

Lutheran Church of the Incarnation Council Meeting Minutes

October 11, 2022, 7:00 pm by Zoom

Council Members present: Carol Huegli (2023), Ed Green (2023), Jeff de Ropp (2023), Karl Larson (2024), Becky Linvill (2024), Bob Kerr (2025), Jenny Fortuna (2025), Vern Holmes (2025), Pr. Dan Smith
Absent: none

A. Introduction: Carol

B. Opening Prayer & Discipleship Study: Pastor Dan

Pastor Dan led us in a discussion on the Outward Gift of Proclaiming the good news of God in Christ through word and deed. Key texts were Matt 5: 14-16 and 1 Peter 3:15.

C. Pastor's Report

See attached.

D. Approval of September Council minutes

Minutes presented by Jeff, seconded by Ed, approved 7-0-2 (Carol and Karl abstained since they missed the last meeting).

E. September Treasurer's Report: Jeff

See attachment. General funds budget surplus is \$10.8K.

F. Council Action Items:

1) Vote on proposed 2023 budget (see attached)

Budget presented by Jeff, seconded by Bob, and approved 9-0-0 after discussion. Note this is the budget *recommended* to the congregation, who will vote on final approval.

2) Vote on 2023 Council Focus Areas (see attached)

Focus Areas presented by Carol, seconded by Jeff, and after discussion Carol pulled the motion. Carol then modified the motion and resubmitted. Jeff seconded. Motion approved 6-1-2. The revised Focus Areas are attached. Based upon retreat discussion to meet several times a year in person to work on these focus areas, Carol will send an email to Council members for the first meeting to occur in January 2023.

G. President's Report: Carol

1) Budget meetings: Congregational budget forums 11/6 after church in-person and 11/20 @ 11:45am on zoom

2) Congregational meeting 12/4 @ 9am in-person

3) Carol met with President of Davis Lutheran Church and discussed areas of possible cooperation.

H. Committee and other Reports

1) Stewardship: Vern

See attached report.

2) Learning Committee: Jenny
See attached report.

3) Social Justice: Becky
See attached report.

5) Liturgical Furnishings: Jenny
See attached report.

6) Sanctuary Dedication & Open House, 3pm Sunday October 30, 2022:
Carol gave an update on the plans for this event. Many of the cards snail-mailed out 10 days ago have not been delivered! Other than that things are going well with the preparations.

Pastor's Report to Council

Lutheran Church of the Incarnation

Pastor Dan Smith

October 11, 2022

Action Items:

None

Information Items:

- I am teaching a class **Honoring our Neighbor's Faith** – class on interfaith dialogue – for adult forum at 9:00am in the South Room.
- Rev. Portia Hopkins of the Belfry and I are bringing back **Public Theology** starting **Tuesday, November 1 at 7:30pm at Pizza and Pints** in downtown Davis. They will continue the *1st and 3rd Tuesdays thereafter*. The topic for the first gathering – in this election season is: *Faith and Public Policy: how can our faith inform our political life?* These conversations are similar to the “table talks” of Martin Luther; intended to bring students, faculty and staff of the campus community at U.C. Davis together with the wider Davis community about topics of public interest, faith and ethics about how to be God’s people in today’s world. Beverages of all kinds are available, so please join us!
- I am working with Davis Lutheran Church to teach Confirmation together with Interim Pastor Bill Wong. We have agreed to find events we may be able to coordinate and do together, such as possibly Advent and Lent midweek worship.
- Continuing to work on finishing the sanctuary space, including options for the organ, banners, worship planning, choir/music, preaching, etc., in preparation for sanctuary dedication and weekly worship...

In the wider church

Note: I will be away at The Oasis, pastor’s retreat Oct. 17-19 (M-W) in Palm Springs.

Lutheran Church of the Incarnati

Spending vs Budget 1-1-22 to 9-30-22

	Actual	Budget	%
Expenses			
60000 Benevolence Funds			
60100 Synod Mission Support	7,772.70		
Total 60000 Benevolence Funds	7,772.70	9,500.00	81.8
61000 Worship			
61200 Altar Supplies	279.62		
61202 Music Licenses etc	1,827.13		
61209 Special Music	400.00		
61203 Rooted services	59.74		
61213 Piano Maint	200.00		
61215 Devotional Booklets	36.60		
Total 61000 Worship	2,803.09	5,630.00	49.8
6200 Witness			
62300 Social Justice Committee	400.00		
62301 Pastor Outreach	116.88		
Total 62000 Witness	516.88	1,525.00	33.9
64000 Learning			
64500 Sunday School	1,073.15		
64501 Confirmation Ministry			
64502 Adult Education-Bible Studies			
64551 Youth - LCI Activities			
Total 64000 Learning	1,073.15	6,715.00	16.0
65000 Congregational Events			
65600 Synod Assembly	1,009.08		
65603 Congregational Events	303.52		
65605 Hospitality	39.70		
65612 Professional Leadership	325.00		
Total 65000 Congregational Events	1,677.30	3,500.00	47.9
66000 Stewardship			
Total 66000 Stewardship	0.00	950.00	0.0
67000 Administration			
67700 Office Supplies & Equipment	4,008.78		
67701 Postage	179.50		
67703 Social Media & Advertising	712.00		
Total 67000 Administration	4,900.28	9,500.00	51.6
68000 Property General Maintenance			
68750 General Maintenance & Supplies	2,347.14		
68751 City Services	6,677.92		
68752 Telephone	1,098.92		
68753 Fire System	652.00		
68754 Utilities - PG&E	1,846.00		
68755 Utilities - Solar	3,450.00		
68756 Property Insurance	5,637.00		
68757 Cleaning Services	6,480.00		
20774 & 68772 Mortgage	24,440.00		
Total 68000 Property General Maintenance	52,628.98	81,560.00	64.5

	Actual	Budget	%
70000 Support Staff			
70701 Administrative Asst Pay	6,709.81		
70703 Youth Director Salary	13,427.56		
70706 Music Director Pay	16,425.00		
70710 Substitute Musician	550.00		
70711 Substitute Pastor	2,575.00		
70720 Workman's Comp	1,573.00		
70721 Payroll Taxes	7,403.66		
70722 Payroll Service Fees	1,419.52		
Total 70000 Support Staff	50,083.55	65,909.60	76.0

71000 Pastors Compensation Package			
71900 Defined Compensation			
71901 Net Salary	40,052.14		
71902 Elective Deductions	8,573.22		
Total 71900 Defined Compensation	48,625.36		
Benefits			
71903 Housing Allowance	33,300.00		
71904 Benefits- Retirement	8,192.52		
71906 Benefits- Disability	1,065.06		
71910 Benefits- Basic Group Life	737.37		
71911 Professional Reimbursements	1,205.71		
Total 71000 Pastors Compensation	93,126.02	125,560.60	74.2

Grand Total Expenses	214,581.95	310,350.20	69.1
-----------------------------	-------------------	-------------------	-------------

Target after 9 months is 75% of budget spent.



**Lutheran Church of the Incarnation
2023 Budget Proposal**

Expenses	2021 Budget	2022 Budget	Actual Jan-Sep 2022	% of budget spent thru 08/31/22	2023 Budget Proposal	Increase or Decrease	Comment
60000 Synod							
60100 Synod Mission Support	19,250.00	9,500.00	7,772.70	81.8%	9,500.00	0.00	
Total 60000 Budgeted Synod Support	19,250.00	9,500.00	7,772.70	81.8%	9,500.00	0.00	
61000 Worship							
61200 Worship/Altar Care	1,500.00	1,500.00	279.62	18.6%	1,500.00	0.00	
61202 Worship Resources	2,000.00	2,000.00	1,125.46	56.3%	2,000.00	0.00	
61203 Rooted Service	600.00	600.00	49.96	8.3%	600.00	0.00	
61204 Chancel Choir	350.00	350.00	0.00	0.0%	350.00	0.00	
61209 Special Music	600.00	600.00	0.00	0.0%	600.00	0.00	
61213 Organ and Piano Maintenance	400.00	400.00	200.00	50.0%	400.00	0.00	
61215 Devotional Booklets	180.00	180.00	36.60	20.3%	180.00	0.00	
Total 61000 Worship	5,630.00	5,630.00	1,691.64	30.0%	5,630.00	0.00	
62000 Witness							
62300 Social Justice Committee	950.00	725.00	0.00	0.0%	825.00	100.00	
62301 Pastor Outreach	800.00	800.00	116.88	14.6%	800.00	0.00	
Total 62000 Witness	1,750.00	1,525.00	116.88	7.7%	1,625.00	100.00	
64000 Learning							
64500 Sunday School	750.00	750.00	1,044.99	139.3%	750.00	0.00	includes background checks
64501 Confirmation Ministry	440.00	400.00	0.00	0.0%	400.00	0.00	
64505 Membership Classes	100.00	100.00	0.00	0.0%	100.00	0.00	
64506 Elementary Retreat	550.00	550.00	0.00	0.0%	550.00	0.00	
64502 Adult Education-Bible Studies	150.00	150.00	0.00	0.0%	150.00	0.00	
64504 Lutheran College Scholarships	0.00	0.00	0.00		0.00	0.00	Currently no youth at Lutheran college
64551 Youth - LCI Activities	2,460.00	4,765.00	0.00	0.0%	4,765.00	0.00	variety of items included in this line. See Lindsey for detail.
Total 64000 Learning	4,450.00	6,715.00	1,044.99	15.6%	6,715.00	0.00	
65000 Congregational Events							
65600 Synod Assembly	1500.00	1500.00	1,009.08	67.3%	1500.00	0.00	
65603 Congregational Events	750.00	750.00	96.91	12.9%	750.00	0.00	
65605 Hospitality	750.00	750.00	39.70	5.3%	750.00	0.00	
65612 Pr. Prof Leadership	500.00	500.00	0.00	0.0%	500.00	0.00	
Total 65000 Congregational Events	3,500.00	3,500.00	1,145.69	32.7%	3,500.00	0.00	
66000 Stewardship							
66652 Stewardship Development	500.00	500.00	0.00	0.00%	200.00	-300.00	not used in last 3 years; Vern suggests 200
Total 66000 Stewardship	500.00	500.00	0.00	0.00%	200.00	-300.00	

67000 Administration							
67700 Office Supplies and Equipment	5000.00	7000.00	3,442.04	49.2%	7000.00	0.00	
67701 Postage	300.00	500.00	60.00	12.0%	500.00	0.00	
67703 Social Media and Advertising	3000.00	2000.00	712.00	35.6%	2000.00	0.00	
Total 67000 Administration	8,300.00	9,500.00	4,214.04	44.4%	9,500.00	0.00	

68000 Property General Maintenance							
68750 General Maintenance/Supplies	5,700.00	5,800.00	2,251.14	38.8%	5,800.00	0.00	
68751 City Services (incl. water)	7,500.00	12,500.00	5,563.91	44.5%	11,000.00	-1,500.00	adjust to actual (less water being used)
68752 Telephone	1,400.00	1,500.00	974.96	65.0%	1,500.00	0.00	
68753 Fire System	1,440.00	800.00	652.00	81.5%	800.00	0.00	
68754 Utilities (PGE)	3,300.00	3,300.00	1,791.28	54.3%	2,800.00	-500.00	adjust to actual
68755 Utilities (Solar)	4,800.00	4,800.00	3,100.00	64.6%	4,200.00	-600.00	re-paying Kolarik solar loan; payments decreased in 2022
68756 Property Insurance	7,500.00	7,200.00	5,637.00	78.3%	5,333.00	-1,867.00	new insurance carrier
68757 Cleaning Services	14,800.00	9,000.00	4,800.00	53.3%	12,000.00	3,000.00	custodian now cleaning full campus at \$210/wk (minus Applegate area)
20774 & 68772 Mortgage principal & interest	36,660.00	36,660.00	21,385.00	58.3%	36,660.00	0.00	
Total 68000 Property General Maintenance	83,100.00	81,560.00	46,155.29	56.6%	80,093.00	-1,467.00	

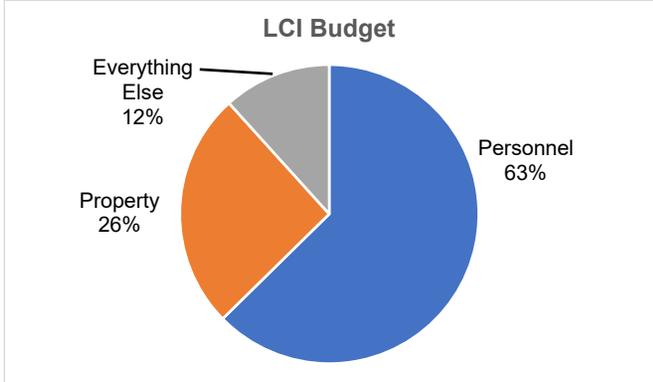
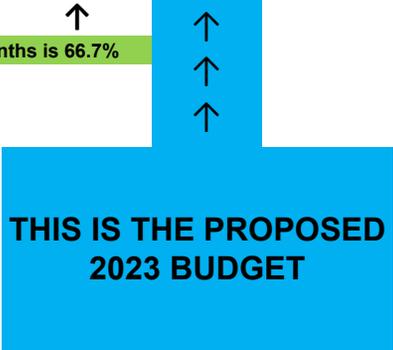
70000 Support Staff							
70701 Administrative Asst Pay (net)	12,000.00	10,000.00	5,741.45	57.4%	24,621.00	14,621.00	13,000/yr gross salary + 13K for more admin
70703 Youth Director Salary (net)	17,883.60	17,883.60	11,935.60	66.7%	17,903.52	19.92	19,620/yr gross salary
70706 Music Director Pay (net) GONE	21,876.00	21,876.00	14,600.00	66.7%	0.00	-21,876.00	24,000/yr gross salary
70708 Church musician (net) NEW	0.00	0.00	0.00		9,125.00	9,125.00	10,000/yr gross salary est.
70709 Cantor Pay	0.00	0.00	0.00		0.00	0.00	volunteer
70710 Substitute Musician	900.00	900.00	550.00	61.1%	900.00	0.00	
70711 Pulpit Supply/Guests	2,450.00	2,450.00	2,575.00	105.1%	3,900.00	1,450.00	adjust to actual
70720 Workers Compensation Insurance	3,000.00	2,000.00	1,573.00	78.7%	1,600.00	-400.00	adjust to actual
70721 Payroll Taxes	6,500.00	9,000.00	6,609.68	73.4%	10,500.00	1,500.00	adjust to actual
70722 Payroll Service Fees	1,500.00	1,800.00	1,284.34	71.4%	2,400.00	600.00	adjust to actual
Support Staff Total	66,109.60	65,909.60	44,869.07	68.1%	70,949.52	5,039.92	

71000 Pastors Compensation Package							
71900 Net Salary	44,932.00	64,834.00	35,601.90	66.7%	64,834.00	0.00	
71900A Elective Deductions: FSA, Pension			7,620.64				
71901 Housing Allowance	44,400.00	44,400.00	29,600.00	66.7%	44,400.00	0.00	
71904 Benefits: Retirement	8,933.16	10,923.36	7,282.24	66.7%	10,923.36	0.00	
71905 Benefits: Health	37,200.00	0.00	0.00		0.00	0.00	
71906 Benefits: Disability	1,340.04	1,420.08	946.72	66.7%	983.16	-436.92	
71910 Benefits: Basic Group Life	625.32	983.16	655.44	66.7%	873.84	-109.32	
71911 Professional Reimbursements	3,000.00	3,000.00	1,205.71	40.2%	3,000.00	0.00	
Total 71000 Pastors Compensation Package	140,430.52	125,560.60	82,912.65	66.0%	125,014.36	-546.24	

Total of 70000 & 71000	206,540.12	191,470.20	127,781.72	66.7%	195,963.88	4,493.68
------------------------	------------	------------	------------	-------	------------	----------

Total Expenses (Budgeted or Actual)	333,020.12	309,900.20	189,922.95	61.3%	312,726.88	2,826.68
-------------------------------------	------------	------------	------------	-------	------------	----------

Target for 8 months is 66.7%



2023 LCI Focus Areas

The Council met on August 27, 2022 and decided on the following Focus Areas.

Council

- Continue study of *Living our Baptism—5 gifts of Discipleship**
- Host in-person Council Meetings on a quarterly or semi-annual basis
- Plan for Council Succession

Congregation

- Reconstitute Sanctuary Worship
- Review and update Ministry areas including chair roles and time commitment with a focus to fostering a healthy environment for volunteers with achievable goals.
- Increase Fellowship
 - Support Arts in the Community
- Be an inclusive neighborhood church

**Personal Inventory: Inward, Outward Gifts of Discipleship*, written by Robin McCullough-Bade. May be reproduced for local, non-sale use provided the copyright notice is included.

www.elca.org/GiftInventory Copyright © 2018 Evangelical Lutheran Church in America

Stewardship Report to Council
Vern Holmes
October 9, 2022

On Sunday Oct. 16th, during worship we will receive our stewardship commitments of time and abilities responses sheets and our estimate of giving cards for 2023.

After the 16th I will begin a follow-up letter campaign to provide members who have not yet responded with an opportunity to do so.

Estimate of giving forms will be forwarded to Damian Genetos for tabulation. Time and Abilities sheets will be tabulated, and the responses will be given to the appropriate persons.

Because I leave for Mazatlán October 21st a final report will not be ready until the December council meeting.

Social Justice Committee
Minutes 9/7/2022

Participants: Jill VanZanten, Becky Linvill, Ellen Kolarik, Marvie Paulson

1. Advocacy:

- a. Advocacy in Quarantine (LOPP):** The attached letter regarding “Budgeted proposals Providing Targeted Relief and Keeping Momentum on Ending Child Poverty Across California” was sent 6/9/22 to both House and Senate Budget Committees.

Information Only

- b. Advocacy Sunday at LCI:** Marvie to share information regarding advocacy for Bread for the World for next week’s bulletin and Wednesday mailing

Information Only

- c. Interfaith Housing Justice:** The Rothstein event is scheduled for 11/17/22. Jill and Ellen are working together to create an adult forum for 9/25/22 that introduces the issue of affordable housing in hopes of creating interest for the program among our members. They are looking at this resource from the ELCA as a base:

<https://blogs.elca.org/worldhunger/housing/>

Information Only

- 2) Budget:** Our budget for 2022 is \$725. We received a special gift to cover our contribution to the Rothstein speaker event so this sum is still available to us. In the past, we have earmarked \$100 to each of YIIN, CIPL, LOPP and YIACJ. We also carry \$225 for the ELCA quilters. However, so far this year we have not asked our treasurer to send the checks to anyone. Discussion focused on the desire of some members to have funds available to provide a small honorarium to speakers we invite to visit our group. With most of the funds already obligated to a designee, this does not feel possible.

Action Step: Ellen will ask council to increase the Social Justice budget to \$825 to allow us to offer a modest honorarium when appropriate.

Ellen to ask Treasurer to cut the checks **for** YIIN, CIPL, LOPP and YIACJ

Ellen to reach out to quilters for receipts for reimbursements up to \$225

- 3) MMP’s:** The MMP for September is CASA. As the end of the year approaches, we need to start applications for 2023 MMPs.

Action Steps: Ellen to reach out to Jeff DeRopp to revise the Social Justice website to include a link to the 2023 MMP application form

Ellen to create a paper copy of the application form to be available on Sunday

We publicize the request for applications to the MMP program from Sunday 9/11 to 10/2 with bulletin notices on Sunday and an email notice in the Wednesday mailing. We will close out applications 10/2 and start assembling the 2023 schedule at our next meeting.

4) Service:

- a) **GWOH's Sunday 9/11/22:** The collection for 4th and Hope is proceeding well. The collection will close out 9/11 and Ellen will get them over to 4th and Hope.
- b) **Work Party:** Dana Bailey has not gotten back to us about a vision for a one day work party involving some landscaping or other out door work at the Respite Center. This may or may not occur. We can certainly put together a crew at a later date to assist there. However, Celebration of Abraham is taking the lead to reach out to the interfaith community for groups to assist in a Habitat for Humanity project called "Rock the Block" in West Sacramento. They wish to create a multifaith team to participate 10/8/22 to assist with home repairs.
Action Steps: Ellen to reach out to Helen Roland to learn about the scope of projects the day will address and the skill sets needed to complete them.

- 1. **Refugee Resettlement:** Multiple faith organizations in the community are reaching out to form an alliance to serve one or more refugee families. DCC is attempting to create an event in which the partner non-profits looking for local sponsors will share how their programs work and what resources they can provide as well as what resources we need to provide. The commitment is a minimum of 6 months but could be as long as a year. The group felt there may be a few individuals with an interest in in-person volunteering.
Action Steps: Ellen to share link to next zoom meeting and will circulate date/time of the in person meeting at DCC

- 5) **Book suggestions for discussion:** Jill shared details about *Rising out of Hatred. The Awakening of a Former White Nationalist* by Eli Saslow. Vern is interested in co-facilitating with Jill possibly in the winter. Ellen shared *The Violin Conspiracy* by Brendan Slocumb, fiction which may be suitable for a summer read. *The Violin Conspiracy* is about a black man surmounting racism to be a concert pianist. The story is wrapped in a mystery which might make it an easy read while still opening the door for discussion about interpersonal racism.

- 6) **Schedule next Meeting:** 10/5/22 at 6:30 by Zoom

Learning Committee

Jenny Fortuna

10/09/22

The Learning Committee met 10/9/22 (Lindsey, Suzanne, and Jenny). We started brainstorming Christmas Program ideas (Dec 18) and Advent Party craft ideas (Dec 4). We are waiting for Joan Willse to return from her vacation to find out how the Sunday School background checks and training are going. Jenny has submitted a request for a Thrivent Action gift of \$250 to support the Advent Party.

Liturgical Furnishings Committee

Jenny Fortuna

10/09/22

The Liturgical Furnishings Committee met via zoom on Oct 5. Both the altar and baptismal font were sanded and refinished just in time for the baptisms on 10/9/22. We discussed that a backdrop for the altar was needed. A suggestion was brought forward to display the artistic drape created by Linea Wong. All were pleased with its placement this morning for the baptism. Further discussion will be had on Nov 2 about a more permanent banner display and installing Bible verse(s) around the Narthex soffit.