

## Lutheran Church of the Incarnation Council Meeting Minutes

November 10, 2020, 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), Becky Linvill (2022), Pr. Dan Smith

### Zoom Meeting

<https://us02web.zoom.us/j/87154752605?pwd=R0NNWUtTd1pZMUVKS1d2N0F2a0JaUT09>

Meeting ID: 871 5475 2605

Password: 690950

One tap mobile:

+16699006833, 871 5475 2605 #,1#,690950 # US (San Jose)

#### A. Introduction: Carol

##### I. Devotion: Pastor Dan

Dan led a short devotion, focused on Martin Luther.

#### B. LCI Renewal: Paul

We discussed Paul's document attached. Paul's basic question reiterated: do we stay the same or seek radical change?

##### *Discussion:*

Ed: how is church perceived by others? Get "warm sheep" who come occasionally into a focus group and find out what attracts them. In the thinking of David (see below), could start a choir with the children in it!

Becky: with Rooted services we were getting a lot of folks attending; sometimes feels like a part of the congregation that wants "traditional" music where with Rooted there was more modern music. Have 2 separate services, with different worship styles?

Lori: talked about this for years; i.e change the 2<sup>nd</sup> service or have a 3<sup>rd</sup> service. Not attracting the younger folks; offer things to the community that are useful to them (services, e.g. homework program—afterschool program?). Create tutors for working families?

David: what do we have to sell? Can't think of anything. Need something to bring family members in. Kids Choir that families would want their children to be part of. Then they come to the church to perform. Creating activities around the "arts" like music (Dan). Could be a band/orchestra/bell choir. Better to do something sooner rather than later. If we lose the staff, we won't be able to do it.

Karl: young people like me who don't have kids—building on Lori, being of the generation of "works" vs going to church. Feel we are fighting an uphill battle with Davis—transient & liberal (who want to be involved in food drives, etc.)

Motion to approve Paul's plan: M/S/C Paul/Ed/9-0.

#### C. Approval of October 13 Council minutes: Becky

Minutes approved without revision. M/S/C Jeff/Carol/9-0

#### D. October Treasurer's Report: Karl

See attached report. Carol announced Ad Hoc Budget Reduction Committee will reconvene.

E. Council Member Action Items:

1. Solar System

“Make monthly payment to the Ellen R. Kolarik Revocable Trust (Licensee) for a term of 10 years as defined in the Memorandum of Understanding and Solar Power Purchase Agreement (PPA) between The Lutheran Church of the Incarnation, Davis, California (Licensor), and the Licensee, for the photovoltaic electric generating system (System). As described in the PPA, the amount of payment will be approximately \$400 on December 1, 2020, or at which time PGE indicates connection of the System; and payment will increase each December 1 anniversary date. Annual Reconciliation of actual versus estimated system production will occur at the end of each calendar year as defined in the PPA.”

M/S/C Carol/Karl/8-0-1 (Paul abstaining)

F. Pastor’s Report

See attached.

In-person worship services planned for:

Nov 22 (Christ the King)

Dec 13

Dec 24 (Christmas Eve) @ 4, 5:30, 7pm

G. President’s Report

1. Applegate lease – signed and completed 10/26/20
2. Solar Update – PG&E approved our solar system for connectivity 10/30/20

H. Sanctuary Renovation Task Force (SRTF): Pastor Dan

SRTF will be meeting next week with Mike Miller, a respected “concrete floor artist”, to discuss what he could do to implement the planned “River of Life” design.

Dan has reconnected with builder Daniel Sedillo. SRTF will likely meet in January with one or more builders to discuss next steps.

The SR reserve fund has ca. \$122K as of October 31.

I. Education Committee: David

See attached report (in the form of an email from Jenny Fortuna).

Upcoming Events:

All-Church Budget presentation: Sunday Nov 15, 10:15am via Zoom

Annual Congregation Meeting: Sunday, Dec 6, 10:15 am via Zoom

Council Retreat (January 2021) via Zoom

Taking Minutes:

November: Jeff

December: Lori

## ***LCI's Challenge***

First, Ellen and I are financing LCI's solar panels, so we have a financial interest in LCI and its success that is a potential conflict of interest. I think we are pulling in the same direction right now, but that may not always be true.

### **Recommendations**

- 1) **Set goals for staff to make a minimum of 7 phone or in person calls (Dan 5, Jeff & Lindsay 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.**

### **Key Points**

**Our congregation is aging, slowly declining in numbers and is dependent on a relatively small number of key givers who are mostly over 70 (average life expectancy in California is 81).**

**Worship attendance (easier to measure than membership) declined 21% from 2013 to 2019 (116 to 91).**

**Regular giving peaked in 2017. Applegate rent, which increases annually, is included in this sum and that makes the picture seem better than it really is.**

**Our “core” givers increased their regular giving to partially offset the loss of members - annual giving per worshipper increased by 13% from \$2,885 in 2015 to \$3,324 in 2019.**

**Still, giving dropped 12% in 2019 and another 30% in the 6 months ending March 31, 2020, prompting much concern and a letter to members asking for support, which members generously provided. Appeals for emergency giving decline in effectiveness the more often they occur.**

**Many givers made annual contributions in response to the support request, so they probably do not plan to give more until mid-2021. This may cause income for the rest of 2020 and early 2021 to be lower than expected.**

**Council has already made most of the “easy” expense cuts. What's left is staff, property and benevolence.**

A church has two fundamental parts – people and money – here's a little more detail.

Money – LCI is in fair condition, with concerns:

LCI has about \$190k in designated funds  
Sanctuary (\$122k not technically designated, but possibly “untouchable?”),  
Columbarium (\$37k), Endowment (\$30k)

LCI also has about \$80k in other reserved funds  
about 3 months of the budget (vs. 3-6 most recommended)

Regular giving peaked in 2017, but that was skewed by large gifts in 2017 & 2018,  
related to the Facility Renovation and by increasing rent from Applegate (which  
is included in past records for regular giving)

Regular giving dropped by 12% in 2019 and in 4<sup>th</sup> Q 19 & 1<sup>st</sup> Q 20, giving dropped by  
another 30%, causing some heartburn and a letter from Council asking members  
to give

People responded generously and our deficit was cured.

LCI received a PPP grant of \$24k, the forgiveness of which helped rebuild our cash  
position

Basic operating needs are about \$28k monthly; Applegate paid \$2,042/mo in 2020  
(increased to \$2,144/mo November 1);  
the rest is on us

Council has cut most expenses other than benevolence, Pastor, Music, Youth Director  
and minimal office staff; current staff costs total about \$16k monthly (pastor  
about \$11.3k).

Dan will not be going on Nele's health insurance, which eliminates a potential expense  
reduction.

Property – mortgage, utilities, insurance, phone, minor repairs - costs about \$7k/mo, not  
incl cleaning or setting aside capital reserves (about another \$2,250/mo)

Since March 2020, LCI has held worship on YouTube and has an average of about 50 regular worship  
viewers (per Jeff, based on the number of devices connected). We expect attendance will rebound  
when in-person worship resumes, but we don't know when or how big that rebound will be.

**Why is worship attendance, or some measure of membership, so important? We – the aging  
members of LCI – need to give LCI to someone. Historically, that would be our children and  
other younger members. There are not enough of them involved in LCI to sustain it, so who are  
we going to give LCI to?**

It's not hopeless. During 2019, LCI introduced “Rooted”, a more casual and contemporary worship  
service. Attendance at Rooted was about 15% above regular worship services and we were offering  
Rooted twice a month when Covid struck.

The Metro New York Synod is another cause for hope. Paul did youth work there in the early 70's,  
when urban churches were more afraid their neighbors would rob them than worship with them.  
Interfaith cooperation among congregations grew out of that challenge and became very successful in  
places. Today, MNYS has more congregations than it did in the 1970's, with an average weekly  
worship attendance of 85. We should find out what they are doing.

**If we do nothing, we will continue to decline slowly and will face staff cuts (perhaps as soon as 2021). We may also need to find a less expensive place as our “home” (more about this later).**

The question is whether we want to try to aggressively rebuild attendance with more inviting theology and worship, operational changes and, most importantly, strong outreach or to just die slowly. Not to prejudice the conversation, but “strong outreach” might also be called “evangelism”.

This is not the easy choice it seems - potential consequences include:

less “Lutheran” worship, different music style, possibly different staff, different use of property or different location; and,

since new members are not usually good givers, we will need to continue to support LCI financially until new people grow into it.

At the end of this report, I've included a list of various areas and the potential impact of an evangelism campaign. This gets down “in the weeds”, but is offered in case Council wants to go there.

Here is what an aggressive member development campaign might look like (based on Paul's experience as a sales manager for First Northern Bank):

Set goal for staff to recruit 15-25 new members annually, net.

Assuming a positive response rate of about 20% for “warm” calls, since the “lost sheep” were once affiliated with LCI, this would mean 75-125 phone or in person contacts with “lost sheep” per year.

The web says only about 28% of calls result in a conversation, so that suggests a call total of 268 – 446 initial calls annually (22 – 37 per month or 5 – 9 calls weekly) for the staff as a total. (After three attempts by phone, email text or social media with no response, the “lost sheep” could reasonably be labeled “not responsive” and archived.) The pastor should take 75% of these (based on salary proportion), with the remainder divided equally between Jeff and Lindsay.

The initial focus should be on the “lost sheep”, who are at least warm leads. In addition, the pastor should contact one existing giving unit per day or five per week. This will enable us to reach out to all existing members at least 3 times a year to help retain them as members.

Ideally, the staff would let the congregation know who they intend to call in the next couple of weeks – possibly in Wednesday Three Things – so members who know individual “lost sheep” could reach out and alert the sheep that someone will be calling.

The new member development goals should be incorporated into job descriptions and should be measured quarterly, with reporting on sales calls and result at each Council meeting.

I think we should also form a focus group comprised of a few families from LCI (Genetos, Fortunas, etc) plus a few families from Applegate. The purpose of the group should be to give us feedback as to how to tailor our message about faith and church to be most effective with families today and possibly to give referrals.

This group could potentially help recruit more Applegate families and/or help us hone our message for a broader campaign to reach out to the public.

The calls to existing members should focus on how the “lost sheep” were related to LCI, what is happening with them, why they left, what it would take to get them back and on how to better communicate with unrelated families that we hope to recruit. The results of all calls should be recorded in our new database.

After we have completed the focus group and attempted to reach all of the “lost sheep”, we should develop a prospect list from the general public and member contacts. I would ask every existing member to suggest 3 individuals or families that they'd be willing to refer to the pastor or staff, so the staff can make phone calls or set up in person meetings.

While we're organizing this and reaching out to “lost sheep”, we need to come up with a 1-2 paragraph summary of our faith – and we should encourage every member to develop this for themselves and to memorize it for use with friends and strangers.

We should evaluate our operation and worship style from an outsiders' perspective (the Applegate and LCI family focus group could help here). After explaining our goal to the congregation and fielding the complaints, Council should make necessary changes. Rooted was a good start and we need to build on it.

How might this affect specific areas?

<b>Area of focus:</b>	<b>Maintain status quo / income</b>	<b>Build membership</b>
How to join	Attend membership class over weeks and study beliefs	Participate in our stuff and be willing to be added to our mailing / email / social media list; may need to call it something other than “membership”
Beliefs	Creed, Bible, Augsburg, Catechism	Develop brief, clear, 1-2 paragraph statement of beliefs to share with all and post
What do we do now?	Keep doing what we do now	Hire people to do social media outreach starting now, canvas neighborhoods (after Covid), paid marketing
Where do we worship?	1705 Russell Blvd, on-line	On-line, somewhere more affordable, sell and rent back?
Staff	Dan, Lindsay, Jeff	Whoever helps us meet our measurable goals; 1-2 year contracts at first
Goal	Keep on keeping on	Attract / recruit at least 25-50 net new participants annually because we will likely lose 50% or more
Music	Continue our mediocre stuff	How much does professional music for worship cost, canned or in person? What style(s)?
Education / Events	A few on-line attempts now; a few in person normally; lots of meetings	On-line, professional, focused, stimulating - on spiritual and other content, linked to the wider world, market to Davis and beyond; we may need a technically skilled person to do this
Social Justice	LOPP, SJ Committee	Expand on outreach, marketing virtual and actual events as invitations to potential members
Target population	Anyone who will join	Young, diverse, tolerant, seekers, families, Applegate; may need to hire consultant to develop outreach plan
Funding	Keep on riding the wave	Prepare 1-3 year budgets focused on outreach and growth. Determine how much we need to fund it vs. what we have and can reasonably expect.

What to do with 1701 Russell	Status quo	Develop affordable housing using existing reserves, funding as available from City, County or elsewhere. Possibly sell property and rent space back. Possibly remove Sanctuary and worship in Fellowship Hall or elsewhere.
What to do about Lutheran identity?	Keep it.	Have an on-going conversation to identify the simple core of our identity (our “Just Cause”) and decide what we must retain to be true to our core.
Next steps	Form task force including key givers to develop an outline...	...of a plan to present to Council ASAP and then to congregation.
Cooperate / Consolidate?	DLC, other Protestant churches?	Donate the property to a congregation of color / alternate sexual orientation (assuming they want / can afford it)?



**Oct-20**

**Lutheran Church of the Incarnation**

**Treasurer's Report**

**October 31, 2020**

<b>Bank Accounts</b>		<b>Income</b>			
<b>FNB Checking (Operating Cash)</b>		<b>Income</b>	<b>Jan-Sept 2020</b>	<b>Oct 2020</b>	<b>YTD</b>
Balance Forward	173,508.48	Undesignated Income:			
Deposits Oct 2020	21,788.67	Gifts and Offerings (41100 & 41200)	229,373.09	14,288.67	243,661.76
Expenditures Oct 2020	26,020.28	Rents (41300 & 41320)	17,273.44	2,100.00	19,373.44
Closing Balance 10/31/20	169,276.87	Designated for Benevolence (20115)	4,558.61	2,300.00	6,858.61
<b>Mission Investment Fund (Operating Cash)</b>		Designated for Reserve Accounts:			
Balance Forward	34,473.50	Operating Reserves (Various)	64,254.72	1,184.49	65,439.21
Deposits Oct 2020	33.49	Columbarium (20761)	2,868.41	1,751.24	4,619.65
Expenditures Oct 2020	0.00	Endowment Fund (24151)	5,006.98	1.24	5,008.22
Closing Balance 10/31/20	34,506.99	Other Income	1,520.97	199.00	1,719.97
		<b>Total Income</b>	<b>324,856.22</b>	<b>21,824.64</b>	<b>346,680.86</b>
<b>FNB Money Market (Protected Reserves)</b>		<b>Benevolence</b>			
Balance Forward	66,920.81	<b>Budgeted Benevolence</b>	<b>Jan-Sept 2020</b>	<b>Oct 2020</b>	<b>YTD</b>
Deposits Oct 2020	2.48	Mission Support (5.5%)	13,573.80	901.38	14,475.18
Expenditures Oct 2020	0.00	<b>Designated Benevolences</b>			
Closing Balance 09/30/20	66,923.29	Additional mission support	0.00	0.00	0.00
<b>Cumulated Deficit on 10/31/20</b>		Jan MMP: Yolo Crisis Nursery	345.00	0.00	345.00
<i>assuming PPP loan forgiveness</i>		Feb MMP: The Belfry/LEVN	390.00	0.00	390.00
Total of all bank accounts	270,707.15	March MMP: St. John's Program for Real Change	575.27	0.00	575.27
Less: all reserves	275,522.21	April MMP: Amor	1,212.50	0.00	1,212.50
<b>Operating Cash Deficit 10/31/20</b>	<b>(4,815.06)</b>	Easter Offerings: Pine Tree Garden	210.00	0.00	210.00
<b>Reserves 10/31/20</b>		May MMP: Yolo County Food Bank	1,310.30	0.00	1,310.30
<b>Operating Reserves:</b>		June MMP: 4th and Hope	15.00	0.00	15.00
20115 Designated Benevolences pending	2,300.00	July MMP: Lutheran World Relief	195.54	0.00	195.54
20117 Memorial Fund	11,856.41	Aug MMP: AMPARRO	15.00	0.00	15.00
20213 Worship/Music Reserve	2,296.18	Sept MMP: CASA	175.00	0.00	175.00
20214 Flower Fund	996.09	Oct MMP: CLU / PLTS	15.00	0.00	15.00
20301 Pastor's Discretionary Fund	2,182.14	Nov MMP: Interfaith Rotating Winter Shelter	100.00	2,300.00	2,400.00
20500 Youth and Children's Ministries	3,652.96	Dec MMP: Lutheran Hunger Appeal	0.00	0.00	0.00
20509 Nursery Supplies/Equip	623.07	Christmas Offerings: Future Development Youth Ctr	0.00	0.00	0.00
20551 Mission Trip Fund	4,213.01	<b>Gifted from the Mission Trip Fund</b>			
20614 Hospitality	1,361.36	Amor	500.00	0.00	500.00
20759 Major Maintenance Reserve	29,607.14	<b>Gifted by Social Justice</b>			
20771 Building Fund	745.00	Yolo Interfaith Immigration	100.00	0.00	100.00
20776 Sanctuary Renovation	122,344.56	California Interfaith Power and Light	100.00	0.00	100.00
20777 Property Infrastructure Fund	26,421.00	Yolo Alliance for Climate Justice	100.00	0.00	100.00
24150 Paycheck Protection Plan Fund	0.00	Lutheran Office of Public Policy	100.00	0.00	100.00
<b>Total Operating Reserves</b>	<b>208,598.92</b>	<b>Total Benevolence</b>			<b>22,233.79</b>
<b>Protected Reserves</b>		<b>Total Benevolence as % of regular income</b>			<b>8.5%</b>
24151 Endowment Fund	22,000.00				
20760 Columbarium Fund	14,915.07				
20761 Columbarium Niche Purchases	30,008.22				
<b>Total Protected Reserves</b>	<b>66,923.29</b>				
<b>Mortgage Principal Balance</b>					
Thrivent First Mortgage as of 09/02/20	<b>505,576.88</b>				

**Lutheran Church of the Incarnation**

Budget vs. Spending January - October 2020

Account Number	Account name	Actual Jan-Oct	2020 Budget	Percent of Budget	Account Number	Account name	Actual Jan-Oct	2020 Budget	Percent of Budget
<b>60000</b>	<b>Benevolence Funds</b>				<b>68000</b>	<b>Property General Maintenance</b>			
60100	Synod Mission Support	14,475.18	19,250.00	75.2%	68750	General Maintenance and Supplies	1,772.72	5,700.00	31.1%
<b>61000</b>	<b>Worship</b>				68751	City Services	8,550.53	7,500.00	114.0%
61200	Altar Supplies	0.00	1,500.00	0.0%	68752	Telephone	3,061.47	3,200.00	95.7%
61201	Pulpit Supply/Guests	1,435.30	2,450.00	58.6%	68753	Fire System	840.31	1,440.00	58.4%
61202	Music Licenses and Worship Supplies	1,016.80	2,000.00	50.8%	68754	Utilities - PG&E	7,004.17	3,300.00	86.5%
61203	Rooted Service	0.00	600.00	0.0%	68755	Utilities - Solar	0.00	4,800.00	
61204	Chancel Choir	0.00	350.00	0.0%	68756	Property Insurance	6,443.10	6,765.00	95.2%
61209	Special Music	0.00	600.00	0.0%	68757	Cleaning Services	2,254.00	12,600.00	17.9%
61213	Organ and Piano Maintenance	120.00	400.00	30.0%	68772	Mortgage (est 2015) Interest	17,435.43		
61215	Devotional Booklets	266.49	180.00	148.1%	20774	Mortgage Principal	8,754.60	36,660.00	71.4%
<b>62000</b>	<b>Witness</b>				<b>70000</b>	<b>Support Staff</b>			
62300	Social Justice Committee	400.00	1,100.00	36.4%	70701	Administrative Asst Pay	8,879.28	22,000.00	40.4%
62301	Pastor Outreach	54.00	800.00	6.8%	70703	Youth Director Salary	12,797.12	19,620.00	65.2%
<b>64000</b>	<b>Learning</b>				70704	Youth Director Continuing Ed	0.00	500.00	0.0%
64500	Sunday School	0.00	750.00	0.0%	70705	Nursery Caregivers Pay	695.92	4,000.00	17.4%
64501	Confirmation Ministry	0.00	1,160.00	0.0%	70706	Music Director Pay	15,654.00	24,000.00	65.2%
64502	Adult Education-Bible Studies	96.31	150.00	64.2%	70707	Music Director Continuing Ed	0.00	500.00	0.0%
64503	Nursery Supplies & Equipment	0.00	100.00	0.0%	70709	Cantor Pay	0.00	3,600.00	0.0%
64504	Lutheran College Scholarships	0.00	500.00	0.0%	70710	Substitute Musician	0.00	900.00	0.0%
64505	Membership Classes	0.00	100.00	0.0%	70720	Workers Compensation Insurance	2,808.00	1,200.00	234.0%
64506	Elementary Retreat	0.00	550.00	0.0%	70721	Payroll Taxes	5,689.86	7,500.00	75.9%
64551	Youth - LCI Activities	98.40	2,520.00	3.9%	70722	Payroll Service fees	1,141.67	2,000.00	57.1%
<b>65000</b>	<b>Congregational Events</b>				<b>71000</b>	<b>Pastors Compensation Package</b>			
65600	Synod Assembly	0.00	1,500.00	0.0%	71901	Net Salary	29,821.20	44,932.00	83.3%
65601	Council Retreat	0.00	100.00	0.0%	71902	Elective Deductions: FSA, Pension	7,622.00		
65602	Lutheran Magazine	0.00	20.00	0.0%	71903	Housing Allowance	37,000.00	44,400.00	83.3%
65603	Congregational Events	39.99	500.00	8.0%	71904	Benefits: Retirement	5,955.44	8,933.16	66.7%
65605	Hospitality	136.82	1,200.00	11.4%	71905	Benefits: Health	23,048.00	34,572.00	66.7%
65612	Professional Leadership Conference	18.00	500.00	3.6%	71906	Benefits: Disability	1,116.70	1,399.92	79.8%
<b>66000</b>	<b>Stewardship</b>				71907	Benefits: Retiree Support	312.66	625.32	50.0%
66650	Offering Envelopes	0.00	450.00	0.0%	71910	Benefits: Basic Group Life	521.10	625.32	83.3%
66652	Stewardship Development	0.00	500.00	0.0%	71911	Professional Reimbursements	137.00	3,000.00	4.6%
<b>67000</b>	<b>Administration</b>				<b>TOTAL</b>		<b>236,960.58</b>	<b>360,552.72</b>	<b>65.7%</b>
67700	Office Supplies and Equipment	6,281.01	7,500.00	83.7%					<b>↑</b>
67701	Postage	111.80	550.00	20.3%					<b>~83%</b>
67703	Social Media and Advertising	1,644.20	2,500.00	65.8%					<b>is "on target"</b>
67704	Bookkeeper	1,450.00	3,900.00	37.2%					<b>for October</b>

## **Report to Council**

Pastor Dan Smith

Lutheran Church of the Incarnation

Nov. 10, 2020, 6:30pm

**Stewardship** - 102 Stewardship letters/Estimate of Giving cards mailed this week. To be returned by mail or in person by Nov. 22, which is Commitment Sunday. We should have a sense of total households committed and amount committed for budget year 2021 afterwards.

## **In-person gatherings**

### Weekend Memorial services:

- app. 100 at each (Judi's was a little larger); masks worn; social distancing required. Each lasted a little longer than 45 minutes. Special thanks to Gretchen Peralta and the excellent crew! (From Gretchen): communication could have been better w/ families - e.g. checklist of needs could be helpful, and RSVP process could be tightened up a bit; some LCI folk just showed up or invited friends without RSVPs. No major "misbehavior" noted by Gretchen or by me.

### Upcoming:

- *November 22 (Christ the King) - in-person worship planned.* This is *Commitment Sunday* for Stewardship. Plan is similar - outdoors; originally was going to be early morning, but probably due to cold weather, late morning would be better (around 11:00am). I plan to finalize this with staff tomorrow; we have Sunday school online at 9:30 am; online coffee chat could be moved to 10:00am. Assuming Council is on board, we will announce this tomorrow and seek RSVPs over the next week and half, as we did with the memorial services. Gretchen is willing to run point again. Same rules apply.
- *December 13* - similar plan; may need to be indoors due to weather; will need to keep an eye on county COVID numbers to make sure it is safe. *Shall we keep this at 11:00am even if it is inside??*
- *December 24 (Christmas Eve)* - plan is for 4:00pm, 5:30pm and 7:00pm Christmas Eve services. This gives us more space for social distancing. Same rules: RSVPs and face coverings will be required, and we plan (if possible) to provide overflow space in the Fellowship Hall in case newcomers show up.

NOTE: WE WILL CONTINUE TO RECORD AND POST SERVICES ON OUR YOUTUBE CHANNEL FOR THOSE WHO ARE NOT ABLE OR OR WHO ARE NOT COMFORTABLE ATTENDING IN PERSON, AND WE WILL ONLY GATHER IF IT IS SAFE TO DO SO.

## **Personally:**

I will have a 72-hour Ambulatory EEG next week, which will show us a lot more about the results of my laser ablation surgery to treat my epilepsy. Please keep me and my family in your prayers. THANK YOU!

**Subject:** Fwd: LCI Virtual Advent Party - Planning  
**From:** David Hartley <dhartley321@gmail.com>  
**Date:** 11/10/2020, 2:14 PM  
**To:** Carol <cchase18@sbcglobal.net>  
**CC:** Jeff de Ropp <jsderopp@att.net>

Hi Carol and Jeff,

Jenny Fortuna asked that the following email be used for the Learning and Education meeting minutes.

- David

----- Forwarded message -----

**From:** Jenny Fortuna <[jenny\\_fortuna@hotmail.com](mailto:jenny_fortuna@hotmail.com)>  
**Date:** Sun, Nov 1, 2020 at 4:09 PM  
**Subject:** LCI Virtual Advent Party - Planning  
**To:** Lindsey Burns ([lmburns512@gmail.com](mailto:lmburns512@gmail.com)) <[lmburns512@gmail.com](mailto:lmburns512@gmail.com)>, David Hartley <[dhartley321@gmail.com](mailto:dhartley321@gmail.com)>, Craig Lundgren <[craig@craiglundgrenlaw.com](mailto:craig@craiglundgrenlaw.com)>, Susie Carlson <[soozcee@yahoo.com](mailto:soozcee@yahoo.com)>, Suzanne O'Keefe <[sokeefe@csus.edu](mailto:sokeefe@csus.edu)>, Marilyn Moyle <[marilynamoyle@gmail.com](mailto:marilynamoyle@gmail.com)>

ALL –

LCI Virtual Advent Party Planning continued...

Drive thru pick up on Sunday Dec 6 – what time?

1. Jenny to apply for Thrivent Credit Card.
2. Jeff D to help set up RSVP system for Nov 4 - 22.
3. Collect paper grocery bags:

Susie = 15

Jenny = 12

4. Jeff S & Dan to Prerecord approx. 8 Christmas songs. Provide lyrics printed out.
5. Craig L to Prerecord approx. 3 Christmas stories. Coordinate w/ Lindsey.
6. Jenny & David to prepare Red/White candy canes and Jesus story.

7. Lindsey to order plastic plates. Get Christmas fabric donations. Print mod podge recipe & directions.
8. Suzanne put together Paper Chain count down craft with Bible verse.
9. Susie & Lindsey to coordinate popsicle stick & yarn nativity ornament craft. Print picture w/ directions.

Please add to the list if I missed anything!

Thank you everyone!

~Jenny

Sent from [Mail](#) for Windows 10