



Evangelical Lutheran Church in America
God's work. Our hands.



ANNUAL REPORT

2020



TABLE OF CONTENTS

Agenda.....	page 3
Minutes of 2020 Annual Meeting.....	page 4
Pastor’s Report.....	page 7
Church Council President’s Report.....	page 9
Nominees for Church Council.....	page 9
2021 Church Council Members.....	page 9
Music Director’s Report.....	page 10
Worship and Music Ministry Team Report.....	page 11
Virginia Circle Report.....	page 12
House and Property Ministry Team Report.....	page 13
Outreach Ministry Team Report.....	page 13
Financial Reports	
Accountant’s Report.....	page 16
Fund Overview Report.....	page 17
Income and Expense Report.....	page 18
2021 Proposed Budget.....	page 19
Remembrance and Thank You’s.....	page 21

Annual Meeting Agenda
Shepherd of the Hills Lutheran Church
November 8, 2020

Opening Prayer

Call to Order

Confirm Quorum

Presidents Opening Remarks

Approval of Minutes from 1/26/2020 Annual Meeting

Review and accept Ministry Reports

Nominees for Church Council 2021

Vote for Church Council Members

Accountant's Report/Proposed Budget

Moment of Silence in Remembrance

Appropriate Thanks Given

Closing with Lord's Prayer

Adjournment

Shepherd of the Hills Lutheran Church Annual Congregational Meeting Minutes Sunday, January 26, 2020

Call to order 11:59 am

Diane Bursey confirmed quorum was met with 56 members in attendance
Opened with Litany

Reviewed the minutes from the 2019 Congregational meeting from January 27, 2019 and there were no questions or concerns. Motion to approve minutes by Joe Montfort and seconded by Chris Russell, all in favor motion carried.

Reviewed the minutes from the Special Congregational Meeting from Sunday, July 21, 2019 and there were no questions or concerns. Motion to approve by Connie Kersten seconded by Tom Klinger, all in favor motion carried.

Ministry Reports

Pastor's Report - Motion to accept by Jim Johnson and seconded by Tom Klinger, all in favor motion carried.

Music Director's Report - Motion to accept by Susan Sherman seconded by Steve Tolander, all in favor motion carried.

Council President's Report - Motion to accept by Chris Russell seconded by Marie Johnson, all in favor motion carried.

Worship and Music - Motion to accept by Susan Sherman seconded by Tom Klinger, all in favor motion carried.

Virginia Circle - Motion to accept by Jim Johnson seconded by Ruth Monzillo, all in favor motion carried.

House and Property Ministry Team - Motion to accept by Pastor Dennis seconded by Jim Johnson, all in favor motion carried.

Outreach Ministry - Motion to accept by Dennis Wick seconded by Tina Crown, all in favor motion carried.

Introduction of current Council members; Diane Bursey, Tina Crown, Karissa Schorer, Larry Holihan, Pastor Dennis Schmidt, Connie Kersten, Tom Klinger, Marion Larson, Peg Massaro, Chris Russell, Joe Montfort and Mike Walls.

We say goodbye to Tina Crown, Larry Holihan, Tom Klinger, Marion Larson and Karissa Schorer and thank them for all their dedication and service.

Introduction of new Council members; Joe Restivo, Sue Meier and Bob McDonald

Motion to accept new council members by Jim Johnson seconded by Connie Kersten, all in favor motion carried.

Treasurer's Report

Church Mortgage

Beginning Mortgage Balance Jan 1, 2019: \$229,628.38

Ending Mortgage Balance Dec 31, 2019: \$164,518.05

Mortgage Reduction during 2019: \$65,110.35.

Investment Accounts

Raymond James Investment Fund:

Balance as of Jan 1, 2019: \$97,718.42

Balance as of Dec 31, 2019: \$116,149.08, an appreciation of \$18,430.66 during 2019.

No deposits or withdrawals were taken from this account during 2019.

Raymond James Scholarship Fund:

Balance as of Jan 1, 2019: \$32,341.70

Balance as of Dec 31, 2019: \$29,898.60.

\$3,000 was withdrawn from this fund during the year to cover youth Scholarships.

Four \$1,000 scholarships were paid this year. There is also a Designated holding fund for scholarships which has a balance of \$1,955 at the end of 2019.

Designated Funds

Often, members of the Congregation designate donations for a specific use.

2020 Proposed Budget

The 2020 proposed budget is contained in attachment 5. The budget projects an increase of \$6722, an increase of 2.4% over 2019. Next year our contributions to the Synod and the ELCA will be 5% of income. Major changes in costs include savings from outsourcing custodian services, and increased costs from a new grounds contract which includes tree trimming and Pastor retirement costs. Motion to accept by Pastor Steve and seconded by Bob Klingensmith, all in favor motion carried.

Moment of silence for those we have lost this year

Christine Grussaute

Nanci Etienne

Roger Hellerud

Mary Kern

Pastor Ken Stoyer

Special thanks to dedication from various members of the congregation.

Announcement that Karissa Schorer and Diane Bursey will no longer be leading VBS and it has been opened to the Congregation to find a new leader.

Annual Congregation Meeting will now be held in November beginning November 2020.

A special announcement by Tina Crawn advising our church is now mortgage free. We received an anonymous donation from a member to cover the balance of our mortgage,

Closed in The Lord's Prayer
Adjourned at 12:32pm



Pastor's Report

For my report this year, it really is hard to know where to begin. We began the year, full of promise. We had so many plans for worship, congregational events, including a church cruise, a full-blown Easter celebration and lots of special events for the year.

But by February, things began to change. We started hearing about some kind of virus affecting folks in China. It reminded me of the H1N1 or Swine flu. Everybody would get vaccinated and that would be that. But then this virus, Covid-19, as we would all soon learn, began to spread like wildfire and people started dying.

So we began a campaign to get folks to wash their hands for as long as it took to sing "Happy Birthday," made hundreds of masks and scrambled to buy enough bottles of hand sanitizer for our church family to use when we gathered for worship.

But things went downhill fast. By the first week in March, the council was talking about maybe not having church for a few weeks until the virus went away. So March 11th was our last Sunday for in-person worship for what we thought would be a few weeks. Little did we know that we would be out much longer and in fact we are still out.

However, there are some bright spots to report. Everyone soon learned what "Zoom meetings" were. We started a Zoom Bible Study which is still very well attended. Then we began having Zoom council meetings, which also work pretty well. We then began a Zoom Coffee Hour after church time on Sundays and a Zoom Social Hour on Friday afternoons. Basically, these are all small groups, gathering together to learn and laugh and visit with one another during the lockdown.

Another HUGE blessing out of all this doom and gloom was the streaming of our worship services so we could still worship together and yet stay safely apart. James Holton has been a great resource for helping us get started. Early on, the council made the commitment to purchase cameras and equipment to enhance our streaming capability. With James at the controls and Larry Holihan editing and putting it up on the web site, it has become a large part of our weekly ministry to our SOTH family. So much so, that council decided to continue streaming our worship services even after we come back for in-person worship to allow for shut in folks to still join in worship with us.

We also learned to appreciate just how dedicated and blessed we are with such a great team of worship and music leaders. These folks have made bringing weekly worship to all of you possible and we all owe them a great debt of thanks.

2020 has brought many changes and we have all experienced things we have never done before. It also has helped us to grow and reach out in new ways and find new ways to do ministry together. Most of all, it has reminded us that God is still in charge and He continues to bless us even in these difficult days. And in the midst of this pandemic, God has brought us four new families who have become part of the Shepherd of the Hills family.

So with all this craziness going on around us, God is with us each and every step of the way and we will come through this together with His help and blessings.

I want to thank you all for doing your very best to help our church family grow and thrive during this difficult time.

Blessings,
Pastor Dennis



**Annual Congregational Report
For The year Ending October 31, 2020**

Baptized Members	267
Confirmed Members	258



Church Council President's Report

My fellow parishioners,

This has been a year of big changes – streaming our services, zoom meetings and bible studies, masks, social distancing – all brought about by a tiny virus. But, just as the changes have come, we have been able to adapt. By God's Grace, our church is still active and strong.

Your council and many of our groups have been active on your behalf.

Special thanks should go out to our Community Outreach Committee, led by Pam Schuetz. As well, Chris Russell and his Building Committee should be held up for their outstanding work. Your Worship and Music Committee have overcome the biggest obstacles as they continue to bring our Sunday services to us.

We also wish to thank our departing member of council – Connie Kersten – for her service to our church. Her insight and contributions will be missed.

Even though many things have been put aside for now, planning is underway for the future. Some of the things we hope to accomplish in the coming year are:

- Restarting Sunday School
- Finding a chairperson for Christian Education
- Revamping our website
- Reinstalling our sign.

But most of all we look forward to coming together again as a community of faith to worship God and sing His praises.

Peace be with you,
Joe Montfort



Nominees for Church Council

Jim Johnson
Neville Matadin
Ruth Riley
Dennis Wick

2021 Present Church Council Members

Diane Bursey, Peg Massaro, Bob McDonald, Sue Meier, Joe Montfort, Joe Restivo, Chris Russell, Mike Walls

Music Director's Report

In the beginning of this year, the vocal and bell choirs provided music for the 10:15 services. Alex Palmour and I provided organ, piano, guitar and vocals at the 8:15 services. Midweek rehearsals included Sunday preparations and Easter preparations. During Holy Week, Sara Holton took over the organist duties. We are very blessed to have her back. Sara's professionalism and her faith always shines. Thank you Sara!

Sadly, the coronavirus disrupted our worship; we had to close the services and resort to recorded services. Because of health safety issues, the choirs couldn't participate in the recording session.

Sara and I provide music through organ, piano and guitar. Rita, Sara and I add tambourine, chimes and maracas. Pastor Dennis, Rita and I participate in singing the hymns. A big "thank you" goes out to Sara's husband, James and Larry Holihan who take on the recording duties. Their effort enables us to worship without jeopardizing our health. Rita does the PowerPoint and bulletins. She always does a great job. Thank you Rita! I write this in October which is Pastor appreciation month. I thank Dennis for his beautiful interpretation of the gospel every week and for all he gives of himself to the church. I am truly blessed to be a part of this worship team and congregation.

Joe Foryan



Worship and Music Ministry Team Report

The Worship and Music Committee did not meet during 2020 due to Coronavirus 19 concerns. However, a few events occurred which affect the worship and music experience at the church.

Early in the year, the church hired a new piano and organist, Sara Holton. Sara previously served as Music Director at the church but resigned when she and her husband moved out of town. We're very happy to see her return and are grateful for her beautiful music.

When worship was discontinued at the church in March, it became necessary to provide online worship. We began by recording the services with a camera and putting them on the website. A generous donation from members helped us purchase a professional camera system which allows us to stream worship with PowerPoint slides automatically added. This system is now in place. When services are resumed at the church, we will continue to provide online streaming of worship.

At this reading, a date for resuming worship at the church has not been determined. However, guidelines for worship have been developed and will be implemented when the decision is made to resume normal worship.

Larry Holihan
Worship and Music Committee



Virginia Circle

MEMBERS: Dorothy Anderson, Cleo Bonnell, Dorothy Derrick, Marie Johnson, Chris Morse, Eleonore Nottbohm, Anita Olson, Bonnie Paul, Anne Pemberton, Susan Sherman, Norma Thompson, Alma Wehr

In February, 100 Me Dolls were made and donated to AdventHealth Children's Hospital. In addition, 175 quilts, 95 school kits and 106 pounds of soap were shipped to Lutheran World Relief.

Due to the COVID-19 pandemic, the church was closed in March, so the ladies' group was not able to meet at the church on Tuesdays at 10 am, their usual meeting day and time. However, they were not going to allow the pandemic to interfere with their outreach efforts, so the women of the Virginia Circle remained in their homes and were able to continue their ministry. In fact, they immediately started sewing facial masks for the members of the church as well as the volunteers at Faith Neighborhood Center.

*During the month of May, 300 facial masks were sewn and delivered to AdventHealth Children's Hospital.

*In June, 60 quilt tops and 140 school kits were ready for assembly. Because the circle is an advocate for AdventHealth, the medical center donated tablecloths to be used to make masks and quilts.

*In July, 1,175 facial masks were sewn and shipped to Lutheran World Relief.

*In September, 286 Me Dolls were made and donated to AdventHealth Children's Hospital.

*In October, 75+ quilts were completed for Lutheran World Relief.

The women were presented with various challenges due to this unprecedented year in our history, but they stepped up to the challenge, were able to accomplish more than they realized, often working 7 hours a day to complete their various projects. They will continue their ministry throughout the rest of the year.

Respectfully submitted,
Alma Wehr



House and Property Ministry Team

Well, to describe 2020 as an unusual year is a bit like calling a Clydesdale a cute little pony! This year is a very clear indication as to who is in charge and we cannot phantom the why just have faith.

First off, I want to give very special recognition to Royal Morse for all that he has done during this challenging period, with the "destruction" and "reconstruction" of the administration wing and Library.

Secondly, earlier this year we welcomed a new member to our "crew" Jim Schuetz, who was very helpful with reinstallation of the bathroom partitions in the Education Wing Restroom.

Which brings me to the rest of our projects and a peek at 2021 (COVID-19 allowing) I am going to keep to the 6-7 large noticeable projects, if you would like more insight into some of the "behind the scenes" projects that we worked on this past year feel free to drop me an e-mail at redfishfly@embarqmail.com and I will send you a brief snapshot of each project.

- *The remodel of the Administration wing. The copy room was made directly accessible from the administrator's office and rearranged such that copies could be made more efficiently
- *After the HVAC System Replacement, the entire library ceiling had to be reinstalled and the doors had to be removed and reinstalled after equipment was installed.
- *Installation of the new HVAC units this completes the new system.
- *Refinishing the floors in both the Education and Administration Wings
- *Relocated the Peace Pole to the Memorial Garden
- *And most recently, the Fire Sprinkler System has been repaired, inspected and deemed fully operational.

Thank you all and God Bless Us All
Chris Russell



Outreach Ministry Team

First meeting: August 18, 2019

Members: Sara Holton, Pam Schuetz, Dennis Wick, and Renae Wick

Team meetings: January-March: the third Sunday of the month

April- July: No meetings due to the pandemic

August-September: Weekly meetings via Zoom leading up to GWOH

October-December: Monthly meetings via Zoom

Outreach Events for 2020

Four members of our church and six additional members of the Boy and Girl Scouts worked the soup kitchen called Daily Bread at the Christian Service Center in Orlando on January 5, 2020. About 100 clients were served at the soup kitchen that day.

Two members of the church picked tangerines for a resident of Kings Ridge in Clermont on January 13th and brought the fruit to Faith Neighborhood Center on January 14th to be distributed to the clients there. On January 25th a member of the church and her friend picked almost all the rest of the tangerines and brought them to FNC on January 26.

During the month of February, the OMT hosted a Clothing Drive at church for the residents of The Haven of Lake and Sumter Counties. 25 boxes of clothing for women and children at the shelter were packed, labeled and delivered by the members of the OMT.

Six members of our church and five additional members of the Boy and Girl Scouts painted a fence at DreamCatcher Horse Ranch and Rescue in Clermont on March 8, 2020. They painted from 12 pm until 3 pm and were able to complete the designated project.

Due to the pandemic, no outreach events were planned for the congregation from April-August. However, the Outreach Ministry Team began reaching out to the members of the church as soon as the pandemic began and church was closed:

- * to shop and deliver groceries
- * to pick up prescriptions
- * to check on everyone in the church via phone calling
- * to send cards to members on the prayer concerns list
- * to drop off facial masks
- * to send birthday cards
- * to take members to doctors' appointments
- * to take members to the barber or hairstylist
- * to drop off offering envelopes, directories and devotional books
- * to pick up and return books from the library
- * to act as prayer partners
- * to pick up and drop off items after GWOH

In addition to the above ministries, the OMT submitted weekly articles under Community Outreach Ministries in the online eNews/Weekly Reminders, as well as pictures of what our members were doing during the pandemic. Encouraging poetry and reassuring music were submitted to uplift spirits and the inspirational messages from the Interfaith Lake County were meant to do the same thing. Recently, the Coffee Hour on Zoom was instituted by two of the OMT members

to act as a substitute for our usual fellowship time after the worship service.

On September 13, members of the Outreach Ministry Team planned and organized several at home service projects to choose from and one group outdoor service project at Lake Louisa State Park for "God's work. Our hands." Sunday. According to the pictures we received, the amount of hygiene kits that were dropped off and the attendance at the state park, there was good participation this year in spite of the pandemic.

In October, we offered an outreach activity that church members could do at home, especially if they have groceries delivered. It involved collecting food items from a list that children of the homeless could make on their own. They are called "Kid's Bags" and the food bags were collected at the church on November 1-2 and were delivered on November 3 to the Help Agency of the Forest, a food pantry that serves not only homeless children, but homeless adults and veterans in the Ocala National Forest. Additional outreach opportunities that spanned the months of October through January were at Give Kids the World Village in Kissimmee. Night of a Million Lights from November 13th to January 3rd was a fundraiser that would enable the village to continue providing free vacations at the resort for terminally ill children and their families. Volunteer opportunities involved putting up lights on the various buildings at the village, working at the village during the nights of the event and purchasing tickets to attend the event.

In November, Veterans' Day cards were sent to members of our congregation who have served in the various branches of the military. Also, instead of offering the congregation a free Thanksgiving dinner as in past years, we asked the members of the church to send a check to Faith Neighborhood Center so that the pantry could provide meat items to the less fortunate for their Thanksgiving dinners.

During the month of December, Christmas cards were sent to each family in our congregation. The at home outreach suggestion was globally based. A Good Gifts flyer was made available to the members of Shepherd of the Hills via the eNews/Weekly Reminders. They were asked to purchase an animal for a family in need in another part of the world "to escape the cycle of hunger and poverty for good." This gift could be given in honor of someone in their lives. What an appropriate way to celebrate Jesus' birthday, the blessed infant who grew into a man of service!

Respectfully submitted by,
Pamela B. Schuetz

Accountant's Report

Note: Due to the Pandemic this year, church services went remote after March and the Treasurer has had limited interactions with the bookkeeper to keep within CDC guidelines. Rest assured; all internal controls were followed throughout this time. All payables were signed by the appropriate chair of each committee. All checks were signed by the Vice President- Diane Bursey. This has been a challenging year for everyone, and it has been no different for Shepherd of the Hills.

General Fund- the General Fund finances the general expenses of the church to include payroll, building maintenance, utilities and worship needs. We have seen some struggles this year, but we have managed to stay afloat without having to borrow from our investment account at Raymond James Financial.

The church council did vote to apply for the Paycheck Protection Program. The church was approved for \$16,200. We have sent in the paperwork already for the forgiveness process and this could take up to 180 days for approval. All monies received were for payroll and utilities, so we expect the entire amount to be forgiven.

As we announced at the January Congregational meeting, an anonymous donor paid off the mortgage balance for the church which really helped us financially especially amidst this pandemic.

Designated funds are funds donated by church members for specific use. There is a copy of the designated funds attached for review. Thank you again for your continued giving through this difficult time. We have seen an increase of online giving as we continue with our taped services.

God bless!

Tina Crawn, Bookkeeper



Fund Overview Report

For the period ending on 10/30/2020

Fund	Balance
General Fund	15,521.16
Building Fund	3,490.00
Capital Campaign Fund	22,679.00
Raymond James Investment	118,566.52
Raymond James Scholarship	31,931.87
Altar Flowers	696.50
Choice (Thrivent)	1,207.90
Confirmation Awards	100.00
Easter Lilies/Poinsettias	95.62
Funeral Luncheon	208.60
Faith Neighborhood Center	350.00
Good Shepherd Fund	2,272.86
IT Equipment Software	20.99
Major Building Repairs	6,965.58
ME Dolls	607.53
Memorial Fund	3,383.46
Military Postage	115.24
Missions	5.00
Music	1,087.67
Playground Equipment	473.00
Scholarship Holding Fund	5.00
Church Wide Events	91.98
Vacation Bible School	765.66
Virginia Circle	4,810.36
Youth Group	5,516.28
World Hunger	0.38
Designated Funds	0.00
Community Outreach Fund	63.29
Disaster Relief	100.00
Liabilities	79.09
Special Fundraiser	1,210.96
Synod Commitment	20.00
Souper Bowl of Caring	106.40
PPP Loan	0.00
TOTAL:	222,547.90

Income and Expense Statement

YTD Through September 2020

	Current Period	Year to Date 2020	Budget YTD	Budget YTD Percentage	Annual Budget	Annual Percentage
INCOME:						
CONTRIBUTIONS	\$9,158	\$114,982	\$209,475	54.89%	\$279,300	41.17%
OTHER INCOME	\$81	\$600	\$750	79.94%	\$1,000	59.96%
PPP Loan Usage	\$0	\$16,200	N/A	N/A	N/A	N/A
TOTAL INCOME	\$9,239	\$131,781	\$210,225	62.69%	\$280,300	47.01%
EXPENSES:						
SERVICE MINISTRIES	\$458	\$5,715	\$10,474	54.57%	\$13,965	40.93%
WORSHIP & MUSIC	\$0	\$2,093	\$3,829	54.68%	\$5,105	41.01%
MISSION & MINISTRY	\$39	\$275	\$1,913	14.38%	\$2,550	10.78%
ADMINISTRATION	\$312	\$3,739	\$5,438	68.76%	\$7,250	51.57%
PROPERTY	\$3,080	\$38,507	\$73,050	52.71%	\$97,400	39.54%
PERSONNEL STAFF	\$3,433	\$36,081	\$37,320	96.68%	\$49,760	72.51%
PASTOR SALARY & BENEFITS	\$9,578	\$71,870	\$78,137	91.98%	\$104,183	68.98%
OPERATING EXPENSES	\$16,899	\$158,282	\$210,160	75.31%	\$280,213	56.49%
OPERATING GAIN/LOSS	(\$7,659)	(\$26,500)			\$87	

	MAIN STREET	TOTAL	Raymond James	QTR 2
OPERATING ACCOUNTS				
1/1/2020			1/1/2020	
Church Operations	152,023	\$152,023	Scholarship	\$32,341.79
Total Beginning	\$152,023	\$152,023	Investments	\$116,149.08
			Total	\$148,490.87
9/30/2020			9/30/2020	
Church Operations	\$78,573	\$78,573	Scholarship	\$31,982.57
Total Ending	\$78,573	\$78,573	Investments	\$118,515.82
			Total	\$150,498.39
Year to Date Surplus/(Deficit)	(\$73,449)	(\$73,449)	YTD +/-	\$2,008

SHEPHERD OF THE HILLS LUTHERAN CHURCH

PROPOSED BUDGET 2021

	2020	2021
<u>INCOME CATEGORIES</u>		
GENERAL OFFERINGS		
GENERAL OFFERINGS: Offering	\$253,300.00	\$223,500.00
GENERAL OFFERINGS: Simply Giving - GEN OFFERINGS	\$23,000.00	\$19,025.00
GENERAL OFFERINGS: Stripe - GENERAL OFFERINGS	\$3,000.00	\$10,000.00
MISCELLENEOUS INCOME		
Miscellaneous Income: Facility Rental	\$500.00	\$500.00
Miscellaneous Income: Miscellaneous Income - Other	\$500.00	\$500.00
<i>Income Categories Total</i>	\$280,300.00	\$253,525.00

EXPENSE CATEGORIES

SERVICE MINISTRIES

SERVICE MINISTRIES: Synod Mission Share	\$13,965.00	\$12,625.00
Total	\$13,965.00	\$12,625.00

WORSHIP AND MUSIC

WORSHIP AND MUSIC: Sundays and Seasons	\$725.00	\$850.00
WORSHIP AND MUSIC: Supplies	\$2,100.00	\$2,100.00
WORSHIP AND MUSIC: Florist	\$200.00	\$200.00
WORSHIP AND MUSIC: Instruments (Piano Tuning)	\$230.00	\$230.00
WORSHIP AND MUSIC: Fellowship	\$500.00	\$750.00
WORSHIP AND MUSIC: Publicity	\$600.00	\$600.00
WORSHIP AND MUSIC: Music Licenses	\$750.00	\$800.00
Total	\$5,105.00	\$5,530.00

Mission and Ministry

Mission & Ministry: Family and Youth Ministry	\$350.00	\$350.00
Mission & Ministry: Sunday School	\$350.00	\$350.00
Mission & Ministry: Outreach	\$500.00	\$500.00
Mission & Ministry: Confirmation	\$250.00	\$250.00
Mission & Ministry: New Member Supplies	\$100.00	\$100.00
Mission & Ministry: Other (retreat)	\$500.00	\$500.00
Mission & Ministry: Stewardship	\$500.00	\$500.00
Total	\$2,550.00	\$2,550.00

ADMINISTRATION

ADMINISTRATION: Office Supplies	\$1,500.00	\$1,500.00
ADMINISTRATION: Postage	\$350.00	\$350.00
ADMINISTRATION: Banking, Filing, Membership Fees	\$700.00	\$800.00
ADMINISTRATION: Copier	\$3,500.00	\$3,500.00
ADMINISTRATION: Computer Licenses & Subscriptions	\$1,200.00	\$1,500.00
Total	\$7,250.00	\$7,650.00

PROPERTY

PROPERTY:Utilities - Sewer	\$2,200.00	\$2,200.00
PROPERTY:Utilities - Dumpster	\$1,900.00	\$2,010.00
PROPERTY:Utilities - Electric	\$16,500.00	\$16,500.00
PROPERTY:Utilities - Phone, FAX, Internet	\$2,500.00	\$2,500.00
PROPERTY:Utilities - Water	\$1,300.00	\$1,300.00
PROPERTY:Custodial Supplies	\$500.00	\$1,000.00
PROPERTY:Lawn Maintenance	\$9,000.00	\$9,000.00
PROPERTY:Facility Maintenance	\$8,000.00	\$8,000.00
PROPERTY:Custodial Contractual Svcs	\$10,500.00	\$10,500.00
PROPERTY:Insurance	\$10,000.00	\$10,000.00
PROPERTY:County Taxes	\$2,000.00	\$2,500.00
PROPERTY:IT	\$0.00	\$2,000.00
PROPERTY:Mortgage	\$33,000.00	\$0.00
Totals	\$97,400.00	\$67,510.00

PERSONNEL STAFF

PERSONNEL STAFF:Bookkeeper	\$5,000.00	\$5,500.00
PERSONNEL STAFF:Worship Coordinator	\$15,080.00	\$15,080.00
PERSONNEL STAFF:Office Coordinator	\$15,080.00	\$15,080.00
PERSONNEL STAFF:Organist	\$12,000.00	\$12,250.00
PERSONNEL STAFF:Supply Pastor	\$1,050.00	\$1,050.00
PERSONNEL STAFF:Employer Taxes- Medicare	\$300.00	\$450.00
PERSONNEL STAFF:Employer Taxes- Social Security	\$1,250.00	\$1,725.00
Total	\$49,760.00	\$51,135.00

PASTOR SALARY AND BENEFITS

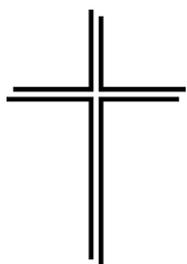
PASTOR SALARY AND BENEFITS:Car Allowance	\$2,300.00	\$2,300.00
PASTOR SALARY AND BENEFITS:Cell Phone	\$600.00	\$600.00
PASTOR SALARY AND BENEFITS:Housing Assistance	\$25,000.00	\$25,000.00
PASTOR SALARY AND BENEFITS: Salary	\$43,000.00	\$44,300.00
PASTOR SALARY AND BENEFITS:Professional Allowance	\$1,200.00	\$1,200.00
PASTOR SALARY AND BENEFITS:Retirement	\$26,208.00	\$27,250.00
PASTOR SALARY AND BENEFITS:Synod Asby - Conf of Ministry	\$1,200.00	\$1,200.00
PASTOR SALARY AND BENEFITS:Taxes- SECA Reimbursement	\$4,675.00	\$4,675.00
Totals	\$104,183.00	\$106,525.00

Expense Categories Total

<i>Expense Categories Total</i>	\$280,213.00	\$253,525.00
--	---------------------	---------------------

Income Over Expense	\$87.00	\$0.00
---------------------	---------	--------

In Loving Memory:



Andy Feldhiser

January 6, 2020

Art Rode

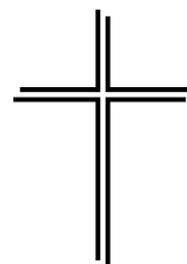
April 7, 2020

Steve Zolton

September 25, 2020

Bill Price

October 30, 2020



A Special Thank You to:

- **Connie Kersten** for serving on the Church Council
- **Royal Morse** for everything he does at the church
- **Pam Schuetz** for her enthusiasm in leading our Outreach Ministry Team and offering varied opportunities for ministry to others
- **The Virginia Circle** for all their hard work in making face masks during this pandemic, as well as all the quilts and Me dolls
- **Marie Johnson** for joyfully making our prayer shawls to share with those who need "a special hug"
- **Pastor Dennis** for his dedication to Shepherd of the Hills through out this pandemic
- **James Holton** for setting up and enabling our cameras for online worship
- **Joe Foryan** for his hard work and dedication to the Music Ministry here at Shepherd of the Hills
- **Sara Holton** for sharing her musical gifts and talents to enhance our worship experience
- **Our Family at Shepherd of the Hills** for their dedication to their Lord and Savior, and for their understanding, love and encouragement to others during these difficult times

"Blessed to Be a Blessing"