

Lutheran Church of the Incarnation Council Meeting Minutes

February 9, 2021, 6:30 pm

Council Member Roster: Lori Martin Bodhiprasart (2021), Jeff de Ropp (2023), Ed Green (2023), David Hartley (2022), Carol Huegli (2023), Paul Kolarik (2021), Karl Larson (2022), Pr. Dan Smith,
Absent: Becky Linville

Zoom Meeting

- A. Introduction: Carol
 - i. Devotion: Pastor Dan
- B. LCI Renewal: Carol & Pastor Dan
 - i. Follow-up to Retreat: Priority Setting, Sharing our Faith Story & Next Steps
 - ii. Sharing Faith Stories more widely with the Congregation
 - iii. Council members to send written Faith Stories to Carol.
 - iv. Draft and define three priorities
 - v. Five Ministry Practices and LCI's Ministry areas (a.k.a., Pillars)
- C. Pastor's Report
 - i. Noted that today marked Dan's 11th Anniversary with LCI.
 - ii. Excitement and many positive remarks from Congregation Members and Council about the Drive-In Worship Service on Sunday, February 7.
 - iii. See attached report
- D. Approval of January Council minutes: Lori
 - i. She will have them finished for the next meeting.
- E. January Treasurer's Report: Karl
 - i. Budget still in the black at +\$2,342.37 end of January balance, which is less than the previous month.
 - ii. See Attached Report.
- F. President's Report:
 - i. Applegate Nursery School closed for two weeks to quarantine due to COVID-19 illness of a couple of children and/or their family members.
 - ii. See Attached Report.
- G. Committee and other Reports
 - i. Sanctuary Renovation: Ed Green
 - 1. The February 3, meeting with Mike Miller, the Concrete Artist, had to be rescheduled to another time.
 - 2. See attached Report.
 - ii. Drive-in service report: Gretchen Peralta
 - 1. The Drive-In Service on February 7, went well, and received many positive comments.
 - 2. Council discussed with Gretchen the possibility of having Drive-In Services every two weeks beginning February 28.
 - a. Will follow California State and Yolo County Health Guidance and rules.
 - iii. Social Justice:
 - 1. Pastor Dan reported that the "Color of Law" book study had a good attendance about 28-31 attendees.
 - 2. A number of community members joined the LCI members in the book study.
 - 3. A small number of person's of color also attended.

COUNCIL RETREAT
Faith Story Summary
Jan 30, 2021

SMALL GROUPS (3)

Group 1: Jeff de Ropp, David Hartley & Becky Linvill

Question 1: What did you learn from this activity? Even though our parents' religious backgrounds were all different (including non-religious), and even though our church attendance growing up was all different, the three of us ended up at LCI

Question 2: Was it easy to find a reason to share for coming to LCI? Yes, we all had reasons for coming to LCI

Question 3: What does LCI offer that other churches don't? Members of the congregation have gone beyond expectations of keeping in touch when one person attended a different church for a year. The liturgy and the church calendar. Friendliness of the congregation, smaller size where it's easier to meet people, and focus on Social Justice issues including hunger, homelessness and immigration

Group 2: Carol, Karl, & Lori

Question 1: What did you learn from this activity? Easier than we thought beforehand.

Question 2: Was it easy to find a reason to share for coming to LCI? Yes

Question 3: What does LCI offer that other churches don't? Acceptance

Group 3: Paul Kolarik, Ed Green & Pastor Dan Smith

Question 1: What did you learn from this activity? Learned that boiling down a faith statement can be difficult but helpful; that we had similarities in our faith stories. The "short version" of a faith statement can be a "hook" for a deeper & longer follow-up conversation. We wanted to share the written stories with each other. Faith stories continue to grow & evolve.

Question 2: Was it easy to find a reason to share for coming to LCI? Yes.

Question 3: What does LCI offer that other churches don't? people want to make a difference and the grace that our congregation and faith provides.

COUNCIL RETREAT
Faith Story Summary
Jan 30, 2021

FULL GROUP REPORT DISCUSSION

Remaining small group questions were discussed in full group. They were:

- Q4: How do you see using your story to invite someone to LCI?
- Q5: How can this experience benefit others in LCI?

Discussion:

- Post council members in video on web page sharing their faith stories; invite other congregation members to do similarly
- Summarize Council stories into one document for sharing
- The experience results in us making ourselves vulnerable. We need to recognize that we don't have all the answers.
- It was inspiring to hear different people's faith stories
- We need to be realistic about outreach goals because of COVID-19
- The more we are open & share our vulnerability to the congregation, the stronger our congregation will become.
- Exposing ourselves in an honest way is a powerful thing

Lutheran Church of the Incarnation
Council Areas of Focus 2021 (new items highlighted)

The LCI Council met in a retreat on Saturday, January 30, 2021 to set Council Areas of Focus and priorities for the 2021 year. After prayer and reflection in the Word, we discussed together and agreed that **the overall focus of the Council must be improvement of the health of the congregation and making LCI a place for mission.**

This can be approached in several ways. Some specific priorities include:

- **Being intentional about our faith: sharing our faith stories both within and outside the congregation**
- Providing service to the LCI community
- Becoming more welcoming to families
- Reversing a downward trend of attendance
- Improving finances
- Fostering social connections via:
 - small groups
 - community events
 - advocacy
 - Hosting community dialogue/learning events

All of these efforts will be undertaken in light of a previous Council focus: to center our efforts in prayer, and act as Christ's body in our Council work.

Additional specific projects for the 2021 year include:

- **Reopening LCI Worship in alignment with county and state public health requirements for COVID-19 (drive-in, outdoors, and indoors)**
- **Implementing prioritized outreach efforts across LCI organization**
- **Maximizing the utility of the Breeze database for the Congregation**
- **Renewing Worship/Sanctuary Renovation project**

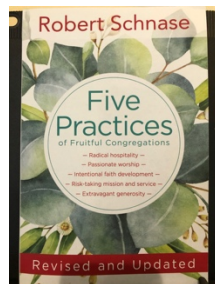
Five Ministry Practices & LCI's Ministry Areas (aka "Pillars")

This is illustrative for us to re-consider our committee structure at LCI going forward as we implement our ministry plan in light of our areas of focus for 2021.

Robert Schnase's research finds that pretty much all healthy and fruitful congregations do well the five practices in the left-hand column below. As you can see, LCI's four ministry areas ("Pillars") reflect these practices, plus a fifth that is not an official "ministry pillar", but still an active ministry with leadership and a program (stewardship). There is always room for improvement, however, so I believe it will be *fruitful* for us to consider how we are doing against these "best practices" in church life.

Five Practices (R. Schnase)	LCI Ministry Areas
1. Radical Hospitality	1. Community Life
2. Passionate worship	2. Worship & Music
3. Intentional faith development	3. Education and Spiritual Formation
4. Risk-taking Mission & Service	4. Social Justice (aka Witness & Service)
5. Extravagant Generosity	Stewardship

The Five Practices of Every Healthy Congregation by Robert Schnase, Revised and Updated, Abingdon Press, 2018:



I have ordered a copy for each member of the Council as a resource. It is filled with information, stories and ideas for how those elected to serve in positions like Council can re-think congregational leadership in the 21st Century. If you would like to reimburse LCI for the expense, you can donate \$15 to LCI for the cost of the book. Otherwise consider it a gift to you. May God bless our reflection together in Christ's name!

-Pastor Dan

Pastor's Report

February 2021

Rev. Daniel R. Smith

Lutheran Church of the Incarnation

Davis, CA

Highlights this past month have been preparing for drive-in worship, making calls according to our work plan, working with the Sanctuary Renovation Task Force and helping lead the Social Justice study of *Color of Law*, which drew folks from the community.

Outreach - Goals from Nov. 2020:

- 1) **a minimum of 7 phone or in person calls (Dan 5, Jeff & Lindsey 1 each) weekly to the "lost sheep", with a goal of bringing in 21 new adult members in 2021 (Dan 15, Jeff & Lindsay 3 each).**
- 2) **Form a short-term focus group of 2 members of LCI families (Fortuna, Genetos...?) plus two members of families from Applegate to guide LCI as to how to present itself to young families more effectively (worship style, music, community service . . .).**
- 3) **Set goal for Dan to call 5 existing members weekly by phone or in person to find out how they're doing and to ask for names of 1-3 people that they would introduce Dan to in order to invite them to participate in LCI.**

In response:

- 1) The staff and I continue on our call schedule, logging info into Breeze database. I am creating a list of those for whom we have no contact info to share with the congregation (per work plan).
- 2) I sent a letter to Applegate teacher Heather Geis to share with their families to see who might on a short-term focus group. I haven't heard from anyone yet. My goal was to form a group and meet in January, but the process was delayed partly on their end. I hope to meet in February or early March at the latest, and 2-3 times total in 2021, along with Lindsey Burns.
- 3) I have had made contact with 41 members of the congregation in the last month (calls/emails/visits). I have not gotten names of friends to reach out to; I don't believe people are comfortable doing this. However, I have asked the "four questions" of those who have drifted away (1. What do you love about LCI? 2. What don't you like? 3. What might draw you back in? 4. What might you need that we can help with/how can we be in prayer for you?), and received some interesting info mostly about what we do well. The people who have "come through" LCI tend to perceive it as a warm, welcome and caring place. So far, this appears to be a strength to build on. There haven't been any glaring, obvious blunders to "fix", but I will keep listening.
- 4) Last week I sent app. 35 letters to people who have just bought homes and moved to the area (see below), with the help of Maren Heise, congregation member and realtor whose wedding I conducted several years ago (and daughter of longtime member Carlton Holte). This was a chance to try something different with folks new to town, and who are developing new routines. I would estimate it took about 6-7 hours of my time

to prepare and send letters, but should take less in the future when the office is fully staffed and running; we'll see if it bears any fruit. I have yet to hear from anyone, but I did invite them to drive-in worship.

- 5) At drive-in worship, we will have visitor cards (and donation envelopes) to hand out with simple bulletins. Hopefully visitors will leave contact info so we can follow up.
- 6) As an organization, we need to focus on how we can best welcome the stranger. We have strengths to build on. What can we do better? For example, when we return – having a *check-in/welcome station* so we can begin to log attendance and get some data to work with.

Reaching out and vulnerability:

Thank you! Each of you showed a lot of courage and boldness in sharing your own faith story at our Council retreat. I really appreciate that as your pastor, and want to encourage you to continue the dialogue. Theologian Thomas Bandy says that a “mission mindset” means first to be willing to *receive mission*, and to “experience a ‘heartburst’ of compassion for those who are broken and yearning for healing, ... Again, this is very personal. *One cannot be sensitive to the needs of others without being aware of one’s own neediness, and one cannot risk intervention without some confidence of divine help.*” It seems to me our work of opening up, sharing our faith, and reaching out and doing God’s work of justice are deeply intertwined, so thank you!

Sharing your Faith story in Lent

My plan for Lent is to have congregation leaders share their faith stories, along with Holden Evening Prayer, which we will post to YouTube, as we did in Advent. Who better than Council members?? Would you be willing to share?? If so, please let me know! Just a short, 2-3 minute reflection, like what we did at the Council retreat. Let me know if you are interested or have any questions.

Upcoming for me, in addition to the above:

- Parochial report to be filed with the Bishop
- Assessment of drive-in worship; develop plan for rest of the year
- Bible study to help folks develop their faith stories (please let me know if you are interested!)
- Ash Wed (Feb. 17), Lent begins after that. Easter is April 4 this year.
- Teach Confirmation together with DLC (starting Feb. 21).

Personally:

I have one last Ambulatory EEG in a couple weeks – a follow-up test for my procedure: please say a prayer for me. I am doing well health-wise. Thanks!

New Neighbor letter (printed on LCI letterhead):

January 27, 2021

Dear Seth and Quynh,

Welcome you to your new home! I wish you God's blessings and you settle into your new life in this community. If you don't already have a church home or faith community, I would like to warmly welcome you to join us at Lutheran Church of the Incarnation (LCI) for worship and fellowship. We are a Christian community rooted in the Lutheran tradition. Our message focuses on God's restorative justice and grace for us and for the whole creation, centered on the story of Jesus. Our mission is to share Christ's light daily, and we believe in serving the most vulnerable in our midst, as Jesus taught, to participate in God's healing of the world.

As a "Reconciling in Christ" congregation, we actively welcome *all people* regardless of background, skin color, sexual orientation or gender identity – God has created, redeemed and loves all people *equally*. You are invited *just as you are* to seek with us the mysteries of God, and we hope you will! You can join us for worship on Sunday mornings (normally at 8:30 and 10:30am), and for coffee fellowship or education hour (normally at 9:30am). During the COVID-19 pandemic, worship is available on our YouTube channel to maximize safety (search "LCI Davis" on YouTube to find it). We will have a *drive-in worship service* on our campus at 1701 Russell Blvd. on *Sunday, February 7th at 11:00am*.

More information about our life together is available on our website: lcidavis.org. If you have any questions about us or our approach to the Christian faith, please feel free to contact me at pastor@lcidavis.org or on my cell phone: 530-219-3735. I would be more than happy to exchange e-mails, text, talk on the phone or even meet for a visit over coffee at your convenience. Again, I hope your transition to your new home is smooth. If there is a way our congregation can be supportive of you at this time, please let us know.

Many Blessings!

Pastor Dan Smith

Lutheran Church of the Incarnation

Budget vs. Spending Jan 2021

Account Number	Account name	Actual Jan	2021 Budget	Percent of Budget	Account Number	Account name	Actual Jan	2021 Budget	Percent of Budget
60000	Benevolence Funds				68000	Property General Maintenance			
60100	Synod Mission Support	900.55	19,250.00	4.7	68750	General Maintenance and Supplies	56.49	5,700.00	1.0
61000	Worship				68751	City Services	759.07	7,500.00	10.1
61200	Altar Supplies	0.00	1,500.00	0.0	68752	Telephone	112.96	1,400.00	8.1
61201	Pulpit Supply/Guests	0.00	2,450.00	0.0	68753	Fire System	0.00	1,440.00	0.0
61202	Music Licenses and Worship Supplies	0.00	2,000.00	0.0	68754	Utilities - PG&E	396.64	3,300.00	4.9
61203	Rooted Service	0.00	600.00	0.0	68755	Utilities - Solar	400.00	4,800.00	
61204	Chancel Choir	0.00	350.00	0.0	68756	Property Insurance	1,730.00	7,500.00	23.1
61209	Special Music	0.00	600.00	0.0	68757	Cleaning Services	0.00	14,800.00	0.0
61213	Organ and Piano Maintenance	0.00	400.00	0.0	68772	Mortgage (est 2015) Interest	2,151.57	36,660.00	8.3
61215	Devotional Booklets	0.00	180.00	0.0	20774	Mortgage Principal	903.43		
62000	Witness				70000	Support Staff			
62300	Social Justice Committee	0.00	950.00	0.0	70701	Administrative Asst Pay	312.65	12,000.00	2.6
62301	Pastor Outreach	0.00	800.00	0.0	70703	Youth Director Salary	1,490.30	19,620.00	7.6
64000	Learning				70704	Youth Director Continuing Ed	0.00	0.00	#DIV/0!
64500	Sunday School	0.00	750.00	0.0	70705	Nursery Caregivers Pay	0.00	0.00	#DIV/0!
64501	Confirmation Ministry	0.00	440.00	0.0	70706	Music Director Pay	1,823.00	24,000.00	7.6
64502	Adult Education-Bible Studies	0.00	150.00	0.0	70707	Music Director Continuing Ed	0.00	0.00	#DIV/0!
64505	Membership Classes	0.00	100.00	0.0	70709	Cantor Pay	0.00	0.00	#DIV/0!
64506	Elementary Retreat	0.00	550.00	0.0	70710	Substitute Musician	0.00	900.00	0.0
64551	Youth - LCI Activities	423.52	2460.00	17.2	70720	Workers Compensation Insurance	0.00	3,000.00	0.0
65000	Congregational Events				70721	Payroll Taxes	821.50	6,500.00	12.6
65600	Synod Assembly	0.00	1,500.00	0.0	70722	Payroll Service fees	103.02	1,500.00	6.9
65603	Congregational Events	0.00	750.00	0.0	71000	Pastors Compensation Package			
65605	Hospitality	0.00	750.00	0.0	71900	Defined Compensation			
65612	Professional Leadership Conference	0.00	500.00	0.0	71901	Net Salary	2,982.12	44,932.00	8.4
66000	Stewardship				71902	Elective Deductions: FSA, Pension	803.86		
66650	Offering Envelopes	0.00	450.00	0.0	71903	Housing Allowance	3,700.00	44,400.00	8.3
66652	Stewardship Development	0.00	500.00	0.0	71904	Benefits: Retirement	744.43	8,933.16	8.3
67000	Administration				71905	Benefits: Health	3,100.00	37,200.00	8.3
67700	Office Supplies and Equipment	109.53	5,000.00	2.2	71906	Benefits: Disability	111.67	1,340.04	8.3
67701	Postage	0.00	300.00	0.0	71907	Benefits: Retiree Support	0.00	0.00	#DIV/0!
67703	Social Media and Advertising	0.00	3,000.00	0.0	71910	Benefits: Basic Group Life	52.11	625.32	8.3
67704	Bookkeeper	40.00	600.00	6.7	71911	Professional Reimbursements	0.00	3,000.00	0.0
					TOTAL		24,028.42	337,930.52	7.1

2020 Year Review

2020 Cumulative Balances			
Lutheran Church of the Incarnation			
Treasurer's Report			
All 2020			
Bank Accounts -- Closing Amounts 12/31/20		Income	
FNB Checking (Operating Cash)		Income	
Balance Forward	178,384.74	Jan-Dec 2020	
Deposits Dec 2020	34,752.31	Undesignated Income:	
Expenditures Dec 2020	29,551.65	Gifts and Offerings (41100 & 41200)	294270.80
Closing Balance 12/31/20	183,585.41	Rents (41300 & 41320)	25105.44
		Designated for Benevolence (20115)	8988.61
		Designated for Reserve Accounts:	
		Operating Reserves (Various)	70780.26
		Columbarium (20761)	7371.93
		Endowment Fund (24151)	5010.49
		Other Income	2579.97
		Total Income	414107.50
FNB Money Market (Protected Reserves)		Benevolence	
Balance Forward	66,925.71	Budgeted Benevolence	
Deposits Dec 2020	2.13	Jan-Dec 2020	
Expenditures Dec 2020	540.00	Mission Support (5.5%)	17,573.94
Closing Balance 12/31/20	66,387.84	Designated Benevolences	
		Additional mission support	600.00
		Jan MMP: Yolo Crisis Nursery	345.00
		Feb MMP: The Belfry/LEVN	390.00
		March MMP: St. John's Program for Real Change	575.27
		April MMP: Amor	1,212.50
		Easter Offerings: Pine Tree Garden	210.00
		May MMP: Yolo County Food Bank	1,310.30
		June MMP: 4th and Hope	15.00
		July MMP: Lutheran World Relief	195.54
		Aug MMP: AMPARRO	15.00
		Sept MMP: CASA	175.00
		Oct MMP: CLU / PLTS	15.00
		Nov MMP: Interfaith Rotating Winter Shelter	3,915.00
		Dec MMP: Lutheran Hunger Appeal	15.00
		Christmas Offerings: Future Development Youth Ctr	0.00
		Gifted from the Mission Trip Fund	
		Amor	500.00
		Gifted by Social Justice	
		Yolo Interfaith Immigration	100.00
		California Interfaith Power and Light	100.00
		Yolo Alliance for Climate Justice	100.00
		Lutheran Office of Public Policy	100.00
		Total Benevolence	27,462.55
		Total Benevolence as % of regular income	8.6%
Cumulated Surplus on 12/31/20			
Total of all bank accounts	284,540.63		
Less: all reserves	278,973.43		
Operating Cash Surplus 12/31/20	5,567.20		
Reserves 12/31/20			
Operating Reserves:			
20115 Designated Benevolences pending	4,430.00		
20117 Memorial Fund	11,856.41		
20213 Worship/Music Reserve	2,296.18		
20214 Flower Fund	996.09		
20301 Pastor's Discretionary Fund	2,232.14		
20500 Youth and Children's Ministries	3,652.96		
20509 Nursery Supplies/Equip	623.07		
20551 Mission Trip Fund	4,213.01		
20614 Hospitality	1,361.36		
20759 Major Maintenance Reserve	30,667.53		
20771 Building Fund	745.00		
20776 Sanctuary Renovation	120,340.84		
20777 Property Infrastructure Fund	26,421.00		
24150 Paycheck Protection Plan Fund	0.00		
Total Operating Reserves	209,835.59		
Protected Reserves			
20760 Columbarium Fund	22,000.00		
20761 Columbarium Niche Purchases	17,127.35		
24151 Endowment Fund	30,010.49		
Total Protected Reserves	69,137.84		
Mortgage Principal Balance			
Thrivent First Mortgage as of 1/04/21	503,781.52		

~Please note a discrepancy of \$2750 between the FNB Money Market and Protected Reserves. This reflects an amount deposited into checking rather than the Money Market account. It has been transferred as of February, 2021.

Lutheran Church of the Incarnation

Budget vs. Spending January - December 2020

Account Number	Account name	2020 Spending	2020 Budget	Percent of Budget
60000	Benevolence Funds			
60100	Synod Mission Support	17,573.94	19,250.00	91.3%
61000	Worship			
61200	Altar Supplies	0.00	1,500.00	0.0%
61201	Pulpit Supply/Guests	1,435.30	2,450.00	58.6%
61202	Music Licenses and Worship Supplies	1,016.80	2,000.00	50.8%
61203	Rooted Service	0.00	600.00	0.0%
61204	Chancel Choir	0.00	350.00	0.0%
61209	Special Music	0.00	600.00	0.0%
61213	Organ and Piano Maintenance	120.00	400.00	30.0%
61215	Devotional Booklets	266.49	180.00	148.1%
62000	Witness			
62300	Social Justice Committee	400.00	1,100.00	36.4%
62301	Pastor Outreach	54.00	800.00	6.8%
64000	Learning			
64500	Sunday School	0.00	750.00	0.0%
64501	Confirmation Ministry	0.00	1,160.00	0.0%
64502	Adult Education-Bible Studies	133.84	150.00	89.2%
64503	Nursery Supplies & Equipment	0.00	100.00	0.0%
64504	Lutheran College Scholarships	0.00	500.00	0.0%
64505	Membership Classes	0.00	100.00	0.0%
64506	Elementary Retreat	0.00	550.00	0.0%
64551	Youth - LCI Activities	129.37	2,520.00	5.1%
65000	Congregational Events			
65600	Synod Assembly	0.00	1,500.00	0.0%
65601	Council Retreat	0.00	100.00	0.0%
65602	Lutheran Magazine	0.00	20.00	0.0%
65603	Congregational Events	39.99	500.00	8.0%
65605	Hospitality	136.82	1,200.00	11.4%
65612	Professional Leadership Conference	18.00	500.00	3.6%
66000	Stewardship			
66650	Offering Envelopes	0.00	450.00	0.0%
66652	Stewardship Development	0.00	500.00	0.0%
67000	Administration			
67700	Office Supplies and Equipment	6,589.04	7,500.00	87.6%
67701	Postage	111.80	550.00	20.3%
67703	Social Media and Advertising	1,644.20	2,500.00	65.8%
67704	Bookkeeper	1,780.00	3,900.00	45.6%

Account Number	Account name	Actual Jan-Dec	2020 Budget	Percent of Budget
68000	Property General Maintenance			
68750	General Maintenance and Supplies	2,642.70	5,700.00	46.4%
68751	City Services	11,445.69	7,500.00	152.6%
68752	Telephone	3,285.49	3,200.00	102.7%
68753	Fire System	840.31	1,440.00	58.4%
68754	Utilities - PG&E	7,994.69	3,300.00	103.6%
68755	Utilities - Solar	400.00	4,800.00	
68756	Property Insurance	6,443.10	6,765.00	95.2%
68757	Cleaning Services	2,254.00	12,600.00	17.9%
68772	Mortgage (est 2015) Interest	21,750.07		
20774	Mortgage Principal	10,549.98	36,660.00	88.1%
70000	Support Staff			
70701	Administrative Asst Pay	9,780.35	22,000.00	44.5%
70703	Youth Director Salary	15,784.25	19,620.00	80.4%
70704	Youth Director Continuing Ed	0.00	500.00	0.0%
70705	Nursery Caregivers Pay	695.92	4,000.00	17.4%
70706	Music Director Pay	19,308.00	24,000.00	80.5%
70707	Music Director Continuing Ed	0.00	500.00	0.0%
70709	Cantor Pay	0.00	3,600.00	0.0%
70710	Substitute Musician	0.00	900.00	0.0%
70720	Workers Compensation Insurance	2,808.00	1,200.00	234.0%
70721	Payroll Taxes	7,069.89	7,500.00	94.3%
70722	Payroll Service fees	1,296.20	2,000.00	64.8%
71000	Pastors Compensation Package			
71901	Net Salary	35,785.44	44,932.00	100.0%
71902	Elective Deductions: FSA, Pension	9,146.40		
71903	Housing Allowance	44,400.00	44,400.00	100.0%
71904	Benefits: Retirement	7,444.30	8,933.16	83.3%
71905	Benefits: Health	28,810.00	34,572.00	83.3%
71906	Benefits: Disability	1,340.04	1,399.92	95.7%
71907	Benefits: Retiree Support	312.66	625.32	50.0%
71910	Benefits: Basic Group Life	625.32	625.32	100.0%
71911	Professional Reimbursements	137.00	3,000.00	4.6%

TOTAL 283,779.37 360,552.72 78.7%

↑
~79% of the 2020 budget was actually spent

Update Sanctuary Renovation - Feb 8, 2021

Planning activity by the SRTF has continued during the period from Jan 6 to Feb 3, 2021. Mike Miller and Daniel Sedillo covering the period of Jan 6 to Feb 3, 2021.

Jan 6 — Progress continued in discussions with Mike Miller to refine design elements for Tree of Life/River of Life theme to be installed on Sanctuary and Narthex floor. The overall design plan is maturing steadily.

Jan 20 — Meeting with Daniel Sedillo, a local contractor, established a frame work to continue accessing his advice during Pre-construction planning and development of construction documents for submission to City of Davis. As a first step Daniel has met with the McCandless, Architect, who previously developed renderings for the renovation. They will prepare the necessary construction documents for review by the City.

Feb 3 — Participation of Mike Miller, to review detailed drawings of the floor, was delayed do to bad weather in Nevada (This will be continued in a future meeting). Instead the SRTF focused moving ahead to retain Daniel Sedillo in a pre-construction agreement and to update communications with the congregation about the status of Sanctuary Renovation. Pastor Dan has prepared this update which will appear in Three Things on Wednesday.

Volunteer Report from 1st Drive-in Service

For our first attempt, everything came off wonderfully. Of course, that is not to overlook all the practice by Pastor Dan and his staff and the flexibility of all our Volunteers.

20 families attended. I think 9 offering envelopes were collected. Collect during music

Some thoughts...

- Could Pastor and staff put an additional 1-2ft platform on the riser for him to have better visibility?
- We are planning (Dennis will help) to put small dot of spray paint in parking lot to avoid the time necessary for measuring and marking
- Volunteers need not arrive until 10:15....the crew knows their roles!
- Car radio needed? Certainly for many, the speaker mostly worked if car windows were rolled down 1/2 way.....We need to have sign at Entrance identifying Radio station (Gretchen to do)
- Inform everyone to dress cooler/in layers (cars got warm as they were facing the sun) and offer the choice to roll windows ½ down and be able to remove masks due to outdoors and distance between cars.
- Coordinate/direct all SUVs (higher vehicles) to park on far right and left to maximize visibility
- Consider an RSVP for Drive-in Services? We got lucky with numbers attending this 1st time. If more are now intending to participate, "visibility" will be difficult (again an additional platform for Pastor Dan would help.
- Consider an RSVP for Easter?? If on lawn, setting up chairs does take a bit longer and would require volunteers an hour prior to service....would have to ask Jeff to manage the sign-up and Gretchen would make seating signs for distancing (similar to Memorials). Obviously this requires extra time. Many may not want to have the perceived closer quarters and there is NO way to avoid social interaction.....
- Spot/chair for Abajh to video
- Invite Belfry?

Social Justice Committee
February 9, 2021
Report to LCI Council

The Social Justice Committee offered a four-week book study of *The Color of Law* by Richard Rothstein from January 14-February 4, 2021. Each week, attendance fluctuated between 27 and 31 participants (including the program team of 6). It was exciting to see the same people from across the community attend each week—on Zoom—to work through this challenging book. Pastor Dan gave excellent introductions and conclusions each week, and I thought it was great exposure for him. We had two guest speakers who discussed low income housing in Davis: Paul Kolarik and David Thompson. We were changed by what we learned from one another.

As a follow-up to the Book Study, Jill Van Zanten & Ellen Kolarik have started a Google group to make it easy for study participants to connect to each other.

Jill asked if attendees would like to be notified about future anti-racism studies that we organize at the church and stay on the LCI "Color of Law" email list.

Ellen has offered to do her presentation for other groups or congregations, and has offered to furnish her presentation slides.

Respectfully submitted,
Becky Linvill
2/9/2021