

**Lutheran Church of the Incarnation Council Meeting Agenda**  
**March 10, 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, David Kukis (2020), Lori Martin Bodhiprasart (2021), Craig Copelan (2021), Jeff de Ropp (2020)

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

I Welcome

II Devotion

III Weather Reports

IV Reading of the Behavioral Covenant- next reading scheduled May 12, 2020

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

B. Approval of February and December meeting minutes: Craig (5 minutes)

C. Treasurers Report and Review: Dave Kukis (20 minutes)

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

1. Pastor's Report

E. Committee, Task Force and Presidents reports (Information only may be a verbal report)

President's Report, Carol

-Corona Virus: Worship in Times of Public Health Concerns

Personnel Report, Jeff

SRTF, Craig

Social Justice Committee, Becky

Education Committee- David

- Feb learning committee meeting minutes

Reminders:

- Closers:

## Finite vs Infinite Games

<i>Definition of a Finite Game</i>	<i>Definition of an Infinite Game</i>
➤ known participants	➤ both known and unknown participants
➤ fixed rules	➤ changeable rules
➤ defined goal	➤ the goal is to stay in the game

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

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

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

A Just Cause - What is LCI's just cause?

- If the Just Cause isn't clear, LCI will be judged on first impressions about things like the...
  - Pastor
  - building
  - music
  - coffee
  - style, time and length of worship
  - technology
  - convenience of location
- Give people what they need not what they want (how?)
  - Biblical education on issues
  - Give practical lessons in how to live according to Jesus' Way
  - Teach conflict resolution
  - Minister to young, middle and old people feeling anxiety or depression
  - How to have loving relationships
  - How to witness to the Gospel
  - How to organize

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

A Worthy Rival - Evil, Hell, structural injustice

A Flexible Playbook

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

What is our Just Cause?

Who are the teams?

- Known – other churches and faith groups. Other non-profits. Short-term thinking and living.
- 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” (and do these ideas support our Just Cause)?

- Caring for our institutional relationships (AA, NA, Applegate, Synod, ELCA, City, Amor, Mt. Cross, Holden, etc)
- 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

**Key questions:**

- Are we in danger of losing the ability to stay in the game, as we currently operate?
- Do we have the will to stay in the game?
- If so, what do we need to do and / or change to stay in the game?

Drawn from a YouTube video by Simon Sinek.

Hello everyone. This is a preview of the “LCI health” presentation for tomorrow’s Council meeting. I’ve attached the Finite vs. Infinite video that we watched heard or watched part of last month, so you can refresh your memories.

There are two areas I'd like to discuss at Council. The first is "What is our Just Cause?"

The second is a set of questions related to "playing the game" :

- Are we in danger of losing the ability to stay in the game, as we currently operate?
- Do we have the will to stay in the game?

**Lutheran Church of the Incarnation  
Treasurer's Report  
January 31, 2020**

**Bank Accounts**

**FNB Checking (Operating Cash)**

Balance Forward	131,347.43
Deposits January 2020	30,530.40
Expenditures January 2020	20,326.63
Closing Balance 01/31/20	141,551.20

**Mission Investment Fund (Operating Cash)**

Balance Forward	34,163.46
Deposits January 2020	37.49
Expenditures January 2020	0.00
Closing Balance 01/31/20	34,200.95

**FNB Money Market (Columbarium Account)**

Balance Forward	34,697.42
Deposits January 2020	103.48
Expenditures January 2020	0.00
Closing Balance 01/31/20	34,800.90

**Cumulated Surplus / Deficit**

Total of all Accounts 01/31/20	210,553.05
Less: Operating Reserves 01/31/20	211,572.11
Less: Columbarium Reserve 01/31/20	34,800.90
<b>Operating Cash Deficit 01/31/20</b>	<b>(35,819.96)</b>

**Mortgage Principal Balance**

Thrivent First Mortgage as of 02/01/20	513,469.28
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**Operating Reserves 01/31/20**

Special Benevolences	385.00
Fair Trade Coffee Project	1,026.48
Offering Envelopes	27.00
Memorial Fund	11,856.41
Worship/Music Reserve	2,791.18
Flower Fund	971.09
Pastor's Discretionary Fund	1,883.57
Caregivers Fund	148.57
Children's Ministry (Mount Cross Scholarships)	1,215.97
Day Camp	627.81
Nursery Supplies/Equip	623.07
Mission Trip Fund	4,713.01
Youth	1,938.49
Hospitality	443.98
Major Maintenance Reserve	24,286.10
Building Fund	745.00
Sanctuary Renovation	100,789.38
Property Infrastructure Fund	32,100.00
Endowment Fund	25,000.00
<b>Total Reserve Funds</b>	<b>211,572.11</b>

**Columbarium Reserve 01/31/20**

Columbarium Fund	22,000.00
Columbarium Niche Purchases	12,800.90
<b>Total in FNB Money Market</b>	<b>34,800.90</b>

**Income**

Income	Jan 2020
Regular (undesignated)	18,404.30
Designated Benevolence	385.00
Designated for Reserve Accounts	11,778.49
Designated for Columbarium	103.48
Other	0.00
<b>Total Income</b>	<b>30,671.27</b>

**Benevolence**

Budgeted Benevolence	Jan 2020
Mission Support (5.5%)	1,012.24

Designated Benevolences	
Additional mission support	0.00
Jan MMP: Yolo Crisis Nursery	345.00
Feb MMP: The Belfry	0.00
March MMP: TBA	0.00
April MMP: TBA	0.00
Easter Offerings: TBA	0.00
May MMP: TBA	0.00
June MMP: TBA	0.00
July MMP: TBA	0.00
Aug MMP: TBA	0.00
Sept MMP: TBA	0.00
Oct MMP: TBA	0.00
Nov MMP: TBA	0.00
Dec MMP: TBA	0.00
Christmas Offerings: TBA	0.00
CASA	40.00

Gifts specified by Social Justice Committee	
Quilts for LWR	0.00
TBA	0.00
TBA	0.00
TBA	0.00
TBA	0.00

<b>Total Benevolence</b>	<b>1,397.24</b>
<b>Total Benevolence as % of regular income</b>	<b>7.6%</b>

**Lutheran Church of the Incarnation  
Treasurer's Report  
February 29, 2020**

**Bank Accounts**

<b>FNB Checking (Operating Cash)</b>	
Balance Forward	141,551.20
Deposits February 2020	37,323.79
Expenditures February 2020	41,064.14
Closing Balance 02/29/20	137,810.85

<b>Mission Investment Fund (Operating Cash)</b>	
Balance Forward	34,200.95
Deposits February 2020	35.11
Expenditures February 2020	0.00
Closing Balance 02/29/20	34,236.06

<b>FNB Money Market (Columbarium Account)</b>	
Balance Forward	34,800.90
Deposits February 2020	3.66
Expenditures February 2020	252.00
Closing Balance 02/29/20	34,552.56

**Cumulated Surplus / Deficit**

Total of all Accounts 02/29/20	206,599.47
Less: Operating Reserves 02/29/20	213,943.22
Less: Columbarium Reserve 02/29/20	34,552.56
<b>Operating Cash Deficit 02/29/20</b>	<b>(41,896.31)</b>

**Mortgage Principal Balance**

Thrivent First Mortgage as of 03/01/20	512,607.22
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**Operating Reserves 02/29/20**

Special Benevolences	0.00
Fair Trade Coffee Project	1,026.48
Offering Envelopes	27.00
Memorial Fund	11,856.41
Worship/Music Reserve	2,351.18
Flower Fund	971.09
Pastor's Discretionary Fund	1,883.57
Caregivers Fund	148.57
Children's Ministry	
(Mount Cross Scholarships)	1,215.97
Day Camp	627.81
Nursery Supplies/Equip	623.07
Mission Trip Fund	4,213.01
Youth	1,938.49
Hospitality	443.98
Major Maintenance Reserve	24,821.21
Building Fund	745.00
Sanctuary Renovation	103,950.38
Property Infrastructure Fund	32,100.00
Endowment Fund	25,000.00
<b>Total Reserve Funds</b>	<b>213,943.22</b>

**Columbarium Reserve 02/29/20**

Columbarium Fund	22,000.00
Columbarium Niche Purchases	12,552.56
<b>Total in FNB Money Market</b>	<b>34,552.56</b>

**Income**

Income	Jan 2020	Feb 2020	YTD
Regular (undesigned)	18,404.30	31,577.79	49,982.09
Designated Benevolence	385.00	470.00	855.00
Designated for Reserve Accounts	11,778.49	4,911.11	16,689.60
Designated for Columbarium	103.48	3.66	107.14
Other	0.00	400.00	400.00
<b>Total Income</b>	<b>30,671.27</b>	<b>37,362.56</b>	<b>68,033.83</b>

**Benevolence**

Budgeted Benevolence	Jan 2020	Feb 2020	YTD
Mission Support (5.5%)	1,012.24	1,736.78	2,749.02

**Designated Benevolences**

Additional mission support	0.00	0.00	0.00
Jan MMP: Yolo Crisis Nursery	345.00	0.00	345.00
Feb MMP: The Belfry	0.00	290.00	290.00
March MMP: TBA	0.00	0.00	0.00
April MMP: TBA	0.00	0.00	0.00
Easter Offerings: TBA	0.00	0.00	0.00
May MMP: TBA	0.00	0.00	0.00
June MMP: TBA	0.00	0.00	0.00
July MMP: TBA	0.00	0.00	0.00
Aug MMP: TBA	0.00	0.00	0.00
Sept MMP: TBA	0.00	0.00	0.00
Oct MMP: TBA	0.00	0.00	0.00
Nov MMP: TBA	0.00	0.00	0.00
Dec MMP: TBA	0.00	0.00	0.00
Christmas Offerings: TBA	0.00	0.00	0.00
CASA	40.00	80.00	120.00
Interfaith Rotating Winter Shelter	0.00	100.00	100.00

**Gifts specified by Social Justice Committee**

Quilts for LWR	0.00	0.00	0.00
TBA	0.00	0.00	0.00
TBA	0.00	0.00	0.00
TBA	0.00	0.00	0.00
TBA	0.00	0.00	0.00

<b>Total Benevolence</b>	<b>3,604.02</b>
<b>Total Benevolence as % of regular income</b>	<b>7.2%</b>



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## **Worship Resources: Worship in Times of Public Health Concerns**

When anxiety is high in our culture, worship continues to be a primary location for the proclamation both of the good news of Jesus Christ and of the continuing compassion and care of God in the midst of our humanity. It is a place where we can find solace and reassurance in the midst of our fears. Great care should be taken to continue this central ministry of the church, especially in these times. Congregations are advised to use common sense and intentional action with regard to preventing the spread of pathogens while continuing to gather around the means of grace.

In times of anxiety about the spread of such pathogens as COVID-19 (coronavirus) or influenza, churches are advised to follow the advice of the [Centers for Disease Control](#) and Prevention and the [World Health Organization](#) regarding gatherings of people. At this time, it is not necessary to cancel worship services or stop gathering around the means of grace. However, worship leaders should take some time to be well informed of the situation in their area and to examine worship practices with regard to the spread of pathogens, perhaps making small changes that will help alleviate the anxiety of the gathered assembly.

### **Passing of the peace**

The passing of the peace is an integral way that the assembly recognizes the presence of the peace of Christ in their midst. It is not necessary to eliminate the passing of the peace from the worship service. However, it may be advisable, based on your local situation, for the presider to suggest how the assembly may greet one another without handshakes. The verbal greeting paired with a reverent bow may be suggested. Alternatively, congregations may offer hand sanitizer for use after the passing of the peace in an inconspicuous way by placing sanitizer bottles at the ends of pews, in pew racks or under chairs.

For more information, please see the ELCA Worship frequently asked question [“What is the Exchange of Peace?”](#)

### **Holy Communion**

Many of our worship concerns in times of fear concerning the spread of pathogens center around the means of distribution of the elements at communion. Consider your local situation and if the risk is real or imagined. There may be no reason in your area to alter your communion distribution practices. Local worshiping communities will make decisions that both reflect the nature and meaning of Holy Communion, and make sense in their context. Some common-sense precautions may be all that is necessary:

- People (including pastors) who are ill with the virus or the flu should be encouraged to stay home from public worship.
- Servers of the meal should wash their hands before distributing the elements. This can be accomplished by providing on the credence table to the side of the altar a lavabo bowl that contains warm water and a small amount of antiseptic soap or by providing hand sanitizer in the sacristy or at another convenient location near the chancel.

- Thoroughly wash all communion vessels in hot water with disinfectant soap following each use.
- Since the earliest centuries, the church has made use of the common cup without credible evidence that the practice contributes to the spread of disease. However, any practice that uses one vessel that will be touched by a number of people is brought under scrutiny in times of public health concerns. Both the mouths that come in contact with a common cup and the hands that may come in contact with the bread and wine in intinction carry pathogens.

Even so, given the strength of this symbol of unity in the meal and the historical precedent, the use of the common cup is preferable to intinction. Historically, the church has been served without ill effect by favoring sacramental wine with a higher alcohol content (18%), normally served in a metal cup, thoroughly wiped (on both the inside and the outside of the rim) and turned for each communicant.

- An alternative to intinction or drinking from a common cup may be provided. During times of great fear and concern, congregations may choose to distribute wine by pouring it from one common pouring chalice into small cups, thereby maintaining the symbol of the common cup.
- If individuals are particularly hesitant about the communion elements for pressing reasons of health, they may commune under one element (“[The Use of the Means of Grace.](#)” Application 44C). The pastor may assure them that the crucified and risen Christ is fully present in, with and under this one element. While our confessions speak against communion “in one form,” their intent is to protest the practice of withholding the cup from the whole assembly (“[The Use of the Means of Grace.](#)” Application 44D).

For more information, please see the ELCA Worship frequently asked question “[How do we distribute Holy Communion?](#)”

### **Conclusion**

Especially in times of need we are reminded that Jesus Christ is God’s living bread come down from heaven for the life of the world. During these times, particularly with a communal health concern, the Sunday assembly of Christians around word and sacrament is an important sign of resurrection hope in the midst of fear and trouble. We taste and see the Risen Christ’s presence in the community gathered around word and meal. In this eucharistic assembly we pray for the needs of a suffering world, and from this eucharistic assembly we are sent to care for all our neighbors who are sick, hurt and hungry.

Further questions may be directed to Worship team of the Office of the Presiding Bishop at 800-638-3522, ext. 2590, or [worship@elca.org](mailto:worship@elca.org).

*Updated March 2020*

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# WORSHIP IN TIMES OF PUBLIC HEALTH CONCERNS

## Summary of March 8, 2020 LCI Member Discussion

- Back-Up Volunteers
  - Worship Lay Leader in Event of Pastor Absence: Jeff de Ropp, Paul Kolarik
  - Readers: Mick Finn & Chris Bruhn
  - Absence of Sunday Worship Assistants: at time of service, agreement was for Assisting Minister to take leadership to fill gaps with other volunteers from those attending (reinforcement we all need to work together). **Action:** Jeff to send out email with this direction.
  - Counter: Identified Council Member—they will be an observer; no “counter” experience required. **Action:** identify at March 10 Council Meeting.
  
- Before Each Service: Wipe all door knobs, communion rail and other common surfaces with antiseptic wipes. **Action:** Jeff to follow-up with janitorial contractor to determine what surfaces their routine Saturday cleaning entails. Identify follow-up plan including Sunday morning volunteers to wipe common surfaces before each service.
  
- Services in General
  - When sermon cannot occur, prayerful bible study is welcome
  - Avoid consolidating 2 services into one service.
  - Verbalize permission to (include in bulletin & verbalize during service):
    - sit with recommended 6 ft space buffer
    - Pass the Peace without physical contact
  - In event of home quarantine: Have plan in place to video service to post on LCI YouTube channel for members to view.
  - Offering baskets need not be passed down the pews but can be left next to the baptismal font;. Congregants can place offering during Communion.
  
- Communion:
  - Pastor & those assisting wear latex gloves, first ensuring that they use hand sanitizer before putting them on. **Action:** Carol to confirm availability of these items in church by Wednesday, March 11, 2020. Purchase if necessary. Will communicate instruction to those providing communion before March 15 service. Pastor to ensure all those providing communion follow this instruction.
  - Provide instruction on how communion will occur including caution about dipping bread to ensure that fingers do not touch wine or juice. **Action:** Pastor Dan to work with office staff to include in bulletin & verbalize before communion.
    - No common cup
    - Prefer intinction over using disposable cups given we are a Green Faith Church. Be sure to fill the cups such that communicants will not dip their fingers into the juice.

- Pastor Dan to verbalize permission to:
  - Not kneel at the rail
  - Not dip the bread
- When pastor is absent, it is acceptable for the lay leader to provide the blessing over the bread
  
- Music:
  - Get a back up Accompanist. Action: Jeff de Ropp & Carol
  - Absence of Worship & Music Director: ????

Learning Committee  
February minutes

1. Sunday School-

- Christmas Play-went very well, kids and congregation seemed to enjoy it. A huge thank you to Suzanne for the adaptation and direction. Looking into options for next year.

Lindsey has something about "A Frozen Christmas" that she is going to look for.

- Background Check-meeting will happen for all Sunday school teachers on March 29th. Paperwork will be email by Suzanne ahead of time. Lindsey will work on a waiver so

that if parents are not able or do not want to sign kids out of class weekly they can fill it out.

- We need a new white board in the main classroom. We will ask property if they can

remove the old white board and move one from the other classroom into the main class room so we don't have to purchase a new one right now.

- Curriculum needs to be renewed at the end of February-Lindsey will do this.
- Garden-on hold for now
- Library Books-people still don't know about them. Suzanne will have kids help unload bookshelf and then we will move to the common are and they put books back in. Lindsey will work on a poster that we can put up in the Fellowship hall then maybe it will be seen during Rooted when we have new families around.

2. Advent Party-

- We are concerned about turnout for next year. We have another very late Thanksgiving which means the party would be late again. We are considering moving it to the Sunday school hour and cutting back on a few things. We might have a better turnout instead of asking people to come back after church.

3. Easter -

- Rooted Service - we will need the fellowship hall for Rooted so we will need to use the outside space for a breakfast if we have volunteers that can help with that.
- Kids program - this is very close to Michelle's due date so maybe we can work something in with the Rooted service.
- Breakfast - we need some volunteers to run with breakfast. Lindsey is not doing it this year.
- Easter egg hunt - The youth will still stuff eggs and Lindsey will get a few more eggs, candy and some extra bags for the who forget their easter baskets. We asked Karl and Chelsea and they agreed to help hide again with help from those youth that will not be preparing for Rooted.
- Day Camp - We would like to market this at Easter but we still do not have anymore info than just a date from DCC. Lindsey will keep in contact with them.

4. Youth -

- ROOTED - We have begun 2 services a month. We still need help from volunteers for set up on the 2nd Sunday of the month. Youth are still committed to doing the 4th Sunday of the month.
- 3rd - 6th Grade had a great outing in January. We brainstormed on what would be fun to do next quarter. Stay tuned for more info.
- Confirmation classes continue as we are almost done with the 2nd quarter and then move back to LCI for the 3rd quarter. We brainstormed on who will start next year and Lindsey will send out letters in the middle of the summer.

- Jr/Sr High - continue to meet at 9:30 on Sunday mornings. Our trip this summer will be Western States Youth Gathering at the end of June. Deposits are due the end of February.

5. Adult Ed -

- Luminaria started Feb 2
- We will send out forms similar to last year to start generating ideas for next year.

6. End of Year celebration -

- Honor Graduates - We have 4 youth confirmed to receive quilts and are waiting to hear back from 2 more families.
- We will celebrate on June 7th and will have a hot dog bbq after service

7. Day Camp -

- June 15-19th at Davis Community Church. LCI will be in charge of ice cream if Davis Lutheran chooses not to participate this year.