

Lutheran Church of the Incarnation Council Meeting Minutes

October 13, 2020, 6:30 pm

Council Members present: Jeff de Ropp, Ed Green, David Hartley, Carol Huegeli, Paul Kolarik, Karl Larson, Becky Linvill, Pr. Dan Smith

Absent: Lori Martin Bodhiprasart

Guest: Courtney Doss

A. Introduction: Carol

Craig Copelan has resigned from the Council and the Sanctuary Renewal Task Force.

Devotion: Pastor Dan, from Matthew, Chapter 25

B. Approval of September 8 Council minutes: Jeff

Minutes approved as amended, M/S/C Green/Martin

C. September Treasurer's Report: Karl

1. See attached report. We are still running a small surplus.

2. Will move funds currently invested with the Mission Investment fund to First Northern Bank checking account

D. Pastor's Report (20 min):

1. Personal Update

2. 2020 Stewardship Campaign will start Oct 27 with 4 services dedicated to it.

3. In-Person Memorial Services will be outdoors on the LCI West Lawn for Greta Heinemeier on Nov 7, 2:00-2:45 pm, and for Judy Berry on Nov 8, 1:00-1:45 pm. Face masks are required; masks and hand sanitizer will be available. There will not be a reception (no food or drinks), and the church building/bathrooms won't be open to the congregation. Gretchen Peralta is the lead volunteer. Pr. Dan requests 5-6 volunteers per service.

4. In-Person Worship will be outdoors if weather is good on the LCI West Lawn starting Nov 15, 8:30 am, and will continue every other Sunday (Nov 29, Dec 13 and 27). Indoor capacity is currently limited to 25% of 150 people = 37 people total.

5. Sunday School will be at 9:30 am online only.

E. Council Member Action Items:

1. Approval needed for resumption of in-person services on the LCI campus.

Approve resumption of in-person services as outlined by the Worship Team starting Nov 7 in accordance of the Reopening Task Force guidelines and county and state requirements.

Online worship will continue. A report to Council will occur monthly with what went well and areas of improvement. M/S/C Huegeli/Hartley

2. Approval of LCI highway cleanup crew plan.

Approve the resumption of the Highway Cleanup Committee to complete their volunteer activities in accordance with the guidance of the Reopening Task Force and county and state requirements. M/S/C Huegeli/Kolarik

F. President's Report: Carol

1. Carol is taking suggestions for Craig Copelan's replacement on Council; his term ends in May 2021. Jeff and Lori offered to fill in for the Secretary responsibilities of taking minutes.
2. Applegate lease review
Carol was not able to get a new legal review of the lease. She is working with Director Nancy Hodges to complete an extension of the lease. Carol is also working with the insurance company. Applegate has paid their rent on time and paid extra (for a donation?).
3. Timeline for Council Budget meeting & presentation:
Special Council meeting Oct 27, 6:30pm
All-Church Budget presentation: Sunday Nov 15, 10:15am via Zoom
Annual Congregation Meeting: Sunday, Dec 6, 10:15 am via Zoom
4. Council Retreat (January 2021) via Zoom

G. Worship Service Survey: Jeff

Jeff received 29 responses. Some people like the online services. Some people requested to get more musicians involved. See attached report for full details.

H. Committee and other reports (information only may be a verbal report) (20 min total)

1. Financial Secretary, Damian
2. Personnel Report, Jeff
Employee appraisals completed for Lindsey, Jeff Schulz and Julia.
3. Social Justice Committee, Becky
Ellen Kolarik has done an amazing getting LCI support to furnish an apartment and provide food/money for IRWS. Also see attached report.
4. Education Committee, David

**Lutheran Church of the Incarnation
Treasurer's Report
September 30, 2020**

Bank Accounts

FNB Checking (Operating Cash)

Balance Forward	172,257.68
Deposits Sept 2020	25,102.14
Expenditures Sept 2020	23,851.34
Closing Balance 09/30/20	173,508.48

Mission Investment Fund (Operating Cash)

Balance Forward	34,441.11
Deposits Sept 2020	32.39
Expenditures Sept 2020	0.00
Closing Balance 09/30/20	34,473.50

FNB Money Market (Protected Reserves)

Balance Forward	66,917.97
Deposits Sept 2020	2.84
Expenditures Sept 2020	0.00
Closing Balance 09/30/20	66,920.81

**Cumulated Surplus on 09/30/20
assuming PPP loan forgiveness**

Total of all bank accounts	274,902.79
Less: all reserves	272,035.24
Operating Cash Surplus 09/30/20	2,867.55

Reserves 09/30/20

Operating Reserves:

20115 Designated Benevolences pending	0.00
20117 Memorial Fund	11,856.41
20213 Worship/Music Reserve	2,246.18
20214 Flower Fund	996.09
20301 Pastor's Discretionary Fund	2,032.14
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	29,073.65
20771 Building Fund	745.00
20776 Sanctuary Renovation	121,893.56
20777 Property Infrastructure Fund	26,421.00
24150 Paycheck Protection Plan Fund	0.00
Total Operating Reserves	205,114.43

Protected Reserves

24151 Endowment Fund	30,006.98
20760 Columbarium Fund	22,000.00
20761 Columbarium Niche Purchases	14,913.83
Total Protected Reserves	66,920.81

Mortgage Principal Balance

Thrivent First Mortgage as of 09/02/20	506,468.84
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Income

Income

	Jan-Aug 2020	Sept 2020	YTD
Undesignated Income:			
Gifts and Offerings (41100 & 41200)	207,303.79	22,069.30	229,373.09
Rents (41300 & 41320)	15,273.44	2,000.00	17,273.44
Designated for Benevolence (20115)	4,558.61	0.00	4,558.61
Designated for Reserve Accounts:			
Operating Reserves (Various)	63,212.33	1,042.39	64,254.72
Columbarium (20761)	2,866.99	1.42	2,868.41
Endowment Fund (24151)	5,005.56	1.42	5,006.98
Other Income	1,498.13	22.84	1,520.97
Total Income	299,718.85	25,137.37	324,856.22

Benevolence

Budgeted Benevolence

	Jan-Aug 2020	Sept 2020	YTD
Mission Support (5.5%)	12,249.99	1,323.81	13,573.80

Designated Benevolences

	Jan-Aug 2020	Sept 2020	YTD
Additional mission support	0.00	0.00	0.00
Jan MMP: Yolo Crisis Nursery	345.00	0.00	345.00
Feb MMP: The Belfry/LEVN	390.00	0.00	390.00
March MMP: St. John's Program for Real Change	575.27	0.00	575.27
April MMP: Amor	1,212.50	0.00	1,212.50
Easter Offerings: Pine Tree Garden	210.00	0.00	210.00
May MMP: Yolo County Food Bank	1,310.30	0.00	1,310.30
June MMP: 4th and Hope	15.00	0.00	15.00
July MMP: Lutheran World Relief	195.54	0.00	195.54
Aug MMP: AMPARRO	15.00	0.00	15.00
Sept MMP: CASA	175.00	0.00	175.00
Oct MMP: CLU / PLTS	15.00	0.00	15.00
Nov MMP: Interfaith Rotating Winter Shelter	100.00	0.00	100.00
Dec MMP: Lutheran Hunger Appeal	0.00	0.00	0.00
Christmas Offerings: Future Development Youth Ctr	0.00	0.00	0.00

Gifted from the Mission Trip Fund

	Jan-Aug 2020	Sept 2020	YTD
Amor	500.00	0.00	500.00

Gifted by Social Justice

	Jan-Aug 2020	Sept 2020	YTD
Yolo Interfaith Immigration	100.00	0.00	100.00
California Interfaith Power and Light	100.00	0.00	100.00
Yolo Alliance for Climate Justice	100.00	0.00	100.00
Lutheran Office of Public Policy	100.00	0.00	100.00

Total Benevolence

19,032.41

Total Benevolence as % of regular income

7.7%

Lutheran Church of the Incarnation
Budget vs. Spending January - September 2020

Account Number	Account name	Actual Jan-Sept	2020 Budget	Percent of Budget
60000	Benevolence Funds			
60100	Synod Mission Support	13,573.80	19,250.00	70.5%
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	716.80	2,000.00	35.8%
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	73.71	150.00	49.1%
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	98.40	2,520.00	3.9%
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	6,052.24	7,500.00	80.7%
67701	Postage	111.80	550.00	20.3%
67703	Social Media and Advertising	1,644.20	2,500.00	65.8%
67704	Bookkeeper	1,450.00	3,900.00	37.2%

Account Number	Account name	Actual Jan-Sept	2020 Budget	Percent of Budget
68000	Property General Maintenance			
68750	General Maintenance and Supplies	1,772.72	5,700.00	31.1%
68751	City Services	6,844.31	7,500.00	91.3%
68752	Telephone	1,475.05	3,200.00	46.1%
68753	Fire System	840.31	1,440.00	58.4%
68754	Utilities - PG&E	6,218.96	3,300.00	76.8%
68755	Utilities - Solar	0.00	4,800.00	
68756	Property Insurance	4,866.38	6,765.00	71.9%
68757	Cleaning Services	2,254.00	12,600.00	17.9%
68772	Mortgage (est 2015) Interest	15,276.20	36,660.00	63.1%
20774	Mortgage Principal	7,858.83		
70000	Support Staff			
70701	Administrative Asst Pay	8,418.87	22,000.00	38.3%
70703	Youth Director Salary	11,303.56	19,620.00	57.6%
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	13,827.00	24,000.00	57.6%
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	4,998.06	7,500.00	66.6%
70722	Payroll Service fees	990.01	2,000.00	49.5%
71000	Pastors Compensation Package			
71901	Net Salary	26,839.08	44,932.00	75.0%
71902	Elective Deductions: FSA, Pension	6,859.80		
71903	Housing Allowance	33,300.00	44,400.00	75.0%
71904	Benefits: Retirement	5,211.01	8,933.16	58.3%
71905	Benefits: Health	20,167.00	34,572.00	58.3%
71906	Benefits: Disability	1,005.03	1,399.92	71.8%
71907	Benefits: Retiree Support	312.66	625.32	50.0%
71910	Benefits: Basic Group Life	468.99	625.32	75.0%
71911	Professional Reimbursements	137.00	3,000.00	4.6%

TOTAL **210,940.30** **360,552.72** **58.5%**
↑
75%
is "on target"
for September

Pastor's Report to Council

Rev. Dan Smith

Lutheran Church of the Incarnation

10/13/2020

It's good to be back! Thanks for your prayers of support; my recovery from brain surgery is going well; my doctors are encouraged, and I am happy to be in a work routine again.

Return to Campus: our first on-site event planned since the COVID shut down is the *Greta Heinemeier memorial on Saturday, November 7 at 2:00pm on the West Lawn at LCI*. It will be *outdoors*, to abide by County guidelines. These events will be in compliance with county guidelines and those set out by the Reopening Task Force earlier this year. For example, there will be no reception/food, and all will be required to wear masks and socially distance themselves from one another. I have reviewed this list with Kevin Grayson, task force chair, and he approves. I have also discussed the plan with Gretchen Peralta, task force member and nurse, and she said it sounds good.

The service should last no more than 45 minutes. We plan to ask guests to bring *lawn chairs* if they have them and are capable of carrying them to the site. (We will have blue plastic chairs available for those who don't have lawn chairs or who can't carry them.) The following day will be the *Judi Berry Memorial at 1:00pm*, also on the West Lawn.

We will need help with these events: especially a crew of ushers/attendants for each. All participants must wear masks and keep social distance (minimum six feet) from those with whom they are not sheltering. That includes ushers and those helping.

Tasks for ushers/attendants to take care of:

1. Before the event:

- Put up cones in front of patio and doors (people should stay outside). *Note: unless we have a plan for cleaning them, the restrooms will be closed.* The service will be relatively short, and keeping them closed will ensure people leave relatively quickly.
- Put up signs directing guests to West Lawn by way of the chain link gate by the shed.
- Have hand sanitizer on tables at entrance/exit to area.

2. During the event:

- Greet guests in the parking lot; direct them to entrance to the west of the lot.
- Have crew members at seating area to welcome guests and make sure they sit in pods (i.e. stay with those with whom they came), socially distant from other "pods", either in chairs they brought, or with the church's blue plastic chairs.
- Set up blue chairs as needed, in "real time"
- Roam the area and remind guests to wear masks and keep social distance.

3. After the event:

- Escort guests back to cars

- Sanitize any blue chairs that were used
- Return chairs to storage
- Help with returning other sound equipment to storage
- Return cones and signs to storage

So far, Gretchen Peralta, Dick Berry and Joey Aquino have agreed to help with at least one of these services. I'm not sure exactly how many we need, but I would say a crew of 5-6 for each event may be enough. Are any Council members willing to help? I would like to organize the group and make sure we're clear about instructions to ensure compliance. *Any guests not complying may be asked to leave.*

Other work I'm up to:

- **Worship planning/leadership**
- **Database:** I am working my way through the new database (Breeze), categorizing people, including archiving and/or deleting those who haven't been around in a while. I might want to bring some names to the Council at some point to see if any of you know people that I don't.
- **Confirmation prep** – for Ninth graders; Confirmation planned for Oct. 25 (online)

Plan for in-person worship:

Executive Committee asked staff to develop a plan for in-person worship; here is one option the staff feels would make sense for where we are:

1. Record services on the first and third Saturdays of the month (as we are currently doing). These would be available at 8:00am for those who cannot come on Sunday mornings. Continuing to record would be a "back stop" so that if anything goes wrong we don't lose what we currently have.
2. For the remainder of the calendar year, we could gather on the second and fourth Sundays at 8:30am on the west lawn, depending on weather (similar procedure to the memorial services). Those dates would be: **Nov. 15, 29, Dec. 13 and 27**. Those are *four in-person events* for gatherings at the church before the end of the year.
 - a. We recognize the weather will be a factor, so we will have to have to develop a plan for gathering inside, probably including RSVPs (we don't have a procedure for that just yet). The County currently is allowing gathering at 25% capacity, which would be about 30 worshipers in the sanctuary (that's an unofficial number).
 - b. **WE WILL NOT GATHER IF IT IS UNSAFE!!** If the County does not allow gatherings, or COVID numbers increase, we will pull the plug on any plan for gathering and go back to online worship only. We plan to continue with posting online services for the remainder of 2020 in any case.
3. We can re-evaluate this plan toward the end of the year as we look toward 2021.

Subject: Re: Highway Cleanup Crew Proposal

From: Kevin Grayson <w6jkg@comcast.net>

Date: 10/12/2020, 10:46 AM

To: Carol Huegli <cchase18@sbcglobal.net>

CC: Jeff de Ropp <jsderopp@att.net>, Dan Smith <pastor@lcidavis.org>, "courtneyhall90@gmail.com" <courtneyhall90@gmail.com>

Hello Carol, Courtney, Jeff, and Dan:

Since most of the activities will take place outside, I don't see any problems. The cornerstones of prevention include: physical distancing, mask wear, and hand washing/sanitizing. The only issue I would see would be driving together in the same car, but the use of separate vehicles would minimize that concern. The UCD guidance would mitigate the risk, or even better would be one car per family. I would include hand sanitizer on the trip since hand washing outside would be a problem.

The State reopening mandates indicate indoor worship is possible when a county is in the red tier—so I would expect the devotion could be done indoors if desired, provided you don't exceed 25% of the room capacity or 100 people, whichever is less! So meeting in the fellowship hall shouldn't be a problem.

Following the event, I would recommend wiping off the equipment with saniwipes before putting it back into storage.

Dont' forget to get your flu shots!

Best regards,

Kevin

On Oct 11, 2020, at 1:20 PM, Carol Huegli <cchase18@sbcglobal.net> wrote:

Kevin,

I received a phone call from Courtney Hall on 10/1 on behalf of the Highway Clean Up Crew. She was requesting resumption of their work but at a curtailed level. She has outlined what they propose. I apologize that I am sending this more than a week later. Unfortunately, the email sent on 10/2 did not make it to my attention. Can't explain why but it just wasn't in my inbox when I was on the phone with Courtney just now. She kindly sent it to me again.

My request: Would you please review their proposal and advise from the TF perspective any areas of change needed.

My plan will be to bring it up with Council and request approval pending TF approval. We will not approve as written without your recommendation.

Courtney is included in this email.

Thank you both Kevin and Courtney.

Carol Huegli

Sent from [Mail](#) for Windows 10

From: [Courtney Doss](#)

Sent: Sunday, October 11, 2020 1:08 PM

To: [Carol](#)

Subject: Fwd: Highway Cleanup

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

From: **Courtney Doss** <courtneyhall90@gmail.com>

Date: Fri, Oct 2, 2020 at 7:20 AM

Subject: Highway Cleanup

To: Carol <cchase18@sbcglobal.net>

Hi Carol-

Thanks for taking the time to talk with me last night. It was good to hear from you and good to hear that the church is looking at ways to safely resume the face-to-face interaction that we're all missing. One responsibility we have is to clean up a section of Highway 113 - the folks that typically participate in this are eager to resume and believe we can do so safely. Here is what this would entail:

- Meet at LCI for devotion, safety talk, and to distribute materials (trash bags/PPE/etc.).
- We typically start the morning with coffee/light breakfast, but we would curtail this until after COVID as it would be a higher risk activity.
- All group gathering at LCI would be outside, we would just provide access to LCI for the restroom before and after the cleanup. (especially after for hand-washing)
- All volunteers would be wearing masks for the duration of the meeting on LCI campus and for the duration of the cleanup where we cannot remain socially distanced.
- Drive to highway in small groups. I'd look for direction here, but I think we can limit passengers in each car to 1-2 households. UC Davis direction for driving in cars with others is to keep masks on and windows down. We could follow that same direction to minimize risk.
- We can limit the number of people that participate to whatever number the Council feels appropriate. We typically have no more than 6. I think limiting to no more than 10 seems appropriate (and ambitious).
- We are open to any other guidance from Council to minimize risk of COVID transmission and instill confidence in others that we are gathering safely and responsibly.

I don't know how long Yolo County will stay in the red category - but with fall/winter upon us and with the students back in town, we may be back to purple before too long. With all respect to the careful planning that the Council and committees are doing right now, let's take advantage of the time Yolo County Health has given us to gather (in a responsible way) while it's considered safe enough to do so.

The last time we cleaned the highway was January 12th and there are sections that are quite in need of our service. While no activity in these times is worth putting the health of our congregation at risk or the future ability of our church to gather at risk, I think this is a low risk activity that deserves our attention.

Thanks,
Courtney Doss

LCI On-line Worship Services Survey

Attached are the results of the on-line worship services survey. Note that the results are broken into two parts: first the questions where the responses can be tabulated into graphs, and then the questions which had text responses.

Some summary points:

- 1) Most people are generally happy with the services and understand that we are learning on-line techniques "on the fly".
- 2) Many people commented (as expected) that on-line just is not the same as meeting in person.

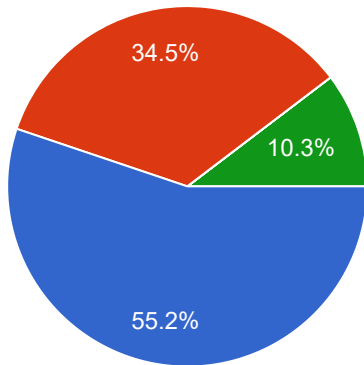
But,

- 3) some people seem to be fine not meeting in person, appreciating the convenience of on-line services, stating that they can be viewed anytime, one doesn't need to travel, or dress up, or get up early. There was a surprising degree of enthusiasm for the on-line format by some of our congregation.
- 4) Most people skip through portions of the videos, which we knew already from the YouTube data, but in this survey people "admitted" to it, and many listed the parts they skip through.
- 5) A sizeable majority do not print or even view the bulletin. Again, this was seen in our electronic data, and it was confirmed by the survey.
- 6) There are many compliments in the responses along with some suggestions and ideas, but the one real negative that stood out was criticism of the music/sound quality (the two are sort of woven together). This is the thing above all else that needs improvement.
- 7) There were several who suggested that we get more involvement from members of the congregation, perhaps reading Scripture or functioning somewhat in the role of Assisting Ministers.

The data is on the following pages.

1. How often do you watch a LCI Sunday worship service?

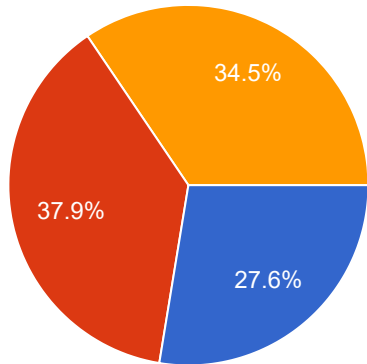
29 responses



- I watch every LCI Sunday service.
- I watch about two LCI services per month.
- I watch about one LCI service per month.
- I watch less than one LCI service per month.

6. Do you skip/fast-forward through parts of the video?

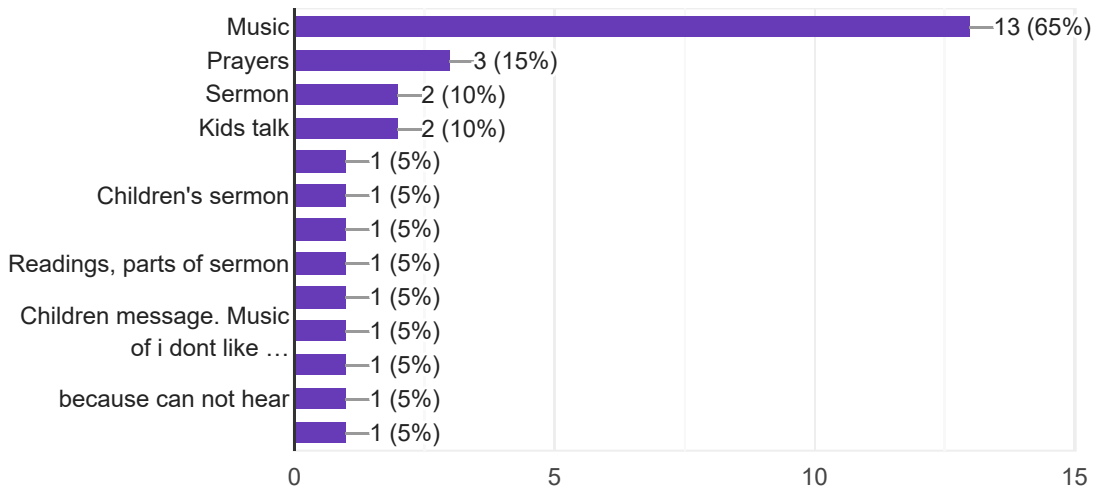
29 responses



- Yes, I always skip through parts of the videos.
- Sometimes I skip through the videos.
- I never skip through a video, I always watch from beginning to end.

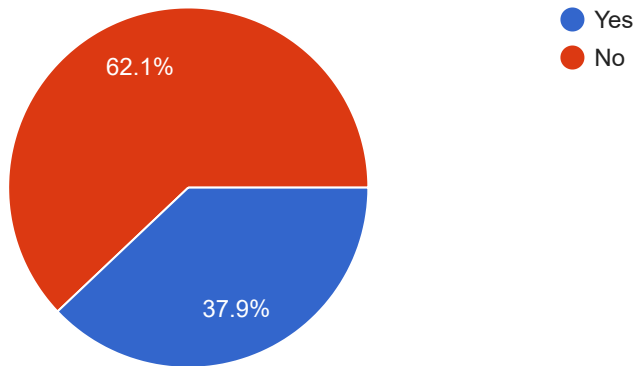
7. If you do skip through some of the video, which part or parts? You can check more than one.

20 responses



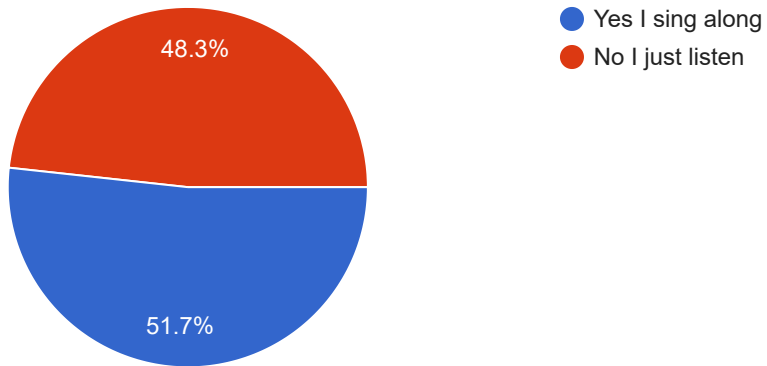
8. Do you print out the Worship Bulletin or display it on a screen during the service?

29 responses



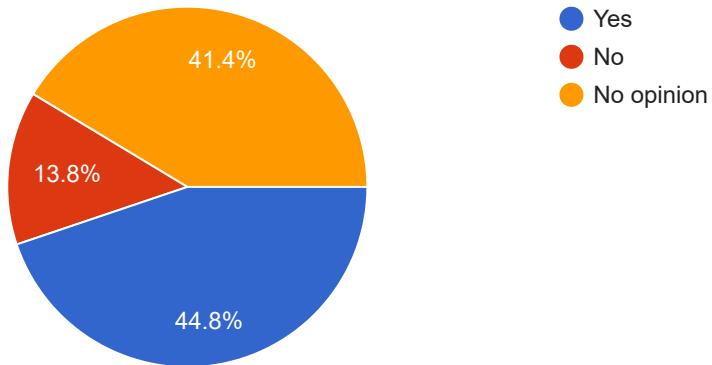
9. Do you sing along with the music, or listen?

29 responses



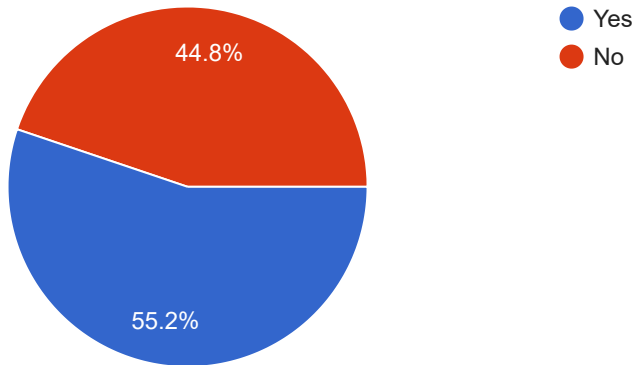
10. Do you like to see the songs being performed by the musicians?

29 responses



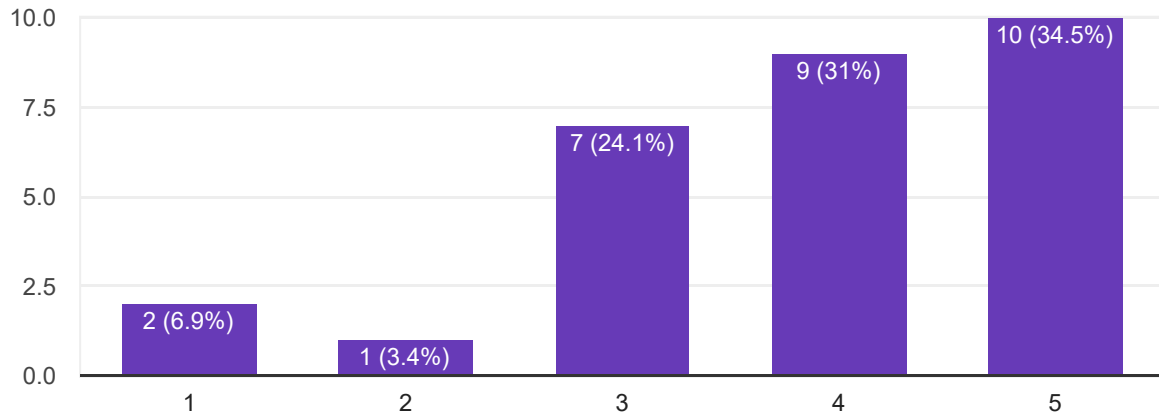
11. Have you recommended an on-line LCI Sunday worship service to a family member or friend?

29 responses



13. What is your overall rating of the on-line service?

29 responses



2. What do you think are the strengths or best features of the on-line worship services?

Pastor Dads sermon
Pastor Dan's sermons
Content
Sermon
Good length, not too long
Consistency. Always good music selections. Always good kids message. Always good sermon.
It is familiar to an in person service.
letting me know what is going on with my fellow members. I still care about them.
Keeping continuity with how things "used to be"
Scripture readings
kids Talk is always good, also sermons. Because of lousy computer sound, music is not always satisfactory...I really miss singing the hymns and being in church.
Sermons
Pastor Dan's sermons
I enjoy the hymns if they are familiar.
connecting to the church and the pastor
I like that you can watch at any time.
The Sermon
Availability--watch when convenient
really appreciate the work that the worship team has put into the weekly services. I realize that none of them was in any way prepared to move to an online service and they have constantly been trying to develop a meaningful experience for all of us. I am really glad to see them each week and to see Pastor Dan looking healthy again this past Sunday.
Sermon
Like that the song words are shown. Don't want to print anything. Sermon.
I have enjoyed seeing Lindsey and Jeff grow in their leadership. The improvements in the video editing are greatly evident. Pastor Dan has adapted well with all of the change and his leadership shows in the overall evolution of the services.
I can watch it on my own schedule. The sermon continues to be excellent.
That it happens, bringing God's word to us in our homes, or elsewhere, on a predictable schedule.
sermons have been excellent - both thought-provoking and encouraging me in my faith.
safety during the pandemic. Regular type Sunday in-church format.
Unable to adequately comment, so no comment.
Sermon
can watch any time. Generally watch while cooking/eating breakfast.

3. Are there aspects of the on-line services that are an improvement over in-person services?

none that I can see
can replay it if you want

No, I really miss the in-person service.
Safety from covid
No
Everything is better in person!
Nope
I like the convenience of watching whenever I want
no
really nice to be able to tune in while still in pajamas and drinking coffee...I also like the ZOOM coffee hour when I am able to tune in.
no
the liturgy is meaningful, but not as long and drawn out as in regular attendance.
Can skip things
I can skip through some sections
For me, no. I prefer in person services.
I don't have to change out of my pajamas.
Briefer service
Not for me.
No
Shorter.
Comfort of being wherever and can view.
Again, I can watch it on my own schedule.
Attend in accordance with my schedule.
the children's sermon! Lindsay is a boss at this. Focused, to the point, concise, interesting. Simple but not simplistic, engaging for all ages. Even after we're back to in-person church, I hope she continues in this role. (In theory it was nice to include volunteers in this role, but in practice the children's sermons were often rambly and cringey.)
Able to attend at times convenient to family schedule.
You can watch it in your pjs eating breakfast!!!
No, it feels really impersonal.

4. What are areas for improvement of the on-line services?

the music is not as good as in real life
music. Having Michelle sing last week helped. Also making sound level more even throughout service would help. Presently I keep having to turn the sound volume up and down depending where we are in the service. When Lindsey films from home use a small tripod or something to hold the camera steady.
the sound level is not consistent between the various actors and music.
Music, use of videos or other material
you are doing a great job! Sometimes the music is a little unbalanced
Sound quality
If possible, include more people in the worship virtually
I just find that on line doesn't work for me.
It doesn't feel like I'm part of a community.
being able to see remarks and sermon by Pastor Dan

music without singing would be better I think because of poor computer sound.
Music, liturgy
online services are very good in almost all respects.
Music as stated other places in this reply
Don't need all verses of the hymns.
I think they have been fine the way they are.
few more singers to give a more full tone. Familiar hymns more often.
Some how stronger vocal support
experience of the last few months have further clarified in my mind that the main reason I am at LCI is the community. The online service does not give me ANY sense of community. Many of the songs are unfamiliar, without music and not sung as written. This says to me "YOU are not meant to sing!"
Cut the music. I can't hear it. Voices dominate-- kinda like the cantor, so it really is like being in the sanctuary!
See question 5
Go to live
service is clearly stitched together by amateurs (of course it is, because you are amateurs thrust into the position of video producers) with varying sound quality.
microphones are not consistently projecting properly, but this element had improved.
music. Probably easier to hear & follow one strong clear voice as opposed to several voices. Go with Jeff Schultz, if you can amplify his voice there at the piano. One other observation is that the songs seem to be at a higher register than before (don't know if that's the correct term) - often too high for me to sing along comfortably.
Sometimes the volume is not as loud as we would like, and we must "huddle" close to the screen.
Unable to comment
All OK
have other members to record bible readings and prayers. A quick welcome to LCI in the beginning which is a collection of short videos provided by members.

5. Is there any thing missing from the on-line services that you would like to see included?

no
do virtual communion a little more often
No
Perhaps more of the style that was successful in Rooted.
possible to get volunteers to record themselves saying prayers of the people or scripture reading from home? Would love to see more faces of LCI members.
nope
Nope
IN person people. I know you can't change that...
if there is a way to include contributions from other members it would feel like more of a congregational event: videotape people saying prayers of intercession, kids talk, ...I know this would take a huge amount of time but it would really help.

can't think of any
I think you have been doing a great job under the circumstances.
our time together (announcements at the end of the service)
not much missing in my view. I appreciate the confession of sins, the Lord's Prayer and the general prayers have all been meaningful and appropriate for the times. Of course I do miss the Lord's Supper; i.e., the bread and wine, and look forward to partaking of the Sacrament again when we are able to gather in person.
I am sure we all have been saddened at the passing of LCI loved ones during this awful pandemic, and hope we can remember them more directly in the future when in-person gatherings are again permitted.
Printed music notes etc.
would love more special music. Not just hymns, but other singing or instrumentals.
No
no
Missing communion
the prayers list the members of the community needing prayer in a very dry manner. A couple of words about when the pastor spoke to the family this week they said they would appreciate.... or that they are moving to a different phase of treatment or??? Obviously, one would need to speak to the person or family and get permission but this is how I think a faith community functions.
Communion. Maybe everyone could have there own liquid of choice and a cracker of choice. Dan can bless everyone's over zoom. Then all commune together.
No
I would like a weekly announcements section, like we used to do in "Our time together". In service announcements sometimes got to long - so you worked hard to keep them brief which was a good idea. However, now there are many fewer opportunities to share events and such. If this segment is too long, watchers can simply fast forward so length is not really an issue.
communion more regularly and health updates on our members
Bring back "life together" announcements help cement our sense of community. For ex.: Men's breakfast meeting this week (and where to look for details).
No
No
Kids talk with actual kids. Many churches are having a family member give talks to their kids/grandkids.

7. If you do skip through some of the video, which part or parts? You can check more than one.

Music
Music;Kids talk
Prayers;Sermon
Music
Music;I often only watch the sermon
Sermon;because can not hear
Music;Prayers

Music;children's sermon
Music
Music;Children's sermon
multiple verses of the hymns
Music;Prayers
Music;Kids talk
Music
Music
Children message. Music if i don't like the song.

12. If your answer to question 11 was no, what would be needed to have you recommend an on-line LCI service to others?

See answers to question #4: improve music, make volume level more even throughout service, make it a bit more polished.
I never thought of it.
Hmmm...not sure.
It needs to feel more vibrant and with a larger fraction of the congregation participating (not just viewing).
the right person to recommend to
Jerry cannot hear them.
I would need to feel a real enthusiasm in the story they are telling and a relevance of the story to my life at this time.
A cleaner better produced video presentation.
I am not sure

14. Please give any additional comments.

I have none
Thank you to Pastor Dan, Jeff and Lindsey - I know this isn't easy and you are trying hard. Thanks also to Abajh for the video recording and editing.
How can we make worship more appealing / inviting to non-LCI folks?
Thank you for all of the hard work that has gone into producing the services. We love being able to worship even if we can't be together.
Keep up the good work! Can't wait to see everyone in person again!
Have Pastor Dan's microphone adjusted
I think I like the ZOOM coffee hour the best...the last time I tuned in Judy Berry was on it and being funny and so much herself...and then she was gone. But I am so grateful I had a chance to see her that last time.
Too "white bread"
Pastor and staff have been working faithfully and with great caring. I commend them and appreciate all they are doing during this difficult time.
I like to have at least one familiar hymn played as published. It is a comfort to me and to many others.

I always click on announcements and prayer list. This is an important way to keep up with any special needs within the congregation. I would like to see more people at the coffee chat. Perhaps add a question about that on a future survey.

The music is usually an important part of the service for me, but on-line, it just isn't the same for me.

Familiar hymns encourage more active participation

We need eye contact!! Also, could we possibly hear Michelle's voice?? Is she no longer a member of the worship team? Again, sense of community and caring for our community should be expressed at every service.

Thank you for conducting this survey!

I find the video service comforting. I listen to the service and hum or sing along while doing some mindless activity like picking up the house. I don't bother with the worship bulletin - but chime in when I remember the words to a particular standard prayer. I sing with the musicians. The sermon and communion have always been the 2 most important parts of the service for me. During Covid - at least I get the sermon. Communion will simply have to wait until our doors can open again.

I have seen snippets of other online services. Ours is clearly an amateur production. I wonder if the ELCA could produce music segments that are better quality - that we could use. Note that as noted above, I come for the sermon. I don't come for the "show" and any music (especially the more contemporary stuff) sung with passion works for me. But I do know that others do come for the show. If you feel that having a slicker production is critical to bringing in new members or keeping current ones, than we need to up our game.

Some hymns have too many verses and repeat segments; would like at least one familiar Lutheran hymn /service

Great work by the worship team under difficult circumstances. Thanks!

Not the same as in person of course. Between the set up of Roots services and the March shut down, the one Roots per month was still a time of uncertainty, but two per month is a bit much I was feeling. But the whole roots process has not been able to play out, since things were just barely getting started before the shutdown hit.

Bring the personal back into the service, get a few more members involved.

Social Justice Committee Minutes
9/17/20

Attendance: Lee Grayson, Jill Van Zanten, Karen Hamilton, Ellen Kolarik, Vern Holmes

1) MMP's: Jeff de Ropp asked SJ to weigh in on changing giving to MMP's from our current pass through system to direct giving which bypasses LCI. Our group acknowledged that this would help simplify the job of the Treasurer but it is unclear how much time it would save. The proposal would certainly mean that LCI would no longer have a sense of how much giving to the MMP's originated from our members. We would also no longer be able to "claim" MMP giving as part of our church wide giving. In the end - we feel this decision is ultimately that of council and we will support council's decision.

Action Step: Ellen is writing a summary email to Jeff and Carol

2) Proposition Day: There was a consensus that an "adult forum" style Zoom meeting to discuss the propositions was important and should occur no later than the first week of October given the need to mail ballots early this year. LOPP referred to a Proposition event to be held the first of October but was sketchy on the details. If an event is not occurring and/or the public is not invited - then we should hold our own event.

Action Step: Ellen to contact LOPP regarding details (email sent 9/18/20)

3) Budget Requests for 2021:

Action Step: Ellen to send out the 2020 budget for review for next SJ mtg

4) Social Justice Statement for 2020 LCI Annual Report

Action Step: Ellen to send out summary of events/activities found in the minutes for review (done 9/18/20). Committee to share additional items for inclusion. Lee to draw up a draft for circulation

5) God's Work Our Hands - Texting Storm in support of Proposition 16 was postponed to Sunday 9/20/20 because of fire related loss on internet capability. Ellen sent the office an update to Julia with details on how to sign on to send out to the congregation.

6) IRWS for 2020-2021

This program will look very different this year secondary to Covid. The City is joining with Communicare, IRWS, DOVe and the Yolo Food Bank to provide services for about 48 of the most at risk unsheltered in 24 apartments in the City of Davis. The City has signed a lease with the apartment complex for 6 months starting October 1st and extending through March 31st. Houses of worship that have previously supported the rotating shelter are being asked to do the following:

Furnish a 2 bedroom apartment for 2 residents. This will include bed, mattress, linens, tables, chairs, basic kitchen utensils and cleaning supplies and basic bathroom items.

Provide a box of food each week for the full 6 months of occupancy with supplies for 2 individuals to

prepare a week's worth of dinners (breakfast and lunch supplies to be provided by boxes from the Food Bank)

Provide 2 "friendly volunteers" who would undergo about 4 hours of training and then provide 2-4 weeks of contact using a Zoom type platform to provide friendship and counseling to the resident guests for at least 2 months. Ideally, a "friendly volunteer" would be available for the entire 6 month stay - although the person(s) playing this role may change.

Action Step: Ellen to create letter/survey to be sent to all members with the request to provide feedback on their ability to donate apartment furnishing and/or funds to purchase furnishing, donate weekly dinner food boxes and/or to function as "friendly volunteers ". Ellen to share results with SJ and our DUMC partners to determine if we have sufficient resources to fulfill this commitment before committing.

7) Pre-planing Vigil for Black Lives - Discussion postponed

Next Social Justice meeting 10/2 at 5pm on Zoom

Respectfully submitted