

**Shepherd of the Hills Lutheran Church**  
**Congregational Meeting Minutes**  
**January 31, 2021**  
**via Zoom online platform**

Meeting Attendees: 119 members

**1. Call to Order at 10:39am.**

A delay in the start of the meeting due to some Zoom difficulties, but grateful to be here.

- Approval of proposed agenda motion by Cory Springhorn, second by Ginny Altman.

-Dave Webb, Governing Board President, asked everyone to reflect on what they are grateful for while asking for patience and grace during the Zoom meeting.

-Sister Tashina reviewed guidelines for the meeting, voting, and Zoom call etiquette.

-Pastor Renee opened in prayer.

**2. Approval of the 2020 Meeting Minutes**

- Approval of the 2020 meeting minutes motion made by Ginny Altman, second by Lynn Mears; the 2020 Annual Congregational Meeting Minutes were approved.

**3. 2020 Financial Reports**

Treasurer, Elizabeth Kohen, presented the financial results from 2020 including Historical Contributions, Historical Expenses, and Summary. She acknowledged the \$130,300 forgiven PPP loan that we qualified for that kept us afloat during the pandemic.

- Approval of the 2020 Financial Report motion by Kathy Janssen, second Gayle Nelson; the 2020 Financial Reports were approved.

**4. Staff Reports**

Shepherd staff and the Governing Board prepared written reports that were in the 2020 Annual Report that was sent via email to members.

Staff members each spoke about something they felt grateful for in 2020 and something they were looking forward to in 2021.

- Senior Pastor Renee: Grateful for the staff and their ability remain connected during the pandemic, specifically through our parking lot worship. Looking forward to seeing everyone back in person in 2021.
- Associate Pastor Brice: Grateful for the ability to stay in contact with one another, especially the callers who have been calling members of the congregation and he is looking forward to those calls continuing and to being able to hug again!
- Sister Tashina Good, Deacon: Grateful for willingness of everyone to being flexible and find new ways to do things, namely the confirmation leaders, parents, and students. Looking forward to applying everything she has learned this last year into ministry in the future, implementing new ways of ministry moving forward.
- Joe Trucano, Director of Worship and Music: Grateful for the nudge to get things going online and for the people who helped make that happen. Looking forward to making music with everyone again soon.
- Jilene Ylonen, Preschool Director and Early Childhood Ministry: Grateful for the support of the families, congregation, and staff while we continue to serve the children during this difficult time. Looking forward to implementing new ways of connecting with families in future.
- Miranda Oliver, Director of Operations: Thankful for grace while allowing for the changes that we've had to make this year. Looking forward to connecting with members through the new app and the new online system for contributions.
- Dave Webb, Governing Board Chair: Thankful for the SOTH management team for listening and implementing what the congregation needs, "listening to lead". Looking forward to moving forward post-pandemic.

## 5. Old Business

There were no old business items.

## 6. New Business

- **Welcoming Statement**

Proposed Welcoming statement:

*We, at Shepherd of the Hills, welcome all who are seeking God's love and grace. We welcome all because God welcomes all, regardless of ethnicity or culture, sexual orientation, gender identity, gender expression, or relationship status. We welcome all without regard to addictions, physical or mental health, imprisonment or former imprisonment, socio-economic circumstances, or anything that too often divides us. Our unity is in Christ.*

- Motion to approve the recommendation of the Welcoming Team to accept the Welcoming Statement as the Shepherd of the Hills official welcome statement and to become a reconciling in Christ congregation as written by the Welcoming Team by Anne Caldwell. Second not needed.

#### DISCUSSION:

-Anne Caldwell, Welcoming Team member, reviewed the reconciliation process and the teams process to creating the Welcoming Statement.

-Several people made statements in support of the statement.

-Several people also expressed concern regarding the wording.

-Questions of how this statement would affect the congregation and how and where the statement would be displayed. Pastor Renee replied that it would be stated on the website and shaping how we welcome people. Sr. Tashina added that adopting this statement makes us a Reconciling in Christ congregation, making us a “safe place” for the people. This statement reminds us who we are and we are working on ways of learning and expanding as we grow into this. We are welcoming those who may not have felt welcomed in the past.

- Pete Evanson moved to amend the motion on the floor adopting the submitted text as our Welcoming Statement to adopting the submitted text as our official working draft of the welcome statement and that we open a period of two weeks to submit written edits to the statement for further consideration by the welcome committee to compile a set of welcome statements (3-5) for the congregation to select from by majority vote in a special meeting scheduled to conform to our constitutional rules.

-Second by Mike Olson.

#### DISCUSSION of the amendment:

-Several spoke in favor of the amendment of wanting options of the wording as proposed in the second motion to take the time to bring other options for vote.

-Concern regarding the work that went into the language and creating the Welcoming Statement by the Welcoming Team, listening sessions, and the several opportunities for discussion prior to the meeting were addressed.

#### VOTE:

- Dave Webb called for the vote for the amendment brought by Pete Evanson above.  
In Favor: 41

- Another call for vote for the opposition of the amendment brought by Pete Evanson.  
Opposed: 61
- ❖ Motion to amend the proposed Welcoming Statement did not carry.
- Dave Webb called for the vote of the first welcoming statement as written by the Welcoming Team originally moved by Anne Caldow.
- ❖ For: 79 in favor; Majority approved motion to accept the proposed Welcoming Statement.
- **Shepherd of the Hills Constitutional Changes**
  - A. Proposed change to C11.02. The voting membership of the Governing Board shall consist of the Senior Pastor, the elected officers of the congregation as described in C11.01, and four other board members at large, at least one of whom shall be a youth and at least one of whom shall be a young adult.  
Approval by Majority Vote needed (\*C16.02.a)
  - Motion to approve the recommendation of the Constitutional Committee to amend the bylaw to C11.02 as submitted made by Deb Kohen. No second needed.

DISCUSSION:

- Several people expressed concern about the language of the word “shall” meaning “must” and it being unclear was discussed.
- Sr. Tashina confirmed that this language was offered to us from the ELCA Model Constitution.
- Motion to change language in the last line of “shall” to “may” by Pam Grace.  
Second by Ginny Altman.

DISCUSSION of the amendment:

- Several people supported the motion set forward to change the wording.

VOTE:

Call to vote to change of amendment to read: Proposed change to C11.02. The voting membership of the Governing Board shall consist of the Senior Pastor, the elected officers of the congregation as described in C11.01, and four other board members at large, at least one of whom may be a youth and at least one of whom may be a young adult.

- Dave Webb brought a call to vote for the second motion change in the wording of the amendment from “shall” to “may”.
  - ❖ Vote passes with over 50% in favor of the change in wording as stated above.
  
- Dave Webb brought a call to vote to adopt this amended Constitutional Change via poll.
  - ❖ 82 in favor of amendment, 2 abstained; Vote passes with majority in favor to adopt the Constitutional change to C11.02
  
- B. Proposed change to C11.03. All Governing Board members including the officers, shall be voting members of the congregation \*eighteen years of age or older,\* and shall be elected by a majority vote of the congregation, or by written ballot if more than one candidate is nominated for a position. (\*Strike the phrase eighteen years of age or older)
  - Motion to approve the recommendation of the Constitutional Committee to amend the bylaw to C11.03 as submitted made by Deb Kohen. No second needed.

DISCUSSION:

-Definition of “voting member” was defined and discussed.

VOTE:

- Dave Webb brought this proposed motion to amend C11.03 to remove the statement of “eighteen years of age” to vote via poll.
  - ❖ 82 in favor of amendment, 1 abstained; Vote passes with majority in favor to adopt the Constitutional change to C11.03.

- **Governing Board Elections**

Nominations:

Deb Kohen, Vice Chair  
 Lynn Mears, Member at Large  
 Sally Peters, Member at Large  
 Maria Miller, Secretary

- Motion to accept the above four candidates onto the board by Lisa Vannelli, second by Charlie Sparks.

VOTE: Dave Webb called for a vote on all four candidates

- ❖ 80 in favor; nominations were approved by majority vote.

## 2021 Budget

Elizabeth Kohen presented the proposed budget for 2021.

### Summary:

- 2021 General Operating Budget Overview Assumptions:
- Giving is unchanged from 2020 budget
- Personnel expenses are unchanged from 2020 budget
- Preschool COVID-19 restrictions changed to allow for additional students which is 28% increase in preschool revenue

### DISCUSSION:

-Question regarding "other" income. PPP loan is under the contributions total in 2020. The preschool income is in "other" category as well as other revenue from our renters.

- Acceptance of the 2021 budget motion by Pete Evanson, seconded by Gary Schroth.

### VOTE:

- Dave Webb called a vote to approve 2021 budget.
- ❖ The 2021 budget was approved with 74 in favor.

**7. Meeting Adjourned** at 1:44pm. Moved by Cathy Springhorn, seconded by Ginny Altman.

-Pastor Renee closed in prayer.

Submitted by: Maria Miller, Secretary