

SESSION MINUTES FOR NOVEMBER 2025

The Stated Session meeting of Shepherd of the Hill Presbyterian Church, Puyallup, Washington, began at 6:57 p.m. on November 18, 2025 in the church library. A quorum was present.

The meeting was opened with prayer by Rev. John Asher.

ROLL CALL:

Don Bennett	Present	Andy McClure	Present
Ron Hale	Present	Merry Pantaleo	Present
Kim Randall	Present		
John Asher	Moderator		

Devotional:

1 Peter 4:1-10

Peter urges believers to live differently from the world because they now follow Christ. He says to stop living for human desires and instead live for God's will. Even though others may not understand or may criticize, God will judge all people. Because the end is near, believers should stay clear-minded, pray, love one another deeply, show hospitality without complaining, and use whatever gift God has given them to serve others. Every gift is a way of faithfully managing God's grace. SOTH doesn't have "fringe" people- Everyone will be seen and involved. New members are "all in" There is room for everyone at SOTH.

CLERK'S REPORT: Minutes were submitted by email on October 29, 2025 and were approved on November 5, 2025.

FOR THE RECORD:

- Communion was celebrated on Sunday, November 2, 2025 facilitated by Rev. John Asher.
- An email to Approve a Congregational Meeting on Sunday, November 16, 2025, after worship for the purposes of approving prior minutes, electing Elders and Deacons, and disbanding the Nominating Committee was sent on November 7, 2025. The motion passed on November 9, 2025.

BUDGET (_October_ 2025)

Budget Data	Budget	Monthly(Actual)	YTD(Actual)
INCOME	\$29,525	\$28,558	\$298,605
EXPENSES	\$31,581	\$30,117	\$306,394

CONSENT ITEMS:

Session voted to approve the consent agenda as presented.

From Pastor John

- Remove from membership the following individuals: Gerri Bennett, Ryley Boyles, Dana Brown, Chase DeGarmo, Song DeGarmo, Twila Elrod, Jeri K. Gildehaus, Jerry Gildehaus, Katie Hawley, Lisa Kendall (Lodge), Alice Knox, Caleb Knox, CJ Krippaehne, Laura Krippaehne, Emily Mathiesen, Scott Maxa, Colin Monaghan, Liam Monaghan, Katelin Noll, Nick Pluskett, Deanna Shafar, Tom Shafar, Robert Sharp, Julie Shaughnessy.
- Approve vacation for Pastor John for December 12, 2025 and from December 26-31, 2025.

- Cancel the regularly scheduled Session meeting for December 16, 2025 and schedule a new meeting with the Deacons for December 9, 2025 at 6:30 pm at Shepherd.

DISCUSSION ITEMS:

From Don Bennett:

- Don Bennett's Treasurer Quarterly Update. The budget is looking great. We have not had to tap into reserves as much as we had budgeted (only 7K from the budgeted 20K).

From Pastor John:

- Planning for the Annual Financial Review
The Session manual states in 4.3.5 *"...in all other years, Session will appoint a Volunteer Committee versed in accounting practices to perform a review of the Church's financial records. If no committee can be organized, then an outside qualified professional shall be engaged to conduct review. Reviewers should not be related to staff or the Treasurer."*

Ron Hale will be reaching out to Dean Mielke for completing our Financial Review. If Dean is unable we will reach out to an outside professional.

- Update the formation of a Finance Committee.

Don Bennett reported that there has not been much movement on more names being brought forward. The committee will continue to seek names to round out the committee. In the meantime, the initial The budget will be drawn up for December meeting and looking for approval in early 2026.

Other Business:

- At our last meeting, the possibility was raised of combining the Youth Coordinator Position with the Sunday School Lead position. The HR Team discussed this at length, alongside other options. Here is the HR team's response:

The HR team met to discuss Mattie's early resignation and next steps for the Youth Ministry Coordinator position. They reviewed several structural options—combining the role with the lead Sunday School teacher position, splitting it into two age-specific roles, or keeping it as is. After discussion, they chose to maintain the current structure, believing that one person overseeing all youth ministries provides the best continuity and flexibility for future growth, and that combining roles would be too demanding. Funding for the position remains at current levels, so no budget changes are needed.

Session discussed these options and decided to move forward with the job postings as presented and are ready to proceed with the creation of a Search Committee.

- A motion was made by Don Bennett to appoint Merry Pantaleo, Carly Bennett, Nicole McKnight and John Asher to serve on the Search Committee to fill the position of Youth Coordinator. The motion was seconded by Kim Randall. The motion passed.

The next session meeting will be December 9, 2025 at 6:30 pm at Shepherd of the Hill in the CE wing.

The meeting was closed in prayer.

The Session meeting was adjourned at 8:01.

The Session meeting was reopened at 8:08 pm.

- John requested to approve a vacation day on November 26, 2025. The motion passed by unanimous consent.

The Session meeting was closed at 8:09 pm.

Respectfully Submitted,
Andy McClure, Clerk of Session