
Local Assistance & Outreach	\$	750.00	
			-
Total Mission Support	\$	17,750.00	
			\$ 205,443.00