

SESSION MINUTES FOR DECEMBER 2025

The Stated Session meeting of Shepherd of the Hill Presbyterian Church, Puyallup, Washington, began at 7:37 p.m. on December 9, 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:

A great time of sharing gratitude was spent with the Deacons over cookies and refreshments prior to the start of the meeting.

CLERK'S REPORT: November minutes were shared and presented for approval. Merry Pantaleo moved that the minutes be approved. Kim Randall seconded the motion. The motion passed.

FOR THE RECORD:

- Communion was celebrated on Sunday, December 7, 2025 facilitated by Rev. John Asher.

BUDGET (_November_ 2025)

Budget Data	Budget	Monthly(Actual)	YTD(Actual)
INCOME	\$29,525	\$31,687	\$329,986
EXPENSES	\$31,631	\$30,047	\$336,058

CONSENT ITEMS:

Session voted to approve the consent agenda as presented.

From Pastor John

- Approve the Annual Congregation Meeting for January 25, 2026 after worship.
- Approve the serving of communion on January 4, February 1, March 1, April 3 (Good Friday), April 5 (Easter), May 3, June 7, July 5, August 7, September 13 (Kick-off weekend), October 11 (One week later due to FIA), November 1, December 6 and December 24th (Christmas Eve).
- Approve Dean Mielke to conduct the yearly financial review within the first quarter of 2026.
- Approve the addition of Alex Atkinson to the Youth Ministry Coordinator Search Team.

DISCUSSION ITEMS:

From Don Bennett:

- Approve spending at current levels until the budget for 2026 is finalized, except for implementing a 4% cost-of-living increase for all staff on the recommendation of the HR team
 - Needed to approve so spending can continue while the Financial Committee finalizes the budget for 2026.

Action: It was moved by Kim Randall that we approve spending at current levels until the budget for 2026 is finalized, except for implementing a 4% Cost-of-living increase for all staff. Andy McClure seconded the motion. The motion was approved.

- Approve the formation of a Financial Committee, including Don Bennett (chair), Wendy Bello, John Stevens, with Ken Emily and Pastor John Asher serving ex-officio.

Action: It was moved by Ron Hale that we approve the formation of a Financial Committee to include the members listed above. Merry Pantaleo seconded the motion. The motion passed.

From Pastor John:

- Discuss the effectiveness of the new governance model as promised to the congregation.
 - Session's role is about the business of the church not running the church and committees
 - Lots of member participation
 - Staff (especially Gina) sees positivity and flexibility, speed in processes
 - Built depth in all areas
 - Teams communication is clear and visible
- Discuss an opportunity for special recognition of a congregant.
- Discuss the creation process for the Annual Report.

Ideas for potential format for Annual Report in the new governance model.

- Keep Pastor report and Budget reporting per usual
- Team leads provide individual reports on work they have been doing and how fits into guiding questions (similar to Elder team reports)
- Session (Andy and Kim) provide a summary of the Mission work through the year.

Other Business:

From Ron Hale:

- The Scouts of America re-charter has been approved by Shepherd of the Hill and Scouts of America.

The next session meeting will be January 20, 2026 at Shepherd of the Hill.

The meeting was closed in prayer.

The Session Meeting was adjourned at 8:31pm.

Respectfully Submitted,
Andy McClure, Clerk of Session