

**Lutheran Church of the Incarnation Council Meeting Minutes  
February 11, 2020, 6:30 pm**

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

Absent: David Kukis (2020)

A. Introduction: Carol Huegeli and Pr. Dan Smith (10 minutes)

I Welcome- Carol welcomed all and opened the meeting at 6:30 pm.

II Devotion – Dan provided a brief devotion

III Weather Reports- attendees provided a brief check in

IV Reading of the Behavioral Covenant- next reading scheduled for May 11, 2020

- Behavioral Covenant

V Brainstorming: Improving the Health of the Congregation: Paul Kolarik

- Brainstorming Task Force Proposal – As approved Nov 2019

- Annual Meeting Brainstorming Summary with Congregations Brainstorming suggestions.

- Finite vs Infinite – Discussion – Paul led a brief discussion

B. Approval of January meeting minutes: Craig, Becky (5 minutes)- attached Minutes provided by Becky for January – Approved

**Motion #2019/20-021 Linvill/Copelan M/S/C**

C. Treasurers Report and Review: Dave Kukis (20 minutes) – Dave could not attend this evening. The Feb Treasurers report will be summarized and provided with the March meeting materials.

D. Council Member Action Items: Carol Huegeli (45 minutes)

1. Pastor's Report

- Stewardship letter – Dan reviewed a letter regarding this years stewardship program received comments and will follow up to make sure the letter is provided to congregation members.

E. Committee, Task Force and Presidents reports (Information only may be a verbal report) President's Report, Carol:

- Solar Power System Update- Carol provided an update.

- Applegate Agreement Update and possible Action- rents are going up in Davis they may for Applegate as well. The council discussed this topic and agreed that representatives would negotiate this further.

Personnel Report, Jeff

SRTF, Craig

Social Justice Committee, Becky Linvill provided a nice update of activities underway within this active group.

Education Committee- David provided a brief update of the latest meeting of the education committee.

Reminders:

- Closers:
  - February 2020- Jeff de Ropp
  - March 2020- Lori

**Lutheran Church of the Incarnation  
Church Council Behavioral Covenant**

*We read these covenants together, as a spiritual discipline, prior to every Church Council meeting in our church. This covenant serves to remind us of what kinds of behavior— "holy manners"— the Council values and aspires to achieve.*

**"Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness, and patience. Bear with each other, and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you. And over all these virtues put on love, which binds them all together in perfect unity." (Col. 3:12-14)**

- 1. We promise to pray, alone and together, to thank God and to ask for God's help in our lives and in our work for our church, and we promise to listen to God's answer to us.**
- 2. We seek God's direction for our church, and we work to lead our church in that direction.**
- 3. We demonstrate our leadership and commitment to our church by our example.**
- 4. We treat each other with dignity and respect. We respect and care for each other, acknowledging each other's strengths and weaknesses.**
- 5. We actively value different perspectives. We promise to listen with an open, nonjudgmental mind to the words and ideas of the others in our church and on the Council, especially if the issue raises tension.**
- 6. We communicate clearly with each other and the congregation. We only use electronic communication for factual information, never for discussions or decisions.**
- 7. We promise to discuss, debate, and disagree openly in Council meetings, expressing ourselves as clearly and honestly as possible, so that we are certain that the Council understands our point of view.**
- 8. We promise to support the final decision of the Council, whether it reflects our personal point of view or not.**

*O Lord, make me an instrument of Your Peace!*

*Where there is hatred, let me sow love;*

*Where there is injury, pardon;*

*Where there is discord, harmony;*

*Where there is doubt, faith;*

*Where there is despair, hope;*

*Where there is darkness, light, and*

*Where there is sorrow, joy.*

*Oh Divine Master, grant that I may not*

*so much seek to be consoled as to console;*

*to be understood as to understand;*

*to be loved as to love;*

*for it is in giving that we receive;*

*it is in pardoning that we are pardoned;*

*and it is in dying that we are born to Eternal Life.*

*Amen.*

## Updated Brainstorming Task Force Proposal

11/12/19

Original proposal: Council to spend the first 30 minutes of each monthly meeting brainstorming on how to improve LCI's health, then referring the ideas to a committee for evaluation and action recommendation back to Council.

Amended proposal: At least twice annually, conduct congregation-wide brainstorming events about how to improve LCI's health, beginning with November 2019 congregational meeting, and invite on-going brainstorming.

Council would take the first 30 minutes of each monthly meeting to sift through the ideas, thoughts, etc., pursuing some, delegating some, declining others and choosing how to go forward with anything that it decides has merit. Possible categories could be "Action within a year", "Action within 5 years" and "No action at present". This would be part of the Council minutes so the congregation can see what is happening to the ideas, possibly prompting conversation and more ideas.

Why the Change? The original proposal put the onus on Council to be the main idea-generator and robbed it of the potentially invigorating discussion of ideas. Opening this up to the congregation gives us a much broader pool to draw ideas from. It allows Council members to stay fresh and build on congregational suggestions and/or contribute their own.

What is the Prompt? The subject for brainstorming is Improving LCI's Health, which among other things means "Why do we do this?", "Why don't we do that?" and general "what if" kinds of thoughts.

More specifically and in no particular order, we believe that Improving LCI's Health means...

- reversing a downward trend in attendance.
- publicly sharing and exploring our faith stories / acting out our faith in more visible ways in the community.
- becoming more welcoming to non-member families by inviting them to serve, have fun, worship, pray and study with us.
- improving LCI's financial position.
- fostering social connections within LCI via small groups, community events, advocacy, community dialogue / hosting learning events.
- expanding leadership to include a broad cross-section of our members and friends.
- being willing to consider letting go of established programs or activities if they no longer improve our health enough for the effort involved.
- change that might be uncomfortable to some of us.

### Ground rules

All ideas are anonymous; non-action on ideas is not personal.

Anything goes, within our behavioral covenant and faith.

We are not trying to come up with specific programs or activities to replace existing ones.

We are not trying to criticize staff or their efforts.

We invite congregation members and friends to submit ideas.

What is LCI's purpose? What business is LCI in? What game is LCI playing?

Is LCI playing a Finite Game?

- known participants
- fixed rules
- defined goal

Is it playing an Infinite Game?

- both known and unknown participants
- changeable rules
- the goal is to stay in the game

Players in finite games win, lose or tie and the game ends. Players in infinite games play until they lose the will or lose the capacity to stay in the game.

Making money, while important, can mistakenly become the primary objective of teams in infinite games.

## **Five Components Necessary to Play an Infinite Game**

A Just Cause

- If the Just Cause isn't clear, LCI will be judged on superficial things, like
  - building
  - music
  - coffee
  - time and length of service
  - technology
  - convenience of location
- Give people what they need not what they want (how?)
  - Teach conflict resolution
  - Minister to young people feeling anxiety or depression
  - How to have relationships
  - How to witness

Courageous Leadership

- Will do and give anything within the rules to achieve the Just Cause
- If working through others, will do his/her best to equip those others to succeed in their role in achieving the Just Cause.

Trusting Teams

Worthy Rival

Flexible Playbook

**Assuming LCI is in an Infinite Game...**

Who are the teams?

- Known – other churches and faith groups. Other non-profits.
- Unknown - Society. Kids sports and activity groups. Family. Friends.

What are the rules?

- Obey US laws.
- Be generally true to Lutheran Christian theology and practice, per the Synod and ELCA.
- Generally follow Northern California and Davis cultural norms.

How do we interpret “staying in the game” ?

- Continuing to spread the Gospel, using words when necessary.
- Inviting others to active witness and fellowship with us.
- Showing good stewardship of our resources, including
  - managing our money prudently
  - caring for our property
  - making our property available for community use
- LCI striving to become a better version of itself.
- Teaching members and friends to give and be good stewards.
- Working for Social Justice.
- Encouraging LCI members to volunteer in the community, inside and outside.
- Being open to changes in
  - staffing
  - location
  - worship style and times
  - volunteer leadership
  - superficial things

## A Message from the Treasurer

Below is my year end report for 2019. We ended the year with a deficit of \$34,669. That doesn't mean that our bank accounts are depleted. It means that we needed to borrow \$34,669 that is designated for specific purposes (Reserves) to pay for routine operating expenses such as the mortgage, utilities, and salaries.

LCI Treasurer's Report for 2019		
2019 Offerings and Income (2018 shown for comparison)		
	2018	2019
Regular (undesignated)	362,013	325,972
Designated for Reserve Accounts (i.e., Infrastructure, Major Maintenance, Memorials, Sanctuary Renovation)	23,912	91,063
Designated for Benevolence	15,605	10,611
Miscellaneous / Other	6,316	534
<b>Total Income</b>	<b>407,846</b>	<b>428,180</b>
Year-End Cash Balance		
Cash on hand 12/31/19		165,511
Less: specific spending commitments (reserves)		200,180
<b>Deficit Balance 12/31/19</b>		<b>-34,669</b>
Benevolence in 2019		
LCI gifts to ELCA Mission Support		17,106
LCI members' gifts to other ministry partners		11,166
<b>Total Benevolence year to date</b>		<b>28,272</b>
<b>Benevolence as percent of undesignated income</b>		<b>8.7%</b>
*The Columbarium Fund is excluded from this report, because it is self funded.		

### FIXING THE DEFICIT

- As a congregation, we've fixed year-end deficits before, and we can fix this one. **The table above shows: Our total offerings in 2019 were greater than 2018. We have the giving capacity and generosity at LCI to eliminate our deficit.**
- Although total giving was healthy in 2019, undesignated offerings were down. Those are the funds that pay our staff and our mortgage, and keep the lights on.
- Designated gifts are important and appreciated. **But, please consider the need to support our day-to-day expenses with undesignated offerings.** (And, please forgive the jargon. As long as we don't specify what an offering will be used for on the back of the envelope or the check memo line, it is "undesignated.")
- Every effort is being made to reduce spending. Our 2020 budget is the lowest budget in three years. The Congregational Council and I are grateful for any suggestions to contain and reduce costs.

We will solve this deficit by being clear and honest about the problem, and being prayerful and purposeful about solving it. Thank you for taking the time to read and consider this. I'm always available for any questions or suggestions.

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Applegate meeting  
1/24/20

Attendees: Pastor Dan, Paul Kolarik, Carol Huegli, Nancy (Applegate Founder), & Sue (Applegate Director)

Purpose: to identify opportunities for LCI & Applegate to partner around organizational mission and values.

Summary of Discussion:

- Applegate was opened in 1976 by Nancy. Sue has been director for about 34 years.
- Preschool Hours: Morning (9-12) & Afternoon (1-4). For both sessions, parents may add an hour on each end so child may be there up to 5 hours. Calendar follows the Public School Calendar. They do have a Summer Program.
- They thought parents might be interested in Vacation Bible Camp, especially for older siblings of Applegate kids. Since City of Davis summer program sign-ups are in early February, we should publicize the program and dates to parents ASAP. If response is strong, we may want to consider an Applegate-focused summer camp week in the future.
- They welcomed the idea of LCI including a flyer or brochure with the enrollment documents. All parents tour Applegate before they enroll. It would be a good opportunity for Pastor Dan to join as he is available.
- They thought joint picnics in the Spring and Fall would help us get to know and trust each other and might attract parents to LCI. They also encouraged us to develop a Survey that could be sent home with parents to complete so that we can collect their feedback on specific questions.
- They thought specific marketing of Roots, focusing on Pastor Dan singing, would be attractive to Applegate kids who might bring their parents to worship. Dan's Wednesday song periods are a big hit with the kids.
- Sue's husband has dementia and she cares for him at home. But she will be reducing her involvement in Applegate and Nancy's daughter, Heather, is expected to replace her.
- They agreed that LCI has a welcoming, caring image and are very grateful to be our tenant. They believe the parents also appreciate this. Nancy recalled that when they opened how nice it was to see the church values displayed prominently (Pastor Wong) and their consistency with those of Applegate.
- The lease is ok, but shared that their insurance carrier found a particular fire liability clause confusing; specifically, Nancy shared that their agent told them that a separate clause is unnecessary as their Liability insurance would cover this. Jeff deRopp was working with Applegate on other areas of the insurance along with the LCI Insurance Carrier. Carol will follow-up with Jeff and make him aware of this problem. Paul suggested that, since the lease is 20 years old, we have an attorney take a quick look at it to see if anything important should be



added. They agreed.

- The year-end timing of the lease renewal and rent increases is good because they set their rates annually in February. Due to the timing of their February announcement, Council will need to take action on the lease cost for September 2020 – August 2021 ASAP. Current lease provides for a standard 3% per year. While we shared that keeping it consistent would be our goal, we cannot make that commitment. Carol will follow-up with Applegate following Executive Committee discussion and February Council action.
- Applegate has a lot of “graduating” students this year and will have over 20 openings for the Fall. They do both morning and afternoon sessions and parents can sign up their children for either or both. Parents can volunteer at the school to receive a small reduction in tuition.
- They were very appreciative of both Dennis Stewart and Carl Linvill for their care of the property and sensitivity to Applegate's needs.

## Applegate meeting

Pastor Dan, Carol Huegli, Paul Kolarik, Nancy and Sue met at LCI on 1/24/20. The purpose was to discuss our relationship, including renewal of their lease. Nancy and Sue appreciate the relationship and are very open to finding more ways for Applegate parents and LCI members to interact.

I'll refer to Nancy and Sue as "they" and Dan, Carol and Paul as "we" to reduce the number of words.

They thought parents might be interested in Vacation Bible Camp, especially if it fills in an open week during the summer for older siblings of Applegate kids. Since City of Davis summer program sign-ups are in early February, we should publicize the program and dates to parents ASAP. If response is strong, we may want to consider offering an Applegate-focused summer camp next year.

They thought joint picnics in the Spring and Fall would help us get to know and trust each other and might attract parents to LCI. They suggested that LCI design a survey about possible areas of interaction that they could circulate to Applegate parents.

They thought specific marketing of Roots, emphasizing music and especially Pastor Dan singing, would be attractive to Applegate kids who might drag their parents to worship. Dan's Wednesday song periods are a big hit with the kids.

Sue's husband has dementia and she cares for him at home. She will be reducing her involvement in Applegate and Nancy's daughter, Heather, is expected to replace her. Paul asked that, if Nancy ever decides to retire and has no one to replace her, she talk to us about continuing Applegate. She said she would.

They agreed that LCI is perceived by them and the parents as welcoming and caring and they are very grateful to be our tenant.

The lease is ok, except for a confusing clause about insurance that Jeff deRopp is reportedly working on. Paul suggested that, since the lease is 20 years old, we have an attorney take a quick look at it to see if anything important should be added. They agreed.

The year-end timing of the lease renewal and rent increases is good because they set their rates annually in February.

Applegate has a lot of "graduating" students this year and will have over 20 openings for the Fall. They offer both morning and/or afternoon sessions and a couple of hours of after school care. Parents who volunteer at the school receive a small reduction in tuition.

They were very appreciative of both Dennis Stewart and Carl Linville for their care of the property and sensitivity to Applegate's needs.

## **Social Justice Committee Minutes**

**1/21/20**

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

**Information Only:**

**Exploring Racism:**

Jill and Vern will be leading a discussion on the book The Color of Compromise 2/2/20 between services. The group will continue to meet the first Sunday of the month.

**Respite Center:**

Karen Hamilton reported on the meeting held 2019 on the city supported Respite Center. The program will be located near the corner of L and 5<sup>th</sup> street in the city Incorporation Yard. It will be run as a pilot and will provide day lockers, a place for pets, showers and food. It will only be open during the day. Services will probably be provided in portables. Opening date not set but probably late spring. The city is hoping for ongoing support from charitable organizations including (including churches) but have not yet specifically outlined their volunteer needs.

**Advocacy and LOPP:** Becky reported out the following LOPP will sponsor a "Faith and Politics Lunch" in Southern California. Lutheran Lobby Day is Wednesday 5/20/20 from 9am -4pm. Regina Banks in concert with Interfaith Power & Light have created an interfaith climate program. The climate conference held in Davis last year had relatively poor attendance and will probably not be repeated again this year. Gary Young, author of Another Day in the Death of America will speak 3/2/20. A talk held at the Mondavi Center will be preceded by a free talk at another site.

**MMP:**

The Christmas offering of \$1200 was given to 4<sup>th</sup> and Hope.

**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 be able to be LCI's representative starting in March.

**St John's Program for Real Change:**

Paul Kolarik is hoping to facilitate a lunch event open to the community to share the goals and aspirations of this Sacramento non-profit which provides skills training for woman escaping addiction, homelessness and abusive relationships. The event would be sometime in March when this organization is our MMP.

**Interfaith Rotating Winter Shelter (IRWS):**

Sign ups will start this Sunday 1/23 and will run through 2/16. Our week of service (in partnership with DUMC) starts the evening of 2/16 through the morning of 2/23/20. So far this year, maximum attendance has only been about 20 guests and Sutter Hospital under the leadership of Grtethcen Peralta) is providing all the food for 3 nights. Therefore, we will need many fewer food sign ups than we have in previous years. However, we will need more volunteers for a variety of new tasks including one LCI volunteer to stay overnight each night.

**Action Item**

**January 30<sup>th</sup> at 10:30 am, multiple youth groups (including UC Davis Sunrise, UC Davis Climate Reality Project and Davis Climate Strike) have organized a march from the Capitol steps to the CalSTRS building in West Sacramento to urge the Cal STRS fund to divest from fossil fuels. Paul and Ellen Kolarik will be participating.**

**Action: Ellen is requesting Leena to place a notice in Wednesday 3 Things and the bulletin.**

**Yolo County Food Bank:** YCFB is interested in providing a presentation to our congregation. After discussion with stakeholders organizing the Adult Forum, 5/31 is an option for an Adult Forum talk. YCFBH is already our MMP for May 2020.

**Action:** Ellen Kolarik or Becky Linville to contact Randall Cooksey regarding YCFB's availability for 5/31 for an

adult forum presentation.

**Next Meeting 2/17/20 at 5:30 at the LCI Library**