

Lutheran Church of the Incarnation Council Minutes

March 9, 2021, 6:30 pm

Council Member: 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

Guest: Gretchen Peralta

- A. Introduction: Carol
 - I. Devotion was from the book of Mark 10:32-52, Jesus's 3rd passion prediction: Pastor Dan
- B. LCI Renewal: Pastor Dan & Carol
 - I. ***Five Practices of Fruitful Congregations***, Chapter 1: Discussed Attractional Model ("Come and See") and Missional Model ("Go and Do"). What needs are we meeting and what needs haven't we addressed?
 - II. Council Focus Statement from Jan. 30 Retreat was approved, M/S/C Huegli / Green
- C. Pastor's Report
 - I. Drive-in worship is every other week at 11:00 am (March 14 & 28). Pastor Dan knocked on 24 doors in LCI neighborhood to invite neighbors. May want to use free advertising in the *Davis Dirt* (free event listings) or Nextdoor Social Network Service
 - II. Outreach calls and visits to 39 LCI members, friends and neighbors
 - III. Teaching Bible study, *The Road to Coronation*, for 11 people
 - IV. Working on sanctuary renovation and a new Welcome Center
 - V. Starting on Easter Sunday, April 4, the desired plan is to have worship on the West Lawn and livestream worship. The Learning Committee, led by Jenny Fortuna and Lindsey Burns, suggests a socially-distanced Easter Egg hunt around 10:00 am.
 - VI. Working on annual parochial report to the Bishop
 - VII. Discussion followed about why we were or were not attending drive-in worship
- D. January & February Council minutes were approved, M/S/C Huegli / de Ropp
- E. February Treasurer's Report: Karl
 - I. Operating at deficit, but spending is under 2021 budget
- F. President's Report: Carol
 - I. Nominating Committee – Do Lori and Karl want to stay on Council? One other seat is up
 - II. Property Committee: Carl Linvill has stepped down, search for new Chair underway
Discussed maintenance concerns including Sanctuary HVAC and backyard fence
- G. Committee and other Reports
 - I. Drive-in service report: Gretchen Peralta
 - II. Social Justice: Becky Linvill

The goal of LCI is that Jesus Christ be known. We seek to know and experience Christ through Bible study, worship, and service. We are ambassadors for Christ, so that others will know Jesus and follow as His disciples.

As we emerge from the COVID-19 pandemic to rebuild the pre-existing pattern of attendance and giving, we will focus on increasing participation and making LCI a center for missional living; and:

- **Reach out to members of our community, especially newcomers, and invite them into our congregation.**
- **Share our faith stories, both within and outside of the congregation.**
- **Be an inclusive, *neighborhood church*.**
- **Serve the community and bear witness to God's justice and mercy.**

The Pastor and Staff in collaboration with the lay leadership will assess and make changes to all ministries based on their fruitfulness - how they meet needs, change lives and welcome newcomers into our ministries of worship, fellowship and service.

Through prioritized activities in 2021 beginning with the following, we will:

- **Reach out to members of our community, especially newcomers, and invite them into our congregation:**
 - Implement prioritized outreach efforts including mail and written contact to new Davis residents as referred by local realtors inside and outside of the congregation including active and inactive members.
 - Expand our relationship with Applegate starting with a LCI—Applegate Parents Group
 - Return to physically gathering for worship starting with drive-in, then west lawn and finally sanctuary.
 - Grow current mission activities to include newcomers from both the congregation and community through celebrating successes and promoting mission outcomes (e.g. Hwy 113 clean-up, quilters, property, etc.)
- **Actively share our faith stories both within and outside of the congregation:**
 - Study Scripture together – to (re)-discover who Jesus is for us
 - Share at least 6 faith stories as part of LCI worship and on LCI's website
 - Tell others why we are disciples of Jesus and what we value about LCI
- **Be an inclusive, *neighborhood church*:**
 - Invite to worship, fellowship and mission activities those both from the LCI neighborhood and wider community – including those of *all backgrounds*: LGBTQ, people of color, young and old, non-Lutherans.
 - Establish a Welcome Center for all congregational activities and ensure prompt follow-up by the Pastor, LCI Staff, and/or lay members with guests and visitors.
 - Complete the Sanctuary renovation.
 - Conduct a survey of the neighborhood within a 1 mile radius to determine community needs that LCI members and property can solve.
- **Serving the community and bearing witness to God's justice and mercy:**
 - Coordinate 4 community service projects led by staff and invite community members to participate.
 - Continue to learn how we can address social sins of racism, sexism, environmental destruction, etc. (e.g. *Color of Law* study group; speaker series)
 - Continue to provide YouTube recordings of LCI worship and expand online opportunities for LCI congregational activities.

Pastor's Report – March 2021

Highlights this past month have been a second drive-in worship service, continuing to make outreach calls – and visits, teaching Bible study and working on sanctuary renovation.

Outreach:

- I have continued making calls to LCI members & friends (39 contacts) this past month; I also put up a banner for drive-in worship and knocked on doors in our neighborhood to invite neighbors to drive-in worship, handing out flyers and talking to those walking around the neighborhood, in order to have more of a neighborly presence. Our reputation is growing...
- I have made at least one outreach call from members who referred me to them. Not a lot of people have offered contact info of friends or neighbors we can reach out to as staff.
- I have reached out to Applegate and LCI families, but neither have gotten back to me about forming a group to meet. Lindsey and I are not sure this will bear fruit, but we are not ready to give up just yet. Living in a time of pandemic might be putting a damper on this...
- Plans for a Welcome Center are moving forward (for when we return) – Dick Berry is making a sign at my request to put on a table: “Welcome Center/Check in Here”. This will be a station to check folks in and get them logged directly into Breeze, which will give us useful information about attendance, etc.

Plan for Worship going forward:

- We are holding *drive in worship every other week at 11:00am* (as most of you know). We had about 24 cars on Feb. 7 and about 18 on Feb. 28. There are 42 spots. Please join us and invite friends and neighbors; this is intended to be outreach – we have visitor cards that are not being used. This is a prime opportunity to introduce people to our congregation *safely*.
- Starting on ***Easter Sunday, April 4***, our plan is to have ***worship on the West Lawn***. The Learning Committee would like to have a socially-distanced Easter Egg hunt as well; the time has not been set yet. Since it is getting warmer, the staff's preferred time is a little earlier – about 10:00am. Masks will be required, and Gretchen Peralta and her crew have agreed to help coordinate people with Jeff de Ropp's support (thanks Jeff!). We are planning to *livestream worship starting on Easter Sunday* – i.e. no longer pre-record the services, but have a set time when the worship team will gather on Sundays, “perform” the service and folks will tune in, either with a live audience or without.

Also:

- I'm working on the annual parochial report to the Bishop; it's a little difficult to assess numbers in a pandemic, but I'm doing my best along with Julia's help...
- 11 people are participating in *The Road to Coronation*. It's a good group, and I believe it will bear fruit in terms of *helping people share their faith stories*.
- *I still need two more people to share their faith stories for our Lenten mid-week services!!* Let me know if you're interested.

Feb-21

Lutheran Church of the Incarnation

Treasurer's Report

February 28, 2021

Bank Accounts		Income						
FNB Checking (Operating Cash)		Income		Jan 2021	Feb 2021	YTD		
Balance Forward	215,408.73	Undesignated Income:						
Deposits Feb 2021	26,149.05	Gifts and Offerings (41100 & 41200)				16,273.59	20,084.32	36,357.91
Expenditures Feb 2021	33,179.11	Rents (41300 & 41320)				100.00	1,744.00	1,844.00
Closing Balance 2/28/21	208,378.67	Designated for Benevolence (20115)				115.00	112.50	227.50
Mission Investment Fund (Operating Cash)		Designated for Reserve Accounts:						
Balance Forward	0.00	Operating Reserves (Various)				5,024.12	2,840.16	7,864.28
Deposits Feb 2021	0.00	Columbarium (20761)				1.17	1.13	2.30
Expenditures Feb 2021	0.00	Endowment Fund (24151)				1.17	1.13	2.30
Closing Balance 2/28/21	0.00	Other Income (41400)				0.00	0.00	0.00
Total FNB Checking + MIF		Total Income		21,515.05	24,783.24	46,298.29		
The MIF was transferred to FNB Checking on 1/21/21. It will be removed from this section of the report going forward		Benevolence						
FNB Money Market (Protected Reserves)		Budgeted Benevolence		Jan 2021	Feb 2021	YTD		
Balance Forward	66,390.18	Mission Support (5.5%)				900.55	1,200.56	2,101.11
Deposits Feb 2021	2,752.26	Designated Benevolences						
Expenditures Feb 2021	0.00	Additional mission support				0.00	0.00	0.00
Closing Balance 2/28/21	69,142.44	Jan MMP: Yolo Crisis Nursery				115.00	0.00	115.00
\$2750 was transferred from FNB Checking to FNB Money Market to correct a December 2020 error where money designated for the Columbarium was deposited in FNB Checking. THIS IS NOW FIXED AND CORRECT.		Feb MMP: The Belfry/LEVN				0.00	112.50	112.50
Cumulative Deficit on 2/28/21		March MMP: St. John's Program for Real Change				0.00	0.00	0.00
Total of all bank accounts	277,521.11	April MMP: Amor				0.00	0.00	0.00
Less: all reserves	281,866.36	Easter Offerings: Pine Tree Garden				0.00	0.00	0.00
Operating Cash Deficit 2/28/21	(4,345.25)	May MMP: Yolo County Food Bank				0.00	0.00	0.00
Reserves 2/28/21		June MMP: 4th and Hope				0.00	0.00	0.00
Operating Reserves:		July MMP: Lutheran World Relief				0.00	0.00	0.00
20115 Designated Benevolences pending	727.50	Aug MMP: AMPARRO				0.00	0.00	0.00
20117 Memorial Fund	11,856.41	Sept MMP: CASA				0.00	0.00	0.00
20213 Worship/Music Reserve	3,628.79	Oct MMP: CLU / PLTS				0.00	0.00	0.00
20214 Flower Fund	996.09	Nov MMP: Interfaith Rotating Winter Shelter				0.00	0.00	0.00
20301 Pastor's Discretionary Fund	2,932.14	Dec MMP: Lutheran Hunger Appeal				0.00	0.00	0.00
20500 Youth and Children's Ministries	4,276.03	Christmas Offerings: Future Development Youth Ctr				0.00	0.00	0.00
20509 Nursery Supplies/Equip	0.00	Gifted from the Mission Trip Fund						
20551 Mission Trip Fund	4,213.01	Amor				0.00	0.00	0.00
20614 Hospitality	1,361.36	Gifted by Social Justice						
20759 Major Maintenance Reserve	31,183.65	Yolo Interfaith Immigration				0.00	0.00	0.00
20771 Building Fund	0.00	California Interfaith Power and Light				0.00	0.00	0.00
20776 Sanctuary Renovation	125,127.94	Yolo Alliance for Climate Justice				0.00	0.00	0.00
20777 Property Infrastructure Fund	26,421.00	Lutheran Office of Public Policy				0.00	0.00	0.00
24150 Paycheck Protection Plan Fund	0.00	Total Benevolence				2,328.61		
Total Operating Reserves	212,723.92	Total Benevolence as % of regular income				6.1%		
Protected Reserves								
20760 Columbarium Fund	22,000.00							
20761 Columbarium Niche Purchases	17,129.65							
24151 Endowment Fund	30,012.79							
Total Protected Reserves	69,142.44							
Mortgage Principal Balance								
Thrivent First Mortgage as of 3/01/21	501,970.80							

Lutheran Church of the Incarnation

Budget vs. Spending Through End Feb 2021

Account Number	Account name	Actual Jan-Feb	2021 Budget	Percent of Budget	Account Number	Account name	Actual Jan-Feb	2021 Budget	Percent of Budget
60000	Benevolence Funds				68000	Property General Maintenance			
60100	Synod Mission Support	2,101.11	19,250.00	10.9	68750	General Maintenance and Supplies	260.09	5,700.00	4.6
61000	Worship				68751	City Services	1,361.98	7,500.00	18.2
61200	Altar Supplies	0.00	1,500.00	0.0	68752	Telephone	225.92	1,400.00	16.1
61201	Pulpit Supply/Guests	0.00	2,450.00	0.0	68753	Fire System	0.00	1,440.00	0.0
61202	Music Licenses and Worship Supplies	0.00	2,000.00	0.0	68754	Utilities - PG&E	965.09	3,300.00	11.9
61203	Rooted Service	0.00	600.00	0.0	68755	Utilities - Solar	800.00	4,800.00	
61204	Chancel Choir	0.00	350.00	0.0	68756	Property Insurance	1,730.00	7,500.00	23.1
61209	Special Music	0.00	600.00	0.0	68757	Cleaning Services	0.00	14,800.00	0.0
61213	Organ and Piano Maintenance	0.00	400.00	0.0	68772	Mortgage (est 2015) Interest	4,299.28		
61215	Devotional Booklets	183.61	180.00	102.0	20774	Mortgage Principal	1,810.72	36,660.00	16.7
62000	Witness				70000	Support Staff			
62300	Social Justice Committee	0.00	950.00	0.0	70701	Administrative Asst Pay	685.91	12,000.00	5.7
62301	Pastor Outreach	0.00	800.00	0.0	70703	Youth Director Salary	2,980.60	19,620.00	15.2
64000	Learning				70704	Youth Director Continuing Ed	0.00	0.00	0.0
64500	Sunday School	0.00	750.00	0.0	70705	Nursery Caregivers Pay	0.00	0.00	0.0
64501	Confirmation Ministry	0.00	440.00	0.0	70706	Music Director Pay	3,646.00	24,000.00	15.2
64502	Adult Education-Bible Studies	150.30	150.00	100.2	70707	Music Director Continuing Ed	0.00	0.00	0.0
64505	Membership Classes	0.00	100.00	0.0	70709	Cantor Pay	0.00	0.00	0.0
64506	Elementary Retreat	0.00	550.00	0.0	70710	Substitute Musician	0.00	900.00	0.0
64551	Youth - LCI Activities	423.52	2460.00	17.2	70720	Workers Compensation Insurance	0.00	3,000.00	0.0
65000	Congregational Events				70721	Payroll Taxes	1,652.09	6,500.00	25.4
65600	Synod Assembly	0.00	1,500.00	0.0	70722	Payroll Service fees	424.42	1,500.00	28.3
65603	Congregational Events	0.00	750.00	0.0	71000	Pastors Compensation Package			
65605	Hospitality	0.00	750.00	0.0	71900	Defined Compensation			
65612	Professional Leadership Conference	0.00	500.00	0.0	71901	Net Salary	5,964.24	44,932.00	16.9
66000	Stewardship				71902	Elective Deductions: FSA, Pension	1,607.72		
66650	Offering Envelopes	0.00	450.00	0.0	71903	Housing Allowance	7,400.00	44,400.00	16.7
66652	Stewardship Development	0.00	500.00	0.0	71904	Benefits: Retirement	1,488.86	8,933.16	16.7
67000	Administration				71905	Benefits: Health	6,200.00	37,200.00	16.7
67700	Office Supplies and Equipment	1,000.64	5,000.00	20.0	71906	Benefits: Disability	223.34	1,340.04	16.7
67701	Postage	0.00	300.00	0.0	71907	Benefits: Retiree Support	0.00	0.00	0.0
67703	Social Media and Advertising	153.07	3,000.00	5.1	71910	Benefits: Basic Group Life	104.22	625.32	16.7
67704	Bookkeeper	180.00	600.00	30.0	71911	Professional Reimbursements	0.00	3,000.00	0.0
					TOTAL		48,022.73	337,930.52	14.2
									~17% is the target at this point

General Notes for February Council Meeting

- There is a charge for \$15.11 at Costco that posted on 3/1/21. I do not know what this is and it has been listed under line item 67700 for the time being.
- Pastor Dan, your \$150.93 for the books for Council was listed as a FNB Debit Card transaction. I do not see that transfer in the FNB statement. Maybe you used a different card and this is supposed to be a reimbursement?
- There is a \$36 charge on the office BofA card for 2/19/21 for "MSFT" which is listed as computers or software. I do not know what this is, but it is under 67700.
- Linsey B. needs to change Zoom to the FNB debit card

LCI Drive-In Worship Report

We are getting the hang of the Drive-In Service process.

Each member of the Usher/Parking Team has their role down pat.

I am unavailable to manage Sunday the 14th but Karen Slabaugh has graciously agreed to take over. She has my To Do list and better yet, is familiar with the process.

Moving to the West Lawn is under consideration for Easter Sunday. It will take more effort and a few additional steps. I will be emailing the Committee to explore their availability and willingness based upon the Council's decision. Masks and social distancing will be required.

I am not convinced with our current environment, that we will have a need for 2 services regardless of the Easter & Christmas attendees nor will our attendance, as much as we'd like, will be as large as the Memorials. Time will tell.

1. We would require sign-ups as we did with Memorials so that chairs can be placed with consideration of social distancing. I will ask Steve Slinkard to work his magic with chair placement.
2. Jeff has agreed, if we go forward to monitor sign-ups. I will create "place signs" on family/person pods as with Memorials
3. It will take extra time and effort to setup and take down chairs

**Social Justice Committee
Minutes
2/17/21- revised 2/19/21**

Attendance: Ellen Kolarik, Jill VanZanten, Lee Grayson, Becky Linvil, Vern Holmes, Karen Hamilton

- 1) **Rotating Winter Shelter Update:** Our treasurer (Karl Larson) agreed to send \$1000 from the IRWS MMP budget line to the Respite Center through the IRWS non-profit. The committee discussed options for the remaining funds from the 2020 funds drive.

Action:

Direct Treasurer to send the balance of the budget line to the Yolo County Food Bank.

- 2) **Advocacy In Quarantine:** Lee gave an update regarding the focus of the Lutheran Office of Public Policy. Federal level funds to serve low income people have been rolled into bills for pandemic relief. The state is only starting its 2 year legislative cycle so it will be several months before bills are ready for support. LOPP will be focusing on social justice issues around food and housing insecurities, woman and children. Advocacy requests are anticipated in the next month or 2. **Information Only**

- 3) **Social Justice Mission Statement:** Lee found a short mission statement from past years.

Action:

Lee to circulate this older document for review and discussion at our next meeting.

- 4) **Yolo Interfaith Alliance for Climate Justice Speaker Series:** Kim Stanley Robinson, a science fiction writer whose stories are set in a world with apocalyptic climate change, will be giving a Zoom talk 2/23/21 at 7pm. Ellen requested a notice be posted in Wednesday 3 Things and the Sunday bulletin. Use the link in this notice to register as spaces are limited.
Information only.

- 5) **Davis Book Study: Marbles** – focuses on mental illness. The author will speak in Davis (albeit on Zoom) on 3/1). Marilyn Moyle is assisting in the organization of the event

Action:

Ellen to connect with Marilyn Moyle regarding whether there is a role for SJ in supporting this program

- 6) **Color of Law book Study 1/14/21-2/4/21:** Including facilitators (6), 45 participants signed up for the study. Including facilitators, attendance was 27-28 participants each night. Jill reported very positive feedback with participants appreciating that we adjusted the format to accommodate their preferences (e.g. increasing discussion time, increasing the number of breakout sessions). A few people have expressed real excitement about next steps. Jill has set up a “Google Group” for individuals to talk with each other. 2 participants from other religious communities plan to share the book with their members. There is unanimous support in the SJ group for releasing our curriculum to any group that wishes to use it in whole or in part. Jill and Ellen also willing to play a supporting role to outside groups if requested. There is some interest in the group for offering the program again for LCI and/or the wider community but a general consensus that it would be better if a repeat program was sponsored by another community to build alliances and support for the issue in the wider community.

Action:

-Jill to send the list of LCI participants to Ellen who will create a plan for our group to followup. The goal of the f/u is to check in regarding their response to the program, next steps they may be interested in taking and learning if there are any ways our group can support them in their journey.

-Jill to teach Ellen how to “co-manage” the Google group

- 7) **Social Justice- Next Steps:** – Lee suggested that SJ do its own book study of Permission to Feel as a tool to help us better adapt to the current financial and emotional stressors of Covid-19, summer fire season, climate change et al. This book may also help us develop tools to have difficult conversations. Depending on content – the book may be a useful LCI book study (adult forum) at a later date. Given the hours of preparation that were involved in curating the Color of Law program, SJ is not ready to create a program on a new topic in the near future.

Next Meeting- Tuesday 3/23/21 at 7pm on Zoom