

## **Lutheran Church of the Incarnation Council Teleconference Meeting Minutes**

**March 31 2020, 6:30 pm**

Council Member Roster: Carol Huegli (2020), David Hartley (2022), Paul Kolarik (2021), Karl Larson (2022), Becky Linvill (2022), Pr. Dan Smith, David Kukis (2020), Lori Martin Bodhiprasart (2021), Craig Copelan (2021), Jeff de Ropp (2020)

Guests (Invited)- Vernon Holmes

Introduction: Carol Huegli and Pr. Dan Smith – President Huegli opened the meeting promptly at 6:30 pm.

Pastors Report- Dan shared a brief report on the development of services for Holy week and the challenges of streaming services over the internet. All council members were supportive and appreciative of his and the staffs efforts and thought the services provided thus far were well done.

Benevolence- Carol called upon guest Vern Holmes to talk about the importance of benevolence in the budget and how it supported the mission of the church at large. The council discussed the reduction of benevolence as a way of closing the budget deficit rather than making other more drastic cuts. The council decided to retain the benevolent giving at current levels.

Motion: Retain benevolence line item in budget at 5.5%. It was noted that this decision would be reevaluated after a follow up with Thrivent regarding a mortgage deferment. Paul will follow up with Thrivent regarding this.

**Motion #2019/20-022 Kolarik/Harkey M/S/C**

Approval of March meeting minutes: Craig introduced the minutes for the two previous special council meetings held on March 12 and 17. The minutes were approved by a vote of the council.

**Motion #2019/20-023 Copelan/Harkey M/S/C**

Treasurers Report and Review: Dave shared the budget figures giving was up substantially in March but a deficit remains.

- Cash Flow Projections March 17- monthly revenue needed Paul K provided a report on revenues needed during the coming month to meet a revised and reduced budget

President's Report, Carol provided her report and led a discussion regarding steps necessary to meet a budget with revised revenue figures.

Administrative staff: after much discussion it was decided that reductions in office staff time would be necessary. Julia has returned home to Southern California and will not return next year so it was decided that her position would be closed. Lena continues to perform great work for the church and it was decided that her hours would need to be reduced to 5 hours per week. This decision will be revisited if revenues change.

Professional staff- The worship director and the Youth minister will be moved to 50 % time on April 13, this decision will be revisited if revenues change.

**Motion #2019/20-024 Martin/Kolarik M/S/C**

Miscellaneous budget items:

After discussion it was decided that additional reductions in the budget would be taken as follows:

The Nursery which while a very worthwhile support service for congregation members is not being used and will be closed. Nursery staff will be informed by the Personnel committee.

Miscellaneous benefits for the Pastor for cell phone, travel etc. will be zeroed out for the remainder of the budget year.

Custodial care will be ended while the church is closed and consideration given to using students for this task when the church reopens.

Each of the items within this motion may be reconsidered with a change in future revenues. Paul will prepare a letter to Thrivent which summarizes the budget changes the church has chosen to meet it's revised circumstances and request support for mortgage expenses.

**Motion #2019/20-025 Copelan/Martin M/S/C**

As a follow up to the budget changes agreed upon in this meeting an email will be prepared by Carol which summarizes the changes and explains them and sent to the congregation. It will also note that from this point forward budgeted items and reserve funds can be expended with council approval only.

**Motion #2019/20-026 Copelan/Harkey M/S/C**

SRTF- Craig provided a brief report on Sanctuary renovation and noted that a meeting that had been scheduled for the Sanctuary task force on March 24 could not be held because of the church closure. He noted that there was a charge for the architect that would need to be paid to cover work that the task force had asked for. It was agreed that this should be paid. Craig noted after the budget discussions and the decision to expend reserves to meet expenses that he had a better understanding of why the construction of the Notre Dame cathedral took 182 years to complete. (1163 construction begins- 1345 completion of final interior elements)

## **Pastor's Report to Council**

March 31, 2020

Pastor Dan Smith

This has been quite a month! I have been as busy as ever, on the phone, on FaceTime, Zoom, etc., with congregants, colleagues and staff, planning services, counseling, praying, etc. Thank you for your help and support in this time of scrambling. We are juggling a lot and doing our best. A few items on my mind:

**Holy Week** – according to the President's announcement of 3.29, and the Governor's ongoing state of emergency, we will not be able to gather for worship for any of our usual services: **Palm Sunday, Maundy Thursday, Good Friday, Holy Saturday or Easter Sunday**. The staff has made plans for online services for most of those days. The services we have provided have been well received, as have my daily devotions.

The plan (for now): to record services for Holy Week this coming Saturday (4.4.20) and post to our YouTube channel at the appropriate day and time. Easter Sunday we will record on Holy Saturday (4.11).

Based on the president's announcement, it looks like we should plan to be shut down for public worship services through the month of April, which means our earliest Sunday together *might* be **May 3**.

**Holy Communion** – our Bishops have suggested we refrain from communion during Lent, but the staff has discussed the possibility of having people commune each other in their homes on Maundy Thursday. What do you think about this idea? Theologically I am okay with it, but it does raise some theological and practical questions. My question: are you feeling a need for communion, or is this something church leaders *think* you need? It would make more sense to me if we could live stream it through Zoom or a similar platform. As of now, Becky Linvill has recommended we not use Zoom for worship.

**Pastoral Care** – is more urgent now than ever. Along with you, I am calling members of the congregation to check in with them and make sure they are okay. Most are. No one has COVID-19 that I know of. I am most concerned about our seniors in residential facilities, hospitals and rehab centers, many of whom are isolated and alone, and whom I cannot visit to bring Holy Communion. I am helping one get a device so she can watch our services on YouTube. This might be a general avenue in our ministry to help more people stay connected in the future when they cannot come to worship. There would be a learning curve to help them understand how to use the technology, but it can be made pretty user-friendly. A local computer tech, Jamie Morton, has computers and devices for sale at a reduced rate, especially if they will be donated for this purpose.

**Donation suggestion:** one member has suggested reaching out to church members who might not need the \$1,200 check the U.S. government is sending them to donate to the church to give to those who *will* need it – we have people who are likely to be out of a

job after this, which is causing some angst. I like the idea, but I wanted to discuss with you.

**Staff work:** the staff continue to meet using FaceTime, although Leena and Julia are working very reduced hours from home. Leena will not be “attending” staff meeting this week. I am checking the mail and Jeff D. is sending out emails to congregation. Jeff S. is continuing to plan and lead worship services, and Lindsey is helping both with worship and staying in touch with you. She had an “online chat” with our youth Sunday at 2:00pm, and she has been in touch with fellow youth leaders in the area. My sense is that, like me, their work has shifted, but I can’t say it has dropped off dramatically.

**CARES Act** – based on the Government’s relief act, there may be a way to borrow money to pay salaries that will then be forgiven. I have forwarded information to our key financial people about this: Dave K., Damian and Paulí.

**March 2020 Income**

<b>Date</b>	<b>Payee/Description</b>	<b>Undesignated</b>	<b>Reserves</b>	<b>Benevolence</b>	<b>Columbarium</b>	<b>Other</b>	<b>Total</b>
02/26/20	Offerings	140.00	0.00	100.00	0.00	0.00	240.00
03/01/20	Offerings	2,604.00	1,751.00	95.00	0.00	0.00	4,450.00
03/02/20	Offerings: Paypal transfer	1,295.25	0.00	0.00	0.00	0.00	1,295.25
03/08/20	Offerings	1,277.00	55.00	25.00	0.00	0.00	1,357.00
03/21/20	Offerings	1,040.00	625.00	0.00	0.00	0.00	1,665.00
03/25/20	Interest FNB Money Market	0.00	0.00	0.00	2.18	0.00	2.18
03/27/20	Offerings	8,282.67	700.00	300.00	0.00	0.00	9,282.67
03/29/20	Offerings: Paypal transfer	11,843.71	2,207.05	195.27	0.00	0.00	14,246.03
03/31/20	Interest Mission Investment Fund		TBA				0.00
		<b>26,482.63</b>	<b>5,338.05</b>	<b>715.27</b>	<b>2.18</b>	<b>0.00</b>	<b>32,538.13</b>



## LCI Reduced Budget Proposal for 2020

subject to layoff decisions by Council

Account Number	Account name	2020 Budget	Total YTD 1st Qtr	Minimum Apr-Dec	Minimum 2020 Total	Treasurer Comments
<b>60000</b>	<b>Benevolence Funds</b>					
60100	Synod Mission Support	19,250.00	4,205.56	0.00	4,205.56	
<b>61000</b>	<b>Worship</b>					
61200	Altar Supplies	1,500.00	0.00	200.00	200.00	
61201	Pulpit Supply/Guests	2,450.00	25.00	0.00	25.00	Fill in as needed with members of LCI, and clergy as provided by Portico
61202	Music Licenses and Worship Supplies	2,000.00	314.80	700.00	1,014.80	One License, Sundays & Seasons, CCLI, LicenSing about \$1000/year total
61203	Rooted Service	600.00	0.00	0.00	0.00	
61204	Chancel Choir	350.00	0.00	0.00	0.00	
61209	Special Music	600.00	0.00	0.00	0.00	
61213	Organ and Piano Maintenance	400.00	120.00	120.00	240.00	Usually 2 pianos 2x per year; this year 1x
61215	Devotional Booklets	180.00	222.39	0.00	222.39	
<b>62000</b>	<b>Witness</b>					
62300	Social Justice Committee	1,100.00	0.00	0.00	0.00	
62301	Pastor Outreach	800.00	54.00	0.00	54.00	
<b>64000</b>	<b>Learning</b>					
64500	Sunday School	750.00	0.00	0.00	0.00	
64501	Confirmation Ministry	1,160.00	0.00	0.00	0.00	
64502	Adult Education-Bible Studies	150.00	73.71	0.00	73.71	
64503	Nursery Supplies & Equipment	100.00	0.00	0.00	0.00	
64504	Lutheran College Scholarships	500.00	0.00	500.00	500.00	We shouldn't discontinue without notice; I can look into it more
64505	Membership Classes	100.00	0.00	0.00	0.00	
64506	Elementary Retreat	550.00	0.00	0.00	0.00	
64551	Youth - LCI Activities	2,520.00	98.40	300.00	398.40	Just a ballpark figure to continue current support
<b>65000</b>	<b>Congregational Events</b>					
65600	Synod Assembly	1,500.00	0.00	0.00	0.00	
65601	Council Retreat	100.00	0.00	0.00	0.00	We could self fund
65602	Lutheran Magazine	20.00	0.00	0.00	0.00	
65603	Congregational Events	500.00	39.99	160.00	199.99	There are always some gatherings to pay for
65605	Hospitality	1,200.00	136.82	0.00	136.82	Any hospitality can be gifted from Fair Trade Coffee Reserve, this has been arranged
65612	Professional Leadership Conference	500.00	18.00	0.00	18.00	
<b>66000</b>	<b>Stewardship</b>					
66650	Offering Envelopes	450.00	0.00	450.00	450.00	
66652	Stewardship Development	500.00	0.00	300.00	300.00	
<b>67000</b>	<b>Administration</b>					
67700	Office Supplies and Equipment	7,500.00	2,416.33	5,000.00	7,416.33	3 x \$240 for Financial Sc'y software; reduced printing and supplies during closure
67701	Postage	550.00	111.80	330.00	441.80	
67703	Social Media and Advertising	2,500.00	1,176.20	1,500.00	2,676.20	There seem to be lots of web hosting fees and our Enterprise advertising is excessive. We'll need to be more careful, but will need some presence
67704	Bookkeeper	3,900.00	975.00	225.00	1,200.00	We've discontinued Likes, but they get us Quickbooks at a discount \$25 per month
<b>68000</b>	<b>Property General Maintenance</b>					
68750	General Maintenance and Supplies	5,700.00	519.90	2,000.00	2,519.90	Fewer janitorial supplies and we seem to be lucky with maintenance so far
68751	City Services	7,500.00	1,786.34	6,000.00	7,786.34	I may have underestimated this a little
68752	Telephone	3,200.00	651.05	1,440.00	2,091.05	No more cell phone reimbursement
68753	Fire System	1,440.00	358.80	1,080.00	1,438.80	We might reduce this with another carrier
68754	Utilities - PG&E					
68755	Utilities - Solar	8,100.00	2,669.48	7,500.00	10,169.48	Solar savings may not materialize this year
68756	Property Insurance	6,765.00	1,612.50	5,000.00	6,612.50	Property insurance will rise a little when solar is installed
68757	Cleaning Services	12,600.00	2,254.00	0.00	2,254.00	
68772	Mortgage (est 2015) Interest					
20774	Mortgage Principal	36,660.00	9,165.00	24,835.00	34,000.00	I understand we may get 3 interest-only payments
<b>70000</b>	<b>Support Staff</b>					
70701	Administrative Asst Pay	22,000.00	4,337.59	0.00	4,337.59	Subject to Council's layoff decisions
70703	Youth Director Salary	19,620.00	4,905.00	0.00	4,905.00	Subject to Council's layoff decisions
70704	Youth Director Continuing Ed	500.00	0.00	0.00	0.00	Subject to Council's layoff decisions
70705	Nursery Caregivers Pay	4,000.00	695.92	0.00	695.92	Subject to Council's layoff decisions
70706	Music Director Pay	24,000.00	6,000.00	0.00	6,000.00	Subject to Council's layoff decisions
70707	Music Director Continuing Ed	500.00	0.00	0.00	0.00	Subject to Council's layoff decisions
70709	Cantor Pay	3,600.00	0.00	0.00	0.00	We've paid zero so far because Michelle's salary is gifted
70710	Substitute Musician	900.00	0.00	0.00	0.00	
70720	Workers Compensation Insurance	1,200.00	1,320.00	0.00	1,320.00	Annual workers comp is paid in full
70721	Payroll Taxes	7,500.00	1,940.91	2,700.00	4,640.91	Employer taxes for Pastor
70722	Payroll Service fees	2,000.00	479.42	800.00	1,279.42	
<b>71000</b>	<b>Pastors Compensation Package</b>					
71900	Defined Compensation					
71901	Net Salary	44,932.00	11,233.16	33,698.84	44,932.00	
71902	Elective Deductions: FSA, Pension					
71903	Housing Allowance	44,400.00	11,100.00	33,300.00	44,400.00	
71904	Benefits: Retirement	8,933.16	2,233.29	6,699.87	8,933.16	
71905	Benefits: Health	34,572.00	8,643.00	25,929.00	34,572.00	
71906	Benefits: Disability	1,399.92	335.01	1,064.91	1,399.92	
71907	Benefits: Retiree Support	625.32	156.33	468.99	625.32	
71910	Benefits: Basic Group Life	625.32	156.33	468.99	625.32	
71911	Professional Reimbursements	3,000.00	137.00	500.00	637.00	

**TOTAL** **360,552.72** **82,677.83** **163,270.60** **245,948.63**

## Lutheran Church of the Incarnation

Budget vs. Spending Jan - March 2020

Account Number	Account name	2020 Budget	Total Jan-Mar 1st Qtr	Percent of Budget
<b>60000</b>	<b>Benevolence Funds</b>			
60100	Synod Mission Support	19,250.00	4,205.56	21.8
<b>61000</b>	<b>Worship</b>			
61200	Altar Supplies	1,500.00	0.00	0.0
61201	Pulpit Supply/Guests	2,450.00	25.00	1.0
61202	Music Licenses and Worship Supplies	2,000.00	314.80	15.7
61203	Rooted Service	600.00	0.00	0.0
61204	Chancel Choir	350.00	0.00	0.0
61209	Special Music	600.00	0.00	0.0
61213	Organ and Piano Maintenance	400.00	120.00	30.0
61215	Devotional Booklets	180.00	222.39	123.6
<b>62000</b>	<b>Witness</b>			
62300	Social Justice Committee	1,100.00	0.00	0.0
62301	Pastor Outreach	800.00	54.00	6.8
<b>64000</b>	<b>Learning</b>			
64500	Sunday School	750.00	0.00	0.0
64501	Confirmation Ministry	1,160.00	0.00	0.0
64502	Adult Education-Bible Studies	150.00	73.71	49.1
64503	Nursery Supplies & Equipment	100.00	0.00	0.0
64504	Lutheran College Scholarships	500.00	0.00	0.0
64505	Membership Classes	100.00	0.00	0.0
64506	Elementary Retreat	550.00	0.00	0.0
64551	Youth - LCI Activities	2,520.00	98.40	3.9
<b>65000</b>	<b>Congregational Events</b>			
65600	Synod Assembly	1,500.00	0.00	0.0
65601	Council Retreat	100.00	0.00	0.0
65602	Lutheran Magazine	20.00	0.00	0.0
65603	Congregational Events	500.00	39.99	8.0
65605	Hospitality	1,200.00	136.82	11.4
65612	Professional Leadership Conference	500.00	18.00	3.6
<b>66000</b>	<b>Stewardship</b>			
66650	Offering Envelopes	450.00	0.00	0.0
66652	Stewardship Development	500.00	0.00	0.0
<b>67000</b>	<b>Administration</b>			
67700	Office Supplies and Equipment	7,500.00	2,416.33	32.2
67701	Postage	550.00	111.80	20.3
67703	Social Media and Advertising	2,500.00	1,176.20	47.0
67704	Bookkeeper	3,900.00	975.00	25.0

Account Number	Account name	2020 Budget	Total Jan-Mar 1st Qtr	Percent of Budget
<b>68000</b>	<b>Property General Maintenance</b>			
68750	General Maintenance and Supplies	5,700.00	519.90	9.1
68751	City Services	7,500.00	1,786.34	23.8
68752	Telephone	3,200.00	651.05	20.3
68753	Fire System	1,440.00	358.80	24.9
68754	Utilities - PG&E	3,300.00	2,669.48	33.0
68755	Utilities - Solar	4,800.00	0.00	
68756	Property Insurance	6,765.00	1,612.50	23.8
68757	Cleaning Services	12,600.00	2,254.00	17.9
68772	Mortgage (est 2015) Interest	36,660.00	6,578.81	25.0
20774	Mortgage Principal		2,586.19	
<b>70000</b>	<b>Support Staff</b>			
70701	Administrative Asst Pay	22,000.00	4,337.59	19.7
70703	Youth Director Salary	19,620.00	4,905.00	25.0
70704	Youth Director Continuing Ed	500.00	0.00	0.0
70705	Nursery Caregivers Pay	4,000.00	695.92	17.4
70706	Music Director Pay	24,000.00	6,000.00	25.0
70707	Music Director Continuing Ed	500.00	0.00	0.0
70709	Cantor Pay	3,600.00	0.00	0.0
70710	Substitute Musician	900.00	0.00	0.0
70720	Workers Compensation Insurance	1,200.00	1,320.00	110.0
70721	Payroll Taxes	7,500.00	1,940.91	25.9
70722	Payroll Service fees	2,000.00	479.42	24.0
<b>71000</b>	<b>Pastors Compensation Package</b>			
71900	Defined Compensation			
71901	Net Salary	44,932.00	8,946.36	25.0
71902	Elective Deductions: FSA, Pension		2,286.60	
71903	Housing Allowance	44,400.00	11,100.00	25.0
71904	Benefits: Retirement	8,933.16	2,233.29	25.0
71905	Benefits: Health	34,572.00	8,643.00	25.0
71906	Benefits: Disability	1,399.92	335.01	23.9
71907	Benefits: Retiree Support	625.32	156.33	25.0
71910	Benefits: Basic Group Life	625.32	156.33	25.0
71911	Professional Reimbursements	3,000.00	137.00	4.6
<b>TOTAL</b>		<b>360,552.72</b>	<b>82,677.83</b>	<b>22.9</b>



TO: Thrivent Financial

3/31/20

FROM: Lutheran Church of the Incarnation

RE: Loan #200016170  
1701 Russell Blvd  
Davis, CA 95616

This memo is to request payment relief on the church mortgage noted above. Three months of interest only payments will help slightly (\$869 per month or so), but it appears that the additional relief of a full payment deferment will enable us to keep our pastor full-time and other staff at reduced hours for another month or two and to be more thoughtful about how we respond to this challenge.

Your representative Karen ([karen.moga@thrivent.com](mailto:karen.moga@thrivent.com)) asked me to comment on 4 areas:

1) Impacts now and in the future: Congregational unrestricted giving for the first quarter of 2020 is about 28% lower than the first quarter of 2019. We stopped all in-person worship or meetings after March 8<sup>th</sup> but March giving was up 11% over last year. Fortunately, we also began to accept on-line giving earlier this year and, in March, over 40% of our giving was through PayPal.

The preschool that rents space in our Fellowship Hall has shut down through at least mid-April. Our total rental income (mostly the preschool, but also other small groups) is normally about \$2,167 per month. The preschool paid rent for March but has not advised us whether they intend to continue paying the rent. We are concerned that the closure may extend at least August 2020.

We supplemented the 1<sup>st</sup> quarter shortfall to budget by spending from reserves and will cut all staff but the pastor to **50% of previous levels**, effective after Easter. The pastor has offered to reduce his compensation somewhat to help. Hopefully, the giving will continue the improvement shown in March, but if it does not, we will need to make further staff cuts. Beyond that, the only significant expense item is the pastor, but we want to maintain his hours and compensation as long as possible.

2) Other reductions we have made: We have reduced clerical support for the pastor from 25 to 10 hours per week. We have temporarily terminated our cleaning service, stopped worship-related nursery service and our cantor has gone on unpaid leave voluntarily. We intend to stop all non-emergency / non-staff spending from any budgeted or reserve account without prior Council approval, as of 3/31/20.

In mid-March, we wrote a follow-up letter to the congregation for Stewardship pledges for 2020. Last week, we wrote a letter more fully explaining the situation and requesting reaffirmation of pledges or increases, where possible. This week, the Council will start calling members to determine their needs and to discuss the situation.

3) Since 3/15/20, we have offered weekly worship and daily meditations by the pastor via YouTube and have asked people to transition to on-line or electronic giving or to give by mail. In another small bit of hopeful news, the number of on-line worship “views” is higher than physical attendance was in recent months.

4) Cash reserves: As of 2/29/20, we had \$206,600 in cash, including \$43,097 in funds available to support operations and all other unrestricted reserves. Of the remainder, \$103,950 is designated for Sanctuary renovation, \$34,553 is designated for the Columbarium and \$25,000 is designated for the Endowment Fund.

For more information, please contact Paul Kolarik at [pesko@sbcglobal.net](mailto:pesko@sbcglobal.net) or 916-715-4853. Thank you for your consideration.

OPTIONS FOR LCI STAFF REDUCTION MOTION  
IMPACTS ALL STAFF EXCEPT PASTOR  
March 31, 2020 COUNCIL MEETING

Option #1

MOTION:

Effective April 13 place on unpaid leave the Worship & Music Director, Youth & Family Minister, Office Admin and Office Assistant. Employees can be recalled when and if church finances permit this, by vote of the Council for each position.

Savings: ca. \$4900/mo

Option #2

MOTION:

Effective April 13 reduce positions of Worship & Music Director and Youth & Family Minister to 50% of their current time, and place on unpaid leave the Office Admin and Office Assistant. Employees can be recalled, or restored to normal % time, when and if church finances permit this, by vote of the Council for each position.

Savings: ca. \$2800/mo

Option #3

MOTION:

Effective April 13 reduce position of Worship & Music Director to 50% of current time, and place on unpaid leave the Youth & Family Minister, Office Admin and Office Assistant. Employees can be recalled, or restored to normal % time, when and if church finances permit this, by vote of the Council for each position.

Savings: ca. \$3700/mo

Option #4

MOTION:

Effective April 13 reduce position of Worship & Music Director to 25% of current time, reduce Youth & Family Minister to 50% time, and place on unpaid leave Office Admin and Office Assistant. Employees can be recalled, or restored to normal % time, when and if church finances permit this, by vote of the Council for each position.

Savings: ca. \$3400/mo

**Social Justice Committee Minutes**  
**2/17/20**

**Attendance:** Ellen Kolarik, Karen Hamilton, Jill VanZanten, Becky Linville, Vernon Holmes

**Information Only:**

**Exploring Racism:**

A notice of **book discussion group** (1<sup>st</sup> Sunday of the month) was sent to The Enterprise and the campus inviting participants to join us to discuss this topic through the lens of faith.

AMPARRO is expanding its role to include antiracism issues. This may be an avenue for greater church involvement.

**Black Lives Matter - Sacramento:** Sacramento has an active chapter but its unclear when this group actually meets Possibly the 2<sup>nd</sup> Saturday. Location is Robbie Waters Library Pocket - Green Haven (7335 Gloria Drive Sac) from 6-9pm Jill, Ellen and Vern interested in attending in our group are interested in attending.

**Homeless Issues:**

**IRWS** - Ongoing until the end of the week. NO problems so far. IRWS has asked participating churches if they can extend season for another 6 weeks.

**Respite Center:** To open 2/24/20 from 7-4pm. Possible that intake will be moved to Respite Center.

**Ongoing support of the Homeless Community** - Becky to talk with Kay Finn regarding dates to cook and possibly do a service project at 4<sup>th</sup> and Hope during the Spring and Summer. We already have a quarterly project in the Winter (IRWS) and Fall (GWOH).

**Advocacy and LOPP:**

**Lutheran Lobby Day 5/20/20.** Becky will advertise

**Becky reported out the following:** April 22-24 - Youth Climate march- more information pending.

Gary Young, author of Another Day in the Death of America will speak 3/2/20. A talk held at the Jackson Hall in the Mondavi Center at 8pm will be preceded by a free talk from 2:30-4:00 - also at Mondavi.

**Yolo Interfaith Alliance for Climate Justice:** YIACJ meets on the 1<sup>st</sup> Thursday of the month from 12-1:30 at RePower Yolo on 5<sup>th</sup> street. Ellen will attend as e LCI's representative starting March 5, 2020.

**MMP:**

**St Johns program for Real Change** is the MMP for March. Paul Kolarik is planning an event after 2<sup>nd</sup> service geared to raising awareness of the program among the religious community. For this reason, he intends to invite other members of the other worship communities in Davis. He will handle the advertising and arrange light refreshments. Participants will be encouraged to bring their own lunch.

**Action Items**

**Exploring Racism**

**Action:** Vern Holmes to contact the synod regarding any guidelines or programs they might offer as a foundation for our congregation to become educated on this topic.

**Ellen to nail down date and time of Black Lives Matter**

**Yolo County Food Bank**

**Action:** Becky Linville to contact Randall Cooksey regarding YCFB's availability for 5/31 for an adult forum presentation.

**Next Meeting 3/16/20 at 5:30 at the LCI Library**

**Respectfully submitted by Ellen Kolarik**