

Lutheran Church of the Incarnation Council Meeting Minutes

June 10, 2025 at 6:30 pm

Council Member Roster: Tim Paulson – President (2026), Karen Slabaugh – Vice President (2027), Kathryn Schnaible – Treasurer (2026), Kenny Doss – Secretary (2026), Ralph Holderbein (2027), Mark Bandstra (2027), Judy Hull (2028), Judy Moren (2028), Dan Walker (2028), and Pr. Bob Wilse

1. Introduction: Tim

2. Approval of Meeting Agenda: Kenny

- a. Voting Item: Kenny motion to approve the meeting agenda. Karen 2nd – Vote: 9-0. Meeting agenda approved.

3. Prayer/Devotion: Pastor Bob

- a. Ralph arrived at 6:58pm.

4. Pastor's Report: Pastor Bob

- a. See attached written report
- b. Additional discussion regarding visitation and/or contact LCI members who have not participated or attended worship service recently

5. Approval of May Council Meeting Minutes: Kenny

- a. Emailed on 5/14 and 6/8 for council review. Post on website after approval.
 - i. Voting Item: 10-0. May 2025 meeting minutes approved.

6. President's Report: Tim

- a. Review Liaison Roles: Council discussed continuing with the current liaison structure below. Discussion regarding how the council can make the pillar/liaison system better and more active throughout the congregation. Work to fill vacant pillar chair positions.

Education Chair: Vacant; Liaison: Ralph Holderbein

Worship & Music Chair: Karen Slinkard; Liaison: Karen Slabaugh

Hospitality Chair: Molly Anderson; Liaison: Dan Walker

Social Justice Chair: Ellen Kolarik; Liaison: Judy Hull

Property Chair: Vacant; Liaison: Kenny Doss

Stewardship Chair: Vern Holmes

- b. Council Goals and Planning: Scheduled retreat in August 2025 will focus on the Council's roles and responsibilities, review of the LCI constitution and ensure the Council follows these requirements, goals for the Council over the next year, and what processes we can put in place to achieve these goals.

7. Council Action Items:

- a. Applegate Nursery School Lease Extension – 5-year extension with a 4% increase each year. See completed lease agreement attached.
 - i. Noted during the meeting that the previous lease agreement had a rent increase of 5% annually whereas the new agreement increases rent by 4% annually.
 - ii. Voting Item – Tim motion to approve the lease extension as written and agreed upon by Applegate. Dan 2nd – Vote: 10-0. Lease extension approved.
- b. Annual Council Retreat – Agreed upon retreat date of August 16 at Shepherd of the Hills Lutheran Church in Vacaville. Mark and Tim agreed to be on planning committee for retreat. Pastor Dan is anticipated to be on this committee as well.
- c. Assign property “closer” on Sundays
 - i. Closer will only ensure doors are locked, or communicate with individuals still in the building that they are responsible for ensuring the doors are locked/secured when

Lutheran Church of the Incarnation Council Meeting Minutes

June 10, 2025 at 6:30 pm

departing.

- ii. Other cleanup items after worship (kitchen cleanup, chairs/tables put away in Fellowship Hall for Applegate, etc.) on Sunday are responsibility of other LCI members.
- iii. Discussion regarding ensuring the facility is secured during mid-week events
- iv. Council members were assigned for the closer role as follows: June 2025 – Mark, July 2025 – Dan, August 2025 – Dan, September 2025 – Karen, October 2025 – Kenny, November 2025 – Ralph, December 2025 – Judy M., January 2026 – Tim, February 2026 – Tim, March 2026 – Ralph, April 2026 – Mark, May 2026 – Judy H.

8. Other Reports:

- a. Treasurer's Report(s)
 - i. Announce to Committee Chairs & Pillar Chairs to start thinking about budget needs for October – A discussion will occur between Council liaisons and Chairs to prepare for this.
 - ii. Review budget preparation timeline for annual meeting in November: Council proposed a tentative timeline for creation of 2026 LCI budget – Draft budget for Council discussion: October 14, Budget Forum: November 2, Council meeting to approve budget: November 11, Congregational meeting to approve budget: November 16
 - iii. Moren Estate Gift update: No update at this time.
 - iv. Year-to-date Budget: Review of financial data indicates that the congregation is slightly behind on contributions this year compared to contributions in previous years.
 - v. Synod Contribution 2024: This has not occurred at this time. This is expected to be completed for 2024 and part of 2025 in the near future
- b. Camera/Wifi Update: No update at this time. Mark will provide future updates regarding the camera acquisition and Ralph will provide updates regarding Wifi/internet status.
- c. Property Committee Updates
 - i. Palm tree on north end of parking lot is damaging parking lot/curb. Consider action and obtain quotes to remove tree and repair parking lot damage
 - 1. LCI received a quote for \$1500 from current LCI landscaper
 - 2. Tim will get more information regarding scope of work and cost. Follow up during August meeting.
 - ii. Review current landscaping task list (see attached) and confirm current workload priorities
 - 1. Council discussed prioritizing overall removal and abatement of weeds around property. Tim will follow up with landscaper to confirm current priorities.
 - iii. City of Davis fire backflow test update – PDQ is currently best quote at \$65. Test to be scheduled in next 1-2 weeks. Doss family will coordinate.
 - iv. Discussed the new marquee and ways to improve visibility from the roadway
- d. Other General Liaison Reports (Education, Worship/Music, Hospitality, Social Justice)
 - i. Social Justice: Completed first forum for current book project and 18 people attended. LCI also had a table at the recent Davis pride month event.

9. Other Business:

- a. Cancellation of July 2025 council meeting – No objections from council. Next council meeting scheduled for August 12
- b. Adjustments to when council meeting agendas will be sent out and information posted on website.
 - i. Attempt to post agenda and supplementary materials on LCI website for congregation to review prior to meeting.
- c. The Sierra Pacific Synod Assembly 2025 conducted a regional gathering on May 10th in Chico. The remote business meeting will occur on June 14th. Pastor Bob Wilse, Tim Paulson, and Kathryn Schnaible are attending.

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June 10, 2025 at 6:30 pm

Next Executive Council Meeting = August 5 at 6:00pm

- **Please provide agenda topics to Secretary by this date**

Secretary to send out/publish agenda = August 9

- **Please provide all supplementary materials to Secretary by this date**

Next Council Meeting = August 12 at 6:30pm

- **Judy H. is not expected to attend August 12 meeting**

Interim Pastor's Report April 28 – May 31, 2025

Pastoral Reflection – A look back and a look ahead

I went “on the clock” as your Interim Pastor on Monday, April 28 and it has been a good time. I have enjoyed leading worship for these four Sundays as well as being in the office and visiting people. The early lack of cooling in the office area has been resolved – a breaker was in the off position in the electrical room – so I will resume office hours on Thursday afternoons beginning on June 12th.

Highlights of the last month include the Synod's new method of Assembly with a series of regional gatherings. Tim, Kathryn, and I were at the first of three scheduled gatherings in Chico on May 10.

The theme of the event was “Hope” as inspired by Chapter 4 of Paul's 2nd letter to the Corinthians, which says in verses 7-10: “But we have this treasure in jars of clay to show that this all-surpassing power is from God and not from us. We are hard pressed on every side, but not crushed; perplexed, but not in despair; persecuted, but not abandoned; struck down, but not destroyed.”

While I don't think life today is as challenging as it was in the early first century, the current challenges are real and substantial and were duly acknowledged at the assembly. “**Do Not Lose Heart**” was the theme of the scheduled keynote address, though the keynote speaker was unable to attend. The address as well as other activities were designed to explore “themes of hope in the midst of great challenges in our church and in our world.” I feel that the gathering tried hard to provide small group interaction to fulfill the goal.

Our Synod Assembly will continue with two Zoom gatherings. The first is June as we conduct elections and deal with resolutions. The second will be November 1 when delegates will discuss and vote on a Synod budget.

Another highlight was when Marjan delivered the quilts/banners for our Pentecost season. Carol Huegli and I were very impressed and excited to see them, and I believe you will be when they are on full display beginning on June 15th.

Activities

1. Upcoming Calendar Events

- ◆ Visitation Team Meeting June 13
 - ◆ Synod Assembly Zoom mtg. June 14
- For Voting delegates Tim, Kathryn, me

◇ Congregational Potluck Lunch	June 15
◇ Vacation Bible School	June 16-20
◇ Worship Committee meeting	July 12
◇ Pastor Dan's Sabbatical Ending Litany	July 20
◇ Congregational Potluck Lunch	July 20

2. Meetings

➤ Visitation Team	May 2
➤ Executive Committee	May 6
➤ Council Meeting	May 13

3. Synod Events

+ Synod Assembly Regional Gathering	May 10
For Voting delegates – Tim, Kathryn, and me	

4. Pastoral Concern for folks

- * Please keep **Vern Holmes** in your prayers as he will be having hip replacement surgery on June 9th.
- * I am also concerned about **Pam Harmon**, who is now in a Care Home in Stockton, which limits my ability to see her. Please keep her and her children in your prayers.

**EIGHTH EXTENSION TO LEASE AND
ELEVENTH AMENDMENT TO LEASE**

PARTIES:

THIS AGREEMENT is made and entered into this 23th day of April, 2025 by and between **Lutheran Church of the Incarnation, a California corporation**, (herein called "Landlord" or "LCI") and **APPLEGATE NURSERY SCHOOL, a California corporation**, (herein called "Tenant" or "Applegate").

RECITALS:

- A. Landlord and Tenant entered into a written Lease Agreement dated July 1, 1999, and First Extension to Lease dated July 22, 2000, and a First Amendment to Lease dated June 8, 2001, Second Amendment dated April 17, 2002, and a Second Extension and Third Amendment dated July 16, 2003, and a Fourth Amendment dated August 29, 2005, and a Third Extension to Lease and Fifth Amendment to Lease dated December 28, 2006 (hereinafter collectively referred to as the "Lease"), and a Sixth Amendment to Lease dated March 16, 2008, Fourth Extension to Lease and Seventh Amendment to Lease dated May 19, 2009, and a Fifth Extension to Lease and Eighth Amendment to Lease dated July 8, 2012, and a Sixth Extension to Lease and Ninth Amendment to Lease dated July 10, 2017, Seventh Extension to Lease and Tenth Amendment to Lease, for the lease of certain premises located in the City of Davis, County of Yolo, State of California (hereinafter referred to as the "Premises"), and more specifically located at 1701 Russell Boulevard; and
- B. Landlord and Tenant desire by this agreement to amend the Lease subject to conditions and provisions hereinafter contained.

Now, Therefore, in consideration of the mutual agreements herein contained and for valuable consideration, the receipt and adequacy of which is hereby acknowledged, Landlord and Tenant do hereby covenant and agree as follows:

1. **Term:** The term of Lease covering the premises above described shall be extended for a period of approximately five (5) years commencing November 1, 2025 and ending August 31, 2030 (herein referred to as the "Eighth Extended Term").
2. **Rent:** The Monthly Rent during the Term 11/1/2025-8/31/2030 shall be as follows:

Commencing on November 1, 2025 and adjusted annually on September 1 through August 31, 2030, the annual monthly rent shall be increased by 4% as follows:

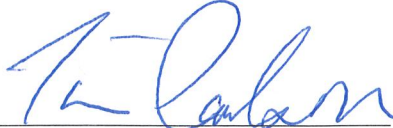
- November 1, 2025 the rent shall be \$32,522 annually/\$2,710 monthly
- September 1, 2026 the rent shall be \$33,823 annually/\$2,818 monthly
- September 1, 2027 the rent shall be \$35,176 annually /\$2,931 monthly
- September 1, 2028 the rent shall be \$36,583 annually/\$3,048 monthly
- September 1, 2029 the rent shall be \$38,047 annually/\$3,170 monthly

3. **Additional Lease Term:** Notwithstanding any existing or past understanding, practice or agreement of the parties, Landlord shall be entitled to place and maintain at all times work on all parts of the Premises any wall hangings, quilts, crafts, decorations, signage, pictures, devices, or other matters that the Landlord may desire to place, post, or display. Tenant may temporarily cover, without removing or taking down, any such items during Tenant's periods of exclusive use with an easily-removable covering, but shall remove the covering whenever it is not in exclusive possession of the Premises.
4. **Liability Insurance:** Tenant's Liability coverage is to be Primary and Non-Contributory
5. **Counterparts:** Except as otherwise modified above, Landlord and Tenant agree that all this agreement may be executed in counterparts, each which shall be deemed an original, but all of which together shall constitute one and the same agreement. This agreement may not be amended or modified except in writing signed by the parties hereto.

In WITNESS WHEREOF, Landlord and Tenant have caused this Seventh Extension to Lease and Eleventh Amendment to Lease to be duly executed the day and year above written.

Landlord:

LUTHERAN CHURCH OF THE INCARNATION,
OF DAVIS, CALIFORNIA, INC.,
a California Corporation

By:  Date: 4-23-25
Tim Paulson, LCI President

Tenant:

APPLEGATE NURSERY SCHOOL, INC.,
a California Corporation

By: Heather Geis Date: 4/23/25
Nancy Hodges, Director
Heather Geis



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

05/04/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Van Beurden Ins. Serv, Inc. - Woodland PO Box 2053 Woodland CA 95776-2053	CONTACT NAME: Mike Beall PHONE (A/C, No, Ext): (530) 661-0666 E-MAIL ADDRESS: mbeall@vanbeurden.com FAX (A/C, No): (530) 661-9032														
INSURED Applegate Nursery School Inc 2040 Bishop Place Davis CA 95618 (530) 758-4850	<table><tr><th>INSURER(S) AFFORDING COVERAGE</th><th>NAIC #</th></tr><tr><td>INSURER A: Markel Insurance Company</td><td>38970</td></tr><tr><td>INSURER B: Hartford Casualty Ins Co</td><td>29424</td></tr><tr><td>INSURER C:</td><td></td></tr><tr><td>INSURER D:</td><td></td></tr><tr><td>INSURER E:</td><td></td></tr><tr><td>INSURER F:</td><td></td></tr></table>	INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A: Markel Insurance Company	38970	INSURER B: Hartford Casualty Ins Co	29424	INSURER C:		INSURER D:		INSURER E:		INSURER F:	
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COVERAGES **RP** **CERTIFICATE NUMBER:** Cert ID 55445 (1) **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☒ POLICY ☐ PRO-JECT ☐ LOC OTHER:			CCP132508	06/02/2025	06/02/2026	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMP/OP AGG \$ 3,000,000
A	AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☒ HIRED AUTOS ONLY ☒ NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
	UMBRELLA LIAB ☐ OCCUR EXCESS LIAB ☐ CLAIMS-MADE DED RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N ☐	N/A	51WECAC5J6U	01/01/2025	01/01/2026	☒ PER STATUTE ☐ OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
A	Accident			CCH132608	06/02/2025	06/02/2026	Aggregate Limit of Indemnity \$ 250,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER

Applegate Nursery School, Inc

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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Priority	Area	Work To Be Done	Projected/ Actual Hours	Notes
1	Along Russell Blvd Between the street and the building.	Shape plants and remove invasive plants/weeds (Catchweed Bedstraw)	5	
2	Walkway along Russell and under the tree by the bus stop.	Keep the ground clear of weeds and clean.		Ongoing.
3	Along Aurthur between the North and South driveway.	Repair any damaged sprinkler heads.		
4	The hill in the playground lawn	Seed large bare spot and put flags up around the perimeter.		
6	West of Aurthur where the fire system control valve was replaced.	Prep ground for planting new plants.	4	To Be Determined, plants, mulch, etc
	Corner of Aurthur and Russell, station 8	Replace and adjust sprinkler heads.	3	On hold
	Corner of Aurthur and Russell, station 8	Replace and adjust sprinkler heads.	3	On hold
		Repair Sprinkler on Arthur, Spray again, Clear Garbage Can area, Begin Palm Removals.		
Completed Items				
2	Adjacent to parking lot exit by electrical box	Eradicate the weeds through pulling, wacking, spraying or whatever.	1/1	I sprayed, but the area needs to have the dead, and living, weeds removed. jfh. Danny: mowed and
3	West of Aurthur where the fire system control valve was replaced.	The weeds in that area continue to thrive. Eradicate the weeds through pulling, wacking, spraying or whatever.	1/1	Danny: mowed and applied Ground Cover to kill the weeds.
3A	Grass in front	Mow & Edge	1/1	Done
3B	Tree by Parking Lot Exit.	Trim	1/1	Done
3C	Bush area along Arthur	Weed wack, spray & blow sidewalk and adjacent parking lot area.	2/2	Done
1	Greenwaste piled behind the recycling bin.	Move greenwaste to the curb for May 8th Curbside Pickup.		Completed Tue. May 6. Trimmed branches from tree on Russell that were overhanging street.
Done	Russell Entrance	Trim tree and cut back away from roof	4	Done during LCI Work day
Done	Station 12, Russell side near trees	Fix broken drip line	1	Done 10/19/2024 jfh
Done	Columbarium	Remove leafs and invasive plants/weeds		Done 10/19/2024
Done	New Water Hydrant	Get water to the tree from one of the stubbed off drip lines.	1	Done 10/28/2024
Done	Lawn sprinkler just off of the sidewalk near the playground,	Replace Sprinkler head, Hunter MP2000 Rotator	1	Done 10/30/2024 jfh
Done	Arthur Street	Trim shrubs off of sidewalk and remove	2	Done 12/17/2024
Done	Parking lot walkway	Fix light on walkway	1	Done jfh
On Going	Parking lot and walkway	Leaves were gathered and moved to two locations: one on Arthur Street and the other behind the garbage cans. What		Green waste can be placed in the street up to 1 week before pickup.
Done	Lamp posts in Parking Lot	Replace Light Bulbs	1	Three lights were replaced. jfh
Done	Storage Shed	Trim Tree adjacent to shed on right (North) side	3	
	Behind the recycling cans	Cut up the felled limbs to a maximum of 5' and move to the curb.		I went yesterday and all the limbs were gone. The last curbside pickup until may is February 27.
	Tree in Grove area	Remove broken limb from pine tree		

Done	Tree in yard area by russel	Remove limb pushing fence and overhanging onto street		Overhanging limbs removed that scraped against passing busses.
	Area where the sprinkler valve was repaired along Aurthor	Eradicate the weeds through pulling, wacking, spraying or whatever.		I finished weed wacking this area and sprayed with roundup. jfh
	Under the walnut tree by the bus stop.	Eradicate the weeds through pulling, wacking, spraying or whatever.		I weed wacked and cleaned up the area. I also reinstalled the garbage can. jfh
	Along Aurthor	Cut the ground cover to the ground and spray with Ground Clear	6/12	Brush went to dump, Two trips.
	Memorial Garden/Columbarium	Pull weeds, tri and clean. Spray the DG with roundup to get rid of the weeds growing through.		Area needs to be ready for April 26, and April 30 memorial services.
	North side of the parking lot along the fence between the grasses.	Eradicate the weeds through pulling, wacking, spraying or whatever.		
	Russell Entrance	Finish De-Weed, Trim & Clean	4	

Balance Sheet

Lutheran Church of the Incarnation

As of May 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Assets	
Current Assets	
Bank Accounts	
1 First Northern Bank	-820.00
4 MM - First Northern Bank	69,649.92
8 First Northern Bank - operating	195,139.66
PayPal Account	
Total for Bank Accounts	\$263,969.58
Accounts Receivable	
Other Current Assets	
Total for Current Assets	\$263,969.58
Fixed Assets	
10000 Land	418,822.93
11000 Church Building	319,896.49
12000 Fellowship Hall	1,749,202.30
15000 Personal Property	60,154.11
Total for Fixed Assets	\$2,548,075.83
Other Assets	
Total for Assets	\$2,812,045.41
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	-1,410.94
Total for Accounts Payable	-\$1,410.94
Credit Cards	
Other Current Liabilities	
20115 Special Benevolences	6,350.00
20602 Lutheran Magazine	
20605A Fair Trade Coffee Project	
24000 Payroll Liabilities	
24502A Crossways	
26650 Offering Envelopes	
26652A Food & Faith	
Total for Other Current Liabilities	\$6,350.00
Total for Current Liabilities	\$4,939.06

Balance Sheet

Lutheran Church of the Incarnation

As of May 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Long-term Liabilities	
20754 Mortgage	
20755 AOB Bad Debt	
20769 Organ Fund	
20774 Mortgage - regular	450,175.11
20775 Mortgage - Facility Renovation	
27200 Other Liabilities	
Total for Long-term Liabilities	\$450,175.11
Total for Liabilities	\$455,114.17
Equity	
32000 Unrestricted Net Assets	2,146,637.70
Net Income	44,415.53
20117 Memorial Fund	
20212 Sanctuary A/V project 2022	
20213 Worship/Music Reserve	3,203.44
20214 Flower Fund	-219.89
20301 Pastor's Discretionary Fund	3,250.04
20401 Emergency Fund	
20402 Caregivers Fund	
20500 Youth / Day Camp / Mt. Cross	4,276.03
20508 Day Camp Reserve Fund	-820.00
20509 Nursery Supplies & Equipment	
20551 Mission Trip Fund	4,233.01
20552 Youth	
20614 Hospitality	1,361.36
20615 50th Anniversary	
20759 Major Maintenance Reserve	78,434.10
20760 Columbarium Fund	38,717.17
20761 Columbarium Niche Purch-Exp	
20771 Facilities Renovation	
20776 Sanctuary Renovation	379.65
20777 Property Infrastructure Reserve	195.00
24150 Operating Reserve	
24151 Endowment Fund	30,368.10
30000 Opening Bal Equity	110.00
AMOR Scholarships	2,390.00
Total for Equity	\$2,356,931.24
Total for Liabilities and Equity	\$2,812,045.41

Balance Sheet

Lutheran Church of the Incarnation

As of June 9, 2025

DISTRIBUTION ACCOUNT	TOTAL
Assets	
Current Assets	
Bank Accounts	
1 First Northern Bank	-820.00
4 MM - First Northern Bank	69,649.92
8 First Northern Bank - operating	195,139.66
PayPal Account	
Total for Bank Accounts	\$263,969.58
Accounts Receivable	
Other Current Assets	
Total for Current Assets	\$263,969.58
Fixed Assets	
10000 Land	418,822.93
11000 Church Building	319,896.49
12000 Fellowship Hall	1,749,202.30
15000 Personal Property	60,154.11
Total for Fixed Assets	\$2,548,075.83
Other Assets	
Total for Assets	\$2,812,045.41
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	-1,410.94
Total for Accounts Payable	-\$1,410.94
Credit Cards	
Other Current Liabilities	
20115 Special Benevolences	6,350.00
20602 Lutheran Magazine	
20605A Fair Trade Coffee Project	
24000 Payroll Liabilities	
24502A Crossways	
26650 Offering Envelopes	
26652A Food & Faith	
Total for Other Current Liabilities	\$6,350.00
Total for Current Liabilities	\$4,939.06

Balance Sheet

Lutheran Church of the Incarnation

As of June 9, 2025

DISTRIBUTION ACCOUNT	TOTAL
Long-term Liabilities	
20754 Mortgage	
20755 AOB Bad Debt	
20769 Organ Fund	
20774 Mortgage - regular	450,175.11
20775 Mortgage - Facility Renovation	
27200 Other Liabilities	
Total for Long-term Liabilities	\$450,175.11
Total for Liabilities	\$455,114.17
Equity	
32000 Unrestricted Net Assets	2,146,637.70
Net Income	44,415.53
20117 Memorial Fund	
20212 Sanctuary A/V project 2022	
20213 Worship/Music Reserve	3,203.44
20214 Flower Fund	-219.89
20301 Pastor's Discretionary Fund	3,250.04
20401 Emergency Fund	
20402 Caregivers Fund	
20500 Youth / Day Camp / Mt. Cross	4,276.03
20508 Day Camp Reserve Fund	-820.00
20509 Nursery Supplies & Equipment	
20551 Mission Trip Fund	4,233.01
20552 Youth	
20614 Hospitality	1,361.36
20615 50th Anniversary	
20759 Major Maintenance Reserve	78,434.10
20760 Columbarium Fund	38,717.17
20761 Columbarium Niche Purch-Exp	
20771 Facilities Renovation	
20776 Sanctuary Renovation	379.65
20777 Property Infrastructure Reserve	195.00
24150 Operating Reserve	
24151 Endowment Fund	30,368.10
30000 Opening Bal Equity	110.00
AMOR Scholarships	2,390.00
Total for Equity	\$2,356,931.24
Total for Liabilities and Equity	\$2,812,045.41

Profit and Loss

Lutheran Church of the Incarnation

May 1-31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Income	
41000 Income	0
41100 Offerings	6,851.85
41400 Other Misc Income	155.00
Total for 41000 Income	\$7,006.85
Total for Income	\$7,006.85
Cost of Goods Sold	
Gross Profit	\$7,006.85
Expenses	
65000 Congregational Events	0
65603 Congregational Events	31.95
Total for 65000 Congregational Events	\$31.95
67000 Administration	0
67700 Office Supplies & Equipment	108.99
Total for 67000 Administration	\$108.99
68000 Property General Maintenance	\$500.00
68750 General Maintenance & Supplies	104.00
68754 Utilities - PG&E	246.94
68755 Utilities - Solar	350.00
68772 Mortgage (est 2015) Interest	1,927.44
Total for 68000 Property General Maintenance	\$3,128.38
70000 Support Staff	0
70708 Pianist/Organ Pay	200.00
70721 Payroll Taxes	6,593.84
Total for 70000 Support Staff	\$6,793.84
71000 Pastors Compensation Package	0
71900 Defined Compensation	0
71902 Elective Deductions - FSA, Pension	455.14
Total for 71900 Defined Compensation	\$455.14
71904 Benefits- Retirement	910.28
71906 Benefits- Disability	27.31
71910 Benefits- Basic Group Life	18.21
Total for 71000 Pastors Compensation Package	\$1,410.94
Total for Expenses	\$11,474.10
Net Operating Income	-\$4,467.25
Other Income	
Other Expenses	
Net Other Income	0
Net Income	-\$4,467.25

Profit and Loss

Lutheran Church of the Incarnation

January 1-June 9, 2025

DISTRIBUTION ACCOUNT	TOTAL
Income	
41000 Income	0
41100 Offerings	140,197.05
41310 Rents Applegate Nursery	8,420.00
41320 Rents Other	3,137.00
41400 Other Misc Income	2,031.41
Total for 41000 Income	\$153,785.46
Total for Income	\$153,785.46
Cost of Goods Sold	
Gross Profit	\$153,785.46
Expenses	
61000 Worship	0
61200 Altar Supplies	41.56
61202 Music Licenses & Worship Supplies	216.00
61203 Rooted Service	7.22
Total for 61000 Worship	\$264.78
62000 Witness	0
62301 Pastor Outreach	573.76
Total for 62000 Witness	\$573.76
64000 Learning	0
64551 Youth - LCI Activities	147.94
Total for 64000 Learning	\$147.94
65000 Congregational Events	0
65603 Congregational Events	1,472.74
65612 Professional Leadership Conference	510.00
Total for 65000 Congregational Events	\$1,982.74
67000 Administration	0
67700 Office Supplies & Equipment	3,241.37
67703 Social Media & Advertising	170.00
67704 Bookkeeper	6,298.46
Total for 67000 Administration	\$9,709.83
68000 Property General Maintenance	\$2,972.76
68750 General Maintenance & Supplies	312.00
68751 City Services	2,956.64
68752 Telephone	734.44
68753 Fire System	1,330.31
68754 Utilities - PG&E	3,824.61
68755 Utilities - Solar	1,750.00
68756 Property Insurance	350.00
68757 Cleaning Services	4,000.00

Profit and Loss

Lutheran Church of the Incarnation

January 1-June 9, 2025

DISTRIBUTION ACCOUNT	TOTAL
68772 Mortgage (est 2015) Interest	9,684.94
Total for 68000 Property General Maintenance	\$27,915.70
70000 Support Staff	0
70701 Administrative Asst Pay	5,258.00
70703 Youth Director Salary	6,540.00
70708 Pianist/Organ Pay	4,927.50
70709 Cantor Pay	1,100.00
70721 Payroll Taxes	8,045.74
70722 Payroll Service Fees	1,116.00
Total for 70000 Support Staff	\$26,987.24
71000 Pastors Compensation Package	0
71900 Defined Compensation	0
71901 Net Salary	17,970.24
71902 Elective Deductions - FSA, Pension	2,275.70
Total for 71900 Defined Compensation	\$20,245.94
71903 Housing Allowance	14,800.00
71904 Benefits- Retirement	4,551.40
71906 Benefits- Disability	136.55
71910 Benefits- Basic Group Life	91.05
71911 Professional Reimbursements	1,963.00
Total for 71000 Pastors Compensation Package	\$41,787.94
Total for Expenses	\$109,369.93
Net Operating Income	\$44,415.53
Other Income	
Other Expenses	
Net Other Income	0
Net Income	\$44,415.53