

LCI Council Meeting Minutes

March 8, 2022, 7:00 pm

Council Members: Jeff de Ropp (2023), Ed Green (2023), Karl Larson (2022), Becky Linvill (2022), Pr. Dan Smith

Absent: David Hartley (2022), Carol Huegli (2023)

- A. Introduction: Jeff
- B. Bible study & prayer: Pr. Dan
Philippians 4:1-23 Paul is writing from prison. He has experienced good times and bad times and is okay with any of life's circumstances. The peace of God passes all understanding.
- C. Pastor's Report – Pr. Dan
- 1) Request to be able to distribute communion by tearing bread and giving it and giving cup with wine. Disposable communion cups will also be available.
 - 2) Received complaints that it's hard to hear Pr. Dan with his mask on. He will continue to encourage the congregation to wear masks.
 - 3) Pr. Dan doesn't know of anyone who caught COVID-19 at LCI so we must be doing something right.
 - 4) The new membership class has 6 people. There will be a baptism on Palm Sunday.
 - 5) Karl later clarified that Pr. Dan will take off his mask only for sermons and keep his mask on for singing and communion.
- D. Approval of February Council minutes: Becky
M/S/C: de Ropp/ Larson
- E. February Treasurer's Report: Karl
- F. Council Action Items (none)
- G. President's Report
- 1) Bob Kerr will start a coffee ministry outside on the patio when he's ready for elementary aged children. Kay Finn will restart LCI Event Planning.
 - 2) Nominating Committee Update
 - 3) Counselors from Mt. Cross Day Camp need housing June 13-17.
- H. Committee and other Reports
- 1) Sanctuary Renovation: Ed
 - 2) Social Justice: Becky
 - 3) Learning Committee (see 3/6 minutes)
 - April 17 Easter: Kids part of lesson reading, songs, and Easter Egg Hunt.
 - June 5 Pentecost: Sunday School Celebration, quilts to HS Seniors & teacher thank you.
 - March 13: Mt. Cross Day Camp informational meeting. Need volunteers for this and for Fall 2022 Sunday School.
 - Seeking new members for the Learning Team.

Pastor's Report

Rev. Dr. Dan Smith

Lutheran Church of the Incarnation

March 2022

COVID cases in Yolo County continue to fall: they were 41/day on 3/6/22 (down from 1,600/day in Jan of '22). County health officer Aimee Sisson would like to see it even lower (7/day), but the trend is downward, which is good. Hospitalizations, severe illness and deaths are down also (26 people died in the last month of COVID, each one a tragedy – we continue to pray for them and their families. However, it shows a very low death rate of the County's population of 220,500 (0.000179%) which is good news. Over 70% are fully vaccinated, over 80% have at least one dose. Of course there are complications from the disease, and we do have an older population in our congregation, so it's important to stay vigilant. However, to my knowledge, not one person has become sick with COVID from LCI activities over the past two years, so apparently we've done some things right.

Re: Communion distribution: I have received requests from members to receive communion by distribution of the consecrated bread from the altar, which in usual circumstances is the proper method in our church. Information from Bishop Rohrer's office, the CDC, and medical professionals in our congregation indicate that with good hand hygiene, risk of transmission is low. (I believe the congregation vaccination rate to be very high as well, which also keeps people safe.) So after discussing this with our Worship & Music chair (Karen Slabaugh), Council President (Carol H.) and VP (Jeff d.), here's what I have planned going forward, as a "next step": to wear gloves and distribute the consecrated bread at the outdoor station on the patio for those who are ready to receive in that form, along with individual cups for wine. We can still have the individual, pre-sealed kits for those who would prefer that.

I have also received requests to remove my mask so folks can hear me better when I preach. I have tended to keep mine on to encourage masking. However, other churches are beginning to allow preachers to remove masks (at their discretion), and with case rates falling it feels reasonably safe. So unless there are objections from the Council, I will probably remove my mask for preaching sooner than later (note that I would remain masked the rest of the service).

I continue my work on planning and leading worship, sanctuary renovation, preaching, teaching, reaching out to newcomers and, together with the Visitation Ministers, pastoral care calls and visits. This in addition to pastoral acts: burials, baptisms and weddings.

Planned vacation for 2022: June 21 – July 18. I will find pulpit supply and pastoral care coverage. Note that I will be away **Aug. 14-19** at the **International Luther Congress** at Cal Lutheran in Thousand Oaks for continuing ed. (I have another week for continuing ed in the terms of my call, but have not yet selected anything. I will let you know when I do.)

Thanks for your patience and cooperation in this unusual time. Please let me know if you have any comments, questions or concerns.

Lutheran Church of the Incarnation Balance Sheet

As of February 28, 2022

Bank Accounts

4 MM - First Northern Bank	68,629.00
8 First Northern Bank - operating	361,459.90
Total Bank Accounts	\$ 430,088.90

Obligations

20115 MMPs	215.00
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Operating Reserves

20213 Worship/Music Reserve	4,183.80
20214 Flower Fund	996.09
20301 Pastor's Discretionary Fund	2,832.92
20500 Youth / Day Camp / Mt. Cross	4,276.03
20551 Mission Trip Fund	4,213.01
20614 Hospitality	1,361.36
20759 Major Maintenance Reserve	64,590.14
Total Operating Reserves	\$ 82,453.35

Protected Reserves

20760 Columbarium Fund	38,602.45
20776 Sanctuary Renovation	256,365.95
24151 Endowment Fund	30,026.55
Total Protected Reserves	\$ 324,994.95

Total of all bank accounts	430,088.90
Less all reserves & obligations	407,663.30
Operating cash surplus	22,425.60

Mortgage Principal Balance	491,731.16
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Undesignated Income

Feb 2022 YTD

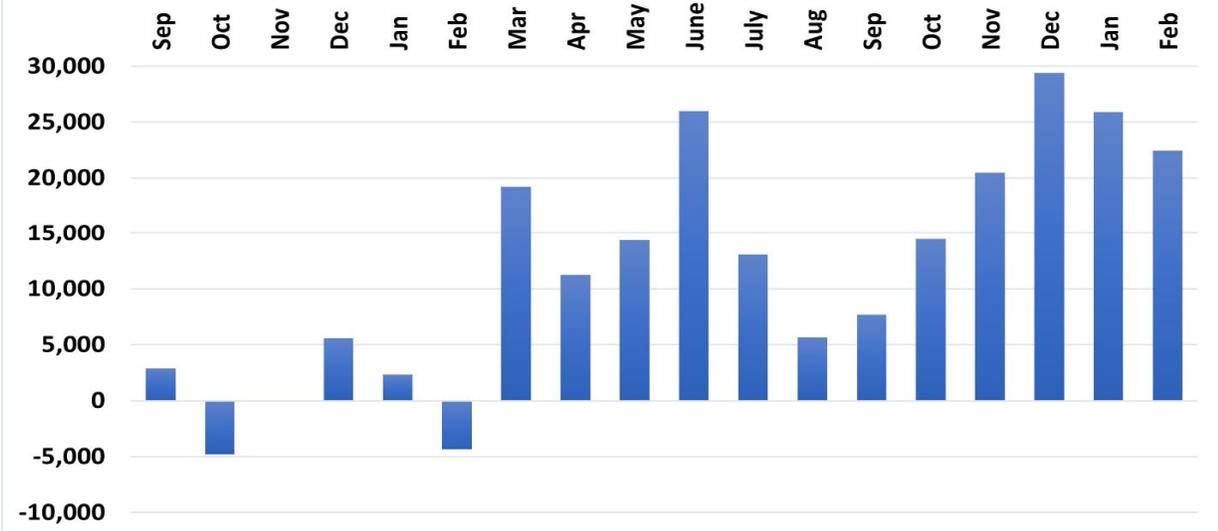
41000 Income		
41100 Offerings	17,862.64	32,438.71
41310 Rents Applegate Nursery		1,751.00
41320 Rents Other	184.00	284.00
41400 Other Misc Income		
Total 41000 Income	18,046.64	34,473.71

Designated Income

Designated for Operating Reserves	342.54	3,842.54
Designated for Protected Reserves	87.33	968.28
Designated for MMPs	100.00	215.00
Total designated income	529.87	5,025.82

Total Income 18,576.51 39,499.53

LCI Budget Surplus/Deficit 2020-22



Lutheran Church of the Incarnati

Spending vs Budget 2-1-22 to 2-28-22

	Actual	Budget	%
Expenses			
60000 Benevolence Funds			
60100 Synod Mission Support			
Total 60000 Benevolence Funds	0.00	9,500.00	0.0
61000 Worship			
61200 Altar Supplies	255.26		
61202 Music Licenses etc	669.35		
61203 Rooted services	49.96		
61213 Piano Maint	200.00		
61215 Devotional Booklets	27.30		
Total 61000 Worship	1,201.87	5,630.00	21.3
6200 Witness			
62300 Social Justice Committee			
62301 Pastor Outreach	18.01		
Total 62000 Witness	18.01	1,525.00	1.2
64000 Learning			
64500 Sunday School	28.07		
64501 Confirmation Ministry			
64502 Adult Education-Bible Studies			
64551 Youth - LCI Activities			
Total 64000 Learning	28.07	6,715.00	0.4
65000 Congregational Events			
65600 Synod Assembly			
65603 Congregational Events			
65612 Professional Leadership			
Total 65000 Congregational Events	0.00	3,500.00	0.0
66000 Stewardship			
Total 66000 Stewardship	0.00	950.00	0.0
67000 Administration			
67700 Office Supplies & Equipment	622.16		
67701 Postage	60.00		
67703 Social Media & Advertising			
67704 Bookkeeper			
Total 67000 Administration	682.16	9,500.00	7.2
68000 Property General Maintenance			
68750 General Maintenance & Supplies	276.92		
68751 City Services	1,014.24		
68752 Telephone	238.05		
68753 Fire System			
68754 Utilities - PG&E	815.90		
68755 Utilities - Solar	800.00		
68756 Property Insurance	1,879.00		
68757 Cleaning Services	1,040.00		
20774 & 68772 Mortgage	3,055.00		
Total 68000 Property General Maintenance	9,119.11	81,560.00	11.2

	Actual	Budget	%
70000 Support Staff			
70701 Administrative Asst Pay	980.27		
70703 Youth Director Salary	2,983.88		
70706 Music Director Pay	3,650.00		
70710 Substitute Musician	300.00		
70711 Substitute Pastor	550.00		
70720 Workman's Comp			
70721 Payroll Taxes	1,748.22		
70722 Payroll Service Fees	438.79		
Total 70000 Support Staff	10,651.16	65,909.60	16.2
71000 Pastors Compensation Package			
71900 Defined Compensation			
71901 Net Salary	8,900.46		
71902 Elective Deductions	1,905.16		
Total 71900 Defined Compensation	10,805.62		
Benefits			
71903 Housing Allowance	7,400.00		
71904 Benefits- Retirement	1,820.56		
71906 Benefits- Disability	236.68		
71910 Benefits- Basic Group Life	163.86		
71911 Professional Reimbursements	50.81		
Total 71000 Pastors Compensation	20,477.53	125,560.60	16.3

Grand Total Expenses	42,177.91	310,350.20	13.6
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Target after 2 months is 16.7% of budget spent.



Sanctuary Renovation update

Floor— Installation of the artwork on the floor at LCI is complete, it's sealed and looks great! The **final two coats of acrylic finish** will not be put on until after the Sanctuary renovation is complete. We have received Mike Miller's final two invoices for the project but since work is not 100% complete I recommend holding one payment until the final acrylic finish is applied.

Sanctuary Renovation— CJB Construction, an experienced commercial firm based in Woodland submitted a strong bid. As a side note the brothers & families are very involved at Woodland Christian. At \$250,000 their bid is \$80 - 90,000 lower than Jackson's. Multiple meetings in Woodland and at LCI have demonstrated strong attention to detail and responsiveness including;

- Meeting Mike Miller 3/2/22 - protecting the new floor
- Value Engineering discussion 3/5/22
 - Timely project decisions protects against inflation
 - Reviewed bid detail line by line
 - Protection for new floor
 - Bid completeness to minimize change orders
 - Identified following areas for value improvement
 - Concrete
 - Window walls
 - Wing walls
 - Lighting package
 - Exterior break metal and posts
 - Slowest piece - lag time on windows/doors
 - Follow up cost improvement potential may total \$15 - 20,000
 - Contract received 3/7/22
 - Their project work plan estimates 2 months for completion.
- Benefits of CJB Bid
 - Well established local business
 - Stable internal staff of 20
 - Minimum reliance on subcontractors
 - Quick start and timely finish on our project
 - More favorable cost
 - Includes lighting package

Unfortunately we have been less successful getting a bid back from Daniel Sedillo. I have followed up with him in person on multiple occasions, including this past week. He has had our request for a bid since early January i.e. two months. Even if we get a bid this next week his availability to start any time soon is an open question.

Another local firm, Pacific Builders has interest but have been very slow even starting the bid process. They have had our building plans for many weeks and not yet moved the needle.

Turning to AV – Non of the renovation bids we have include A/V so I contacted Clarity AVL in Eldorado Hills who have worked with many churches including St. James in Davis. They have our building plans and been appraised of general needs. At this point we are working our way up their list. TBC

Next Steps –

- Reviewing the CJB Contract
- Review any additional bids arriving this week
- Complete SRTF review of bids and select a General Contractor
- Request special Council Zoom meeting to approve SRTF GC recommendation

**Social Justice Committee
Minutes 2/1/22 (revised)**

Participants: Vern Holmes, Marvie Paulson, Jill VanZanten, Lee Grayson, Ellen Kolarik

1) Advocacy:

1. **Advocacy in Quarantine (LOPP)** Lee shared that AB1400 was in jeopardy and is unlikely to progress any further. Lee recommended listening to the 1/31/21 KQED Forum for more background information on this issue.

<https://www.kqed.org/forum/2010101887613/single-payer-healthcare-bill-dies-in-state-assembly>

(Ed Note: Lee noted 2/2/22 that the A in Q meeting held 2/2/22 suggested that there was insufficient support and too many questions regarding how this program would integrate with federal programs. It is therefore unlikely that California will act as the pilot state to model Medicare for All. However, it is still possible a smaller state might take on this role in the next year or so. NBelow is a 2nd link Lee suggested after the meeting.

<https://www.kqed.org/news/11903440/single-payer-health-care-faces-uphill-battle-in-state-legislature>

Information Only

2. **Advocacy Sunday at LCI:** Marvie will continue to offer an Advocacy opportunity on the 3rd Sunday of this month

Information Only

3. **Interfaith Housing Justice:** Completed letters

-A letter thanking The City of Davis for approving an American Recovery Plan distribution of \$1,000,000 to Paul's Place.

- A letter encouraging the City to support our unsheltered and urging residents to welcome taxing ourselves to provide funding for housing needs

Information only

- 2) **Homeless Shelter for 2021-2022 season:** City of Davis is now funding 10 motel rooms for those at the greatest risk of being unsheltered. They have also identified funding for a case manager for these individuals. Grace in Action is accepting monetary donations for additional motel rooms. The City is working in concert with Grace in Action and will provide case management for these individuals as well. Those sheltered in hotel rooms have access to food supplies. Donations to Grace in Action are fully tax deductible. Emergency shelter should be put in the memo line.

In addition, a small house owned by the city on 5th street adjacent to the fire station will be used as a congregant shelter for no more than 8 people who are less medically vulnerable through the end of March. This property had previously been used for transitional housing.

Finally, the city is taking people to 4th and Hope in Woodland as beds become available and the

county continues to to operate Project Room Key 2.0 for COVID positive in hotel room

Grace in Action, Inc.
P.O. Box 4393
Davis, CA 95617

Financial reports available upon request.
Federal Tax ID: 30-0208781

Information Only

- 3) **Update Social Justice Webpage:** Ellen's draft suggestions were reviewed and the consensus was to add 3rd Sunday advocacy to the Opportunities for Advocacy section and revise Amor building mission to acknowledge that the pandemic is preventing hands on participation but that donations to the 365 program are encouraged.

Action Item:

-Ellen to submit revisions to Jeff deRopp to update SJ webpage
-Ellen to reach out to Amor regarding the success of the 365 program and how many homes it has built

- 4) **MMP's:** Karen Slinkard agreed to champion CASA in October and Becky Linvil agreed to champion Paul's Place. Ellen now has a connection with Bill Pride so she can assist with Paul's Place. All 12 months now have an MMP. Marvie noted that no giving opportunity has been provided for Mt.Cross Lutheran Camp. The group agreed to award Easter giving to Mount Cross.

Action Item: Ellen to alert pastor/council that Easter giving is to be directed to Mt Cross Lutheran soul in the Pursuit of Camp.

- 5) **How Not to Break Your Soul in the Pursuit of Social Justice.** Ellen, Lee and Jill attended this Zoom conference 1/25/22 offered by UCD. Take away points
- Learn to say "No"
 - Do what you can do well but draw limits
 - Try to adopt an attitude of realistic optimism
 - Acknowledge the real risks and rewards of doing a program
 - Always assess if the program aligns with your highest priority and social values
 - Be specific about both time and energy resources. If they are too big, be willing to let it go.
 - Realistic Optimism is founded on acknowledging the TRUTH about a given project, especially if there are not the resources, time or capital that it will take for success. It stresses the development of LONG-TERM achievement goals to reach the desired end. When programs don't work out, be creative and bounce back from a different angle. When a project proves to be unworkable with current resources and knowledge, learn to let it go.
- 6) **Plan for 2022** – Plans for 2022 already include:
-Collection for Opening Doors in March. Jill agreed to work with Ellen to organize.

- SJ will discuss *The Least of Us* next month at the start of our meeting
- SJ consider a climate related project after Marvie and Ellen report back from their conference Community Organizers for Climate Justice Conference 2/7/22-2/9/22 (discussion deferred to March)

- SJ members expressed interest in assisting and possibly facilitating GWOH 9/11/21. However, no one is able to commit to being available this far in advance. If we are involved, there was agreement that a collection was a great service opportunity for those with physical limitations and Lee may be able to assist with this. A second project which involves hands on service is also a good option but there was a preference to focus on only one site if possible.

- Members expressed a lot of interest in a resource list for individuals who drop into LCI requesting cash, a place to stay etc. Discussion suggested that there might be interest in having these available for congregation members to have in their car/handbags etc. The resource list could be accompanied by small emergency personal hygiene kits and/or emergency snacks.

Action:

- Ellen to connect with Pastor and council regarding their plans for GWOH early June and if SJ requested to be involved, will bring this back to SJ to determine their preferred level of involvement.

- Ellen to reach out to Opening Doors to determine if any families have special needs while staying in hotel rooms and the current number of families arriving each month

- Marvie to reach out to contacts through her social work connections for an up to date resource list and guidance/education on the appropriateness of reaching out to an unsheltered individual in this way.

Next Meeting 3/1/22 at 7pm on Zoom

Learning Committee Minutes
3/6/2022

1. April 17 - Easter

Working with Michelle to incorporate a small kids program into the Easter Sunday service. We decided that we will have the kids take parts of the lesson reading and add in a few songs. Hoping to start rehearsing March 13th as there would be 4 Sundays to practice (no Sunday school March 27th for Easter break)

We will move the Easter egg hunt to the far back lawn, gated in Sunday school garden and play structure area. Lindsey will fill eggs and we need some volunteers to help hide the eggs before service starts on Easter morning. Lindsey will also check to see if we have more paper bags to pass out to kids and will purchase them with the candy if needed.

2. June 5 - Sunday school Celebration (Pentacost)

We have 3 graduates for our quilt ceremony, Kei Smith, Ivan Adame and Jet Aquino. Lindsey has already been in contact with the filters and quilts have been started.

Our end of Sunday school celebration and Sunday school teacher thank you will also happen this day. Lindsey will brain storm thank you gifts for teachers. Kids REALLY like the minute to win it games we did last year so Lindsey will research some new ones and we might re-do some favorites (coincidentally the ones with candy). We have not made a decision on food. Traditionally we did a hot dog and pot luck early lunch prior to the pandemic but we decided to table this decision until our next Learning Committee meeting in April.

3. June 13-17 - Mt. Cross Day Camp

Informational meeting has been rescheduled to March 13th. Lindsey has a volunteer sign up sheet ready and is hoping our flyer will be ready to go, just waiting on Mt. Cross for a few things.

Volunteers-we are going to need a ton of help as the host congregation. Youth minster positions have been eliminated at 3 of the participating churches so this year will be more challenging. For this reason we have cut the tots program. It takes 2 adults to run this and because of Mt. Cross's requirements to be vaccinated we just weren't confident that the vaccine would be out for the littles by then.

We are able to use Mt. Cross's registration portal because of only having one program. We just need the portal to be up before the flyers can be distributed.

We will have the Thursday evening program as usual with the kids singing some Mt. Cross songs they learned throughout the week and ending in an ice cream social. In the past we have asked families to bring toppings and we scoop ice cream. Again we are unsure about food protocols in June so there was discussion whether to do pre packaged ice cream (fruit pops, ice cream sandwiches etc.) We will wait to see what things look like closer to the summer.

4. Sunday School

We are set on curriculum through the end of the year so Lindsey will push back auto enroll for Dig In.

We continue to encourage our teachers to finish the child safety training video as this is the first step in our new insurance requirements. Lindsey has a document that she is working on with Jeff de Ropp on procedures for creating a safe atmosphere for our children, sticking with insurance guidelines and doing what we can with the size of our congregation. We need to figure out the next steps for our teachers and we need ALOT more help form the congregation so that we can put 2 adults in the classrooms as our insurance company requires.

5. Youth

We had to reschedule the 3rd through 6th grade event in February so we hope to do this on March 27th. It is the last day of Davis spring break but we figure families will probably be back in town to start school the next day.

Junior and Senior High continue to meet Sunday mornings in person and on zoom. Lindsey hopes to take a drop to Mt. Cross for a SPSYC event at the end of April. (it has already been rescheduled twice.

6. Adult Ed

Jenny will check in with Pastor Dan. After next week there are only 9 Sundays left and most likely 2 will be covered with monthly ministry presentations. Jenny is also working on trying to reschedule Luminaria for January 2023 so that we will welcome new member Easter of 2023.

7. Other Business

Next meeting scheduled for April 24th unless Lindsey is in Santa Cruz and then we will push back a week.

We need some new faces to join our Learning Team and help brainstorm programming. We will try to come up with a few names by next meeting and then make some contact after that.