

# Lutheran Church of the Incarnation Council Meeting Agenda

March 10, 2026 at 6:30 pm

Council Member Roster: Tim Paulson – President (2026), Karen Slabaugh – Vice President (2027), Kathryn Schnaible (2026), Kenny Doss – Secretary (2026), Ralph Holderbein (2027), Mark Bandstra (2027), Judy Hull (2028), Adam Zufall (Filling 2028 Vacancy Through 2026), ~~Dan Walker (2028)~~, and Pr. Dan Smith  
Scheduled Attendees: Regina Banks – Pastoral Intern, Courtney Doss – Treasurer

## 1. Introduction: Tim

- a. Dan W. absent from meeting

## 2. Approval of Meeting Agenda: Kenny

- a. Voting Item – Requested Action: Approved agenda as written

## 3. Prayer/Devotion: Pastor Dan

## 4. Treasurer's Report: Courtney

- a. Review financial reports
- b. Discuss financial contribution to Belfry Campus Ministry
- c. Musician pay update from Executive Committee
- d. Voting Item: Approve signator(ies) for financial accounts – Requested Action: Deliberate and vote to approve signator(ies) for financial accounts

## 5. Pastor's Report: Pastor Dan

- a. Review written report
- b. Follow up on property office space rental request

## 6. President's Report: Tim

- a. AED update – Purchase/Install (Tim/Dan W.)
- b. Council member terms ending May 2026: Tim, Kathryn, Kenny, and Adam
  - i. Form nominating committee by April 2 – Report due by May 12
  - ii. Electing Congregational Meeting – May 17
  - iii. Election of Officers after Electing Meeting
    - 1. Officers are President, Vice President, Secretary, Treasurer, Financial Secretary
  - iv. New Officers/Council Members begin service June 2026
- c. Statement of Information – CA Non-Profit Corporation: Due 3/31/2026

## 7. Approval of February Council Meeting Minutes: Kenny

- a. Emailed on 3/8 for council review. Post on website after approval.
  - i. Voting Item – Requested Action: Approve minutes as written

## 8. Other Reports:

- a. Wifi/Internet Upgrade Update (Mark)
- b. Property Committee Updates (Kenny)
  - i. Water leak repair and sewer charges
  - ii. Janitorial service cost increase
  - iii. Work days on 3/6 and 3/7
- c. Other General Liaison Reports (Education, Worship/Music, Hospitality, Social Justice, Stewardship)
  - i. Adopt-A-Highway Cleanup Day: 3/21 at 7:00am

## 9. Other Business:

- a. Continue to post Council agendas/minutes on LCI website
- b. Sunday Property Closer for March: Ralph | April: Mark

**Lutheran Church of the Incarnation Council Meeting Agenda**

March 10, 2026 at 6:30 pm

**Next Executive Committee Council Meeting = April 7 at 6:00pm**

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

**Secretary to send out/publish agenda = April 12**

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

**Next Council Meeting = April 14 at 6:30pm**

## Lutheran Church of the Incarnation 2026 Budget vs Actual

Date: 3/6/2026

Income	2026 Planned	Actual January 2026	Actual February 2026	Actual thru 3/1/2026	
<b>41000 Income</b>					
41100 Offerings		32,499.03	28,957.30	61,456.33	
41310 Rents Applegate Nursery		2,210.00	2,210.00	4,420.00	
41320 Rents Other		340.00	326.00	666.00	
41400 Other Misc Income		20.61	156.00	176.61	
<b>Total for 41000 Income</b>	<b>364,856.29</b>	<b>35,069.64</b>	<b>31,649.30</b>	<b>66,718.94</b>	

Expenses	2026 Budget	Actual January 2026	Actual February 2026	Actual thru 2/27/2026	% of budget spent to Date
<b>60000 Synod</b>					
60100 Synod Mission Support	19,693.00	-	-	-	0%
<b>Total 60000 Budgeted Synod Support</b>	<b>19,693.00</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0%</b>

<b>61000 Worship</b>					
61200 Worship/Altar Care	1,500.00	-	267.04	267.04	18%
61202 Worship Resources	2,580.00	-	-	-	0%
61203 Rooted Service	700.00	-	-	-	0%
<b>Total 61000 Worship</b>	<b>4,780.00</b>	<b>-</b>	<b>267.04</b>	<b>267.04</b>	<b>6%</b>

<b>62000 Witness</b>					
62300 Social Justice Committee	3,000.00	-	-	-	0%
62301 Pastor Outreach	1,000.00	54.49	32.01	86.50	9%
<b>Total 62000 Witness</b>	<b>4,000.00</b>	<b>54.49</b>	<b>32.01</b>	<b>86.50</b>	<b>2%</b>

<b>64000 Learning</b>					
64500 Sunday School	50.00	-	-	-	0%
64501 Confirmation Ministry	200.00	-	-	-	0%
64505 Membership Classes	100.00	-	-	-	0%
64502 Adult Education-Bible Studies	150.00	-	-	-	0%
65550 Internship Learning	500.00	-	-	-	0%
64551 Youth - LCI Activities-DPYC	1,590.00	-	-	-	0%
<b>Total 64000 Learning</b>	<b>2,590.00</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0%</b>

<b>65000 Congregational Events</b>					
65600 Synod Assembly	2,500.00	-	-	-	0%
65601 Council Retreat	500.00	-	-	-	0%
65603 Congregational Events	750.00	-	-	-	0%
65605 Hospitality	750.00	-	-	-	0%
65612 Pr. Prof Leadership	550.00	-	-	-	0%

<b>Total 65000 Congregational Events</b>	<b>5,050.00</b>	-	-	-	0%
<b>66000 Stewardship</b>					
66000 Stewardship	300.00	-	-	-	0%
<b>Total 66000 Stewardship</b>	<b>300.00</b>	-	-	-	0%
<b>67000 Administration</b>					
67700 Office Supplies & Equipment	7,250.00	468.23	594.17	1,062.40	15%
67703 Social Media & Advertising	1,200.00	-	195.00	195.00	16%
67704 Bookkeeper	9,000.00	1,050.00	889.72	1,939.72	22%
<b>Total 67000 Administration</b>	<b>17,450.00</b>	<b>1,518.23</b>	<b>1,678.89</b>	<b>3,197.12</b>	18%
<b>68000 Property General Maintenance</b>					
68750 General Maintenance & Supplies	5,800.00	153.13	1,344.02	1,497.15	26%
68751 City Services	11,000.00	984.42	1,314.34	2,298.76	21%
68752 Telephone	2,000.00	167.88	167.88	335.76	17%
68753 Fire System	2,100.00	1,452.00	-	1,452.00	69%
68754 Utilities - PG&E	7,500.00	1,266.00	1,400.40	2,666.40	36%
68755 Utilities - Solar	4,200.00	350.00	350.00	700.00	17%
68756 Property Insurance	8,698.00	8,703.00	(595.00)	8,108.00	93%
68757 Cleaning Services	14,000.00	1,000.00	1,000.00	2,000.00	14%
68772 Mortgage principal & interest	36,660.00	1,888.33	1,883.35	3,771.68	10%
68780 Landscaping	6,000.00	-	500.00	500.00	8%
<b>Total 68000 Property General Maintenance</b>	<b>97,958.00</b>	<b>15,964.76</b>	<b>7,364.99</b>	<b>23,329.75</b>	24%
<b>70000 Support Staff</b>					
70701 Administrative Asst Pay	18,478.00	1,158.23	1,204.38	2,362.61	13%
70703 Youth Director Salary	17,903.52	1,675.88	1,675.88	3,351.76	19%
70708 Church musician (net)	9,125.00	305.00	488.00	793.00	9%
70709 Cantor Pay	5,200.00	419.20	-	419.20	8%
70710 Substitute Musician	900.00	-	-	-	0%
70711 Pulpit Supply/Guests	3,900.00	-	-	-	0%
70712 Pastoral Intern	3,000.00	-	-	-	0%
70720 Workers Compensation Insurance	1,600.00	-	-	-	0%
70721 Payroll Taxes	10,500.00	290.38	311.57	601.95	6%
70722 Payroll Service Fees	2,400.00	324.88	622.82	947.70	39%
<b>Support Staff Total</b>	<b>73,006.52</b>	<b>4,173.57</b>	<b>4,302.65</b>	<b>8,476.22</b>	12%
<b>71000 Pastors Compensation Package</b>					
71901 Net Salary	66,454.85	5,060.02	5,060.02	10,120.04	15%
71902 Elective Deductions - FSA, Pension					
71903 Housing Allowance	44,400.00	3,700.00	3,700.00	7,400.00	17%
71904 Benefits- Retirement	10,923.36	910.28	910.28	1,820.56	17%
71905 Benefits- Health	5,893.56	-	-	-	0%
71906 Benefits- Disability	983.16	27.31	27.31	54.62	6%

71910 Benefits- Basic Group Life	873.84	18.21	18.21	36.42	4%
71911 Professional Reimbursements	3,000.00	701.00	29.00	730.00	24%
71912 Tax Offsets (Gross Up)	7,500.00	-	-	-	0%
<b>Total 71000 Pastors Compensation Package</b>	<b>140,028.77</b>	<b>10,416.82</b>	<b>9,744.82</b>	<b>20,161.64</b>	14%
<b>Total of 70000 &amp; 71000</b>	<b>213,035.29</b>	<b>14,590.39</b>	<b>14,047.47</b>	<b>28,637.86</b>	13%
<b>Total Expenses (Budgtd or Actual)</b>	<b>364,856.29</b>	<b>32,127.87</b>	<b>23,390.40</b>	<b>55,518.27</b>	15%

# Balance Sheet

## Lutheran Church of the Incarnation

As of February 28, 2026

DISTRIBUTION ACCOUNT	TOTAL		
	AS OF FEBRUARY 28, 2026	AS OF DECEMBER 31, 2025 (PP)	\$ CHANGE (PP)
<b>Assets</b>			
Current Assets			
Bank Accounts			
4 MM - First Northern Bank	69,858.57	69,835.61	22.96
8 First Northern Bank - operating	225,009.17	217,847.45	7,161.72
<b>Total for Bank Accounts</b>	<b>\$294,867.74</b>	<b>\$287,683.06</b>	<b>\$7,184.68</b>
<b>Total for Current Assets</b>	<b>\$294,867.74</b>	<b>\$287,683.06</b>	<b>\$7,184.68</b>
Fixed Assets			
10000 Land	418,822.93	418,822.93	0.00
11000 Church Building	319,896.49	319,896.49	0.00
12000 Fellowship Hall	1,749,202.30	1,749,202.30	0.00
15000 Personal Property	60,154.11	60,154.11	0.00
<b>Total for Fixed Assets</b>	<b>\$2,548,075.83</b>	<b>\$2,548,075.83</b>	<b>\$0.00</b>
<b>Total for Assets</b>	<b>\$2,842,943.57</b>	<b>\$2,835,758.89</b>	<b>\$7,184.68</b>
<b>Liabilities and Equity</b>			
Liabilities			
Current Liabilities			
Other Current Liabilities			
20115 Special Benevolences	970.00	3,554.00	-2,584.00
<b>Total for Other Current Liabilities</b>	<b>\$970.00</b>	<b>\$3,554.00</b>	<b>-\$2,584.00</b>
<b>Total for Current Liabilities</b>	<b>\$970.00</b>	<b>\$3,554.00</b>	<b>-\$2,584.00</b>
Long-term Liabilities			
20774 Mortgage - regular	439,807.85	442,146.17	-2,338.32
<b>Total for Long-term Liabilities</b>	<b>\$439,807.85</b>	<b>\$442,146.17</b>	<b>-\$2,338.32</b>
<b>Total for Liabilities</b>	<b>\$440,777.85</b>	<b>\$445,700.17</b>	<b>-\$4,922.32</b>
Equity			
20213 Worship/Music Reserve	7,203.44	7,203.44	0.00
20214 Flower Fund	-207.89	-207.89	0.00
20301 Pastor's Discretionary Fund	-749.73	-849.73	100.00
20500 Youth / Day Camp / Mt. Cross	4,276.03	4,276.03	0.00
20551 Mission Trip Fund	4,233.01	4,233.01	0.00
20614 Hospitality	1,361.36	1,361.36	0.00
20759 Major Maintenance Reserve	104,135.28	103,135.28	1,000.00
20760 Columbarium Fund	43,571.52	43,560.04	11.48
20761 Columbarium Niche Purch-Exp	-234.00	-234.00	0.00
20776 Sanctuary Renovation	379.65	379.65	0.00
20777 Property Infrastructure Reserve	195.00	195.00	0.00

# Balance Sheet

## Lutheran Church of the Incarnation

As of February 28, 2026

DISTRIBUTION ACCOUNT	TOTAL		
	AS OF FEBRUARY 28, 2026	AS OF DECEMBER 31, 2025 (PP)	\$ CHANGE (PP)
21000 Moren Fund			
21100 Moren Social Justice Fund	15,000.00	15,000.00	0.00
21150 Moren Synod Mission Fund	5,000.00	5,000.00	0.00
21200 Moren Highway Cleanup Fund	2,000.00	2,000.00	0.00
21250 Moren Sanctuary Banner Fund	1,722.50	1,722.50	0.00
21300 Moren Quilting Supplies Fund	2,783.37	3,000.00	-216.63
21350 Moren General Maintenance Fund	10,000.00	10,000.00	0.00
<b>Total for 21000 Moren Fund</b>	<b>\$36,505.87</b>	<b>\$36,722.50</b>	<b>-\$216.63</b>
24151 Endowment Fund	30,472.40	30,460.92	11.48
30000 Opening Bal Equity	110.00	110.00	0.00
AMOR Scholarships	2,390.00	2,390.00	0.00
Banners	3,377.50	3,377.50	0.00
32000 Unrestricted Net Assets	2,153,945.61	2,146,637.70	7,307.91
Net Income	11,200.67	7,307.91	3,892.76
<b>Total for Equity</b>	<b>\$2,402,165.72</b>	<b>\$2,390,058.72</b>	<b>\$12,107.00</b>
<b>Total for Liabilities and Equity</b>	<b>\$2,842,943.57</b>	<b>\$2,835,758.89</b>	<b>\$7,184.68</b>

# Profit and Loss

## Lutheran Church of the Incarnation

February 2026

DISTRIBUTION ACCOUNT	TOTAL	
	FEB 1 - FEB 28 2026	JAN 1 - FEB 28 2026 (YTD)
<b>Income</b>		
41000 Income		
41100 Offerings	28,957.30	61,456.33
41310 Rents Applegate Nursery	2,210.00	4,420.00
41320 Rents Other	326.00	666.00
41400 Other Misc Income	156.00	176.61
<b>Total for 41000 Income</b>	<b>\$31,649.30</b>	<b>\$66,718.94</b>
<b>Total for Income</b>	<b>\$31,649.30</b>	<b>\$66,718.94</b>
<b>Gross Profit</b>	<b>\$31,649.30</b>	<b>\$66,718.94</b>
<b>Expenses</b>		
61000 Worship		
61200 Altar Supplies	267.04	267.04
<b>Total for 61000 Worship</b>	<b>\$267.04</b>	<b>\$267.04</b>
62000 Witness		
62301 Pastor Outreach	32.01	86.50
<b>Total for 62000 Witness</b>	<b>\$32.01</b>	<b>\$86.50</b>
67000 Administration		
67700 Office Supplies & Equipment	594.17	1,062.40
67703 Social Media & Advertising	195.00	195.00
67704 Bookkeeper	889.72	1,939.72
<b>Total for 67000 Administration</b>	<b>\$1,678.89</b>	<b>\$3,197.12</b>
68000 Property General Maintenance		
68750 General Maintenance & Supplies	1,344.02	1,497.15
68751 City Services	1,314.34	2,298.76
68752 Telephone	167.88	335.76
68754 Utilities - PG&E	1,400.40	2,666.40
68755 Utilities - Solar	350.00	700.00
68756 Property Insurance	-595.00	8,108.00
68757 Cleaning Services	1,000.00	2,000.00
68772 Mortgage (est 2015) Interest	1,883.35	3,771.68
68780 Landscaping	500.00	500.00
68753 Fire System		1,452.00
<b>Total for 68000 Property General Maintenance</b>	<b>\$7,364.99</b>	<b>\$23,329.75</b>
70000 Support Staff		
70701 Administrative Asst Pay	1,204.38	2,362.61
70703 Youth Director Salary	1,675.88	3,351.76
70708 Pianist/Organ Pay	488.00	793.00
70721 Payroll Taxes	311.57	601.95
70722 Payroll Service Fees	622.82	947.70

# Profit and Loss

## Lutheran Church of the Incarnation

February 2026

DISTRIBUTION ACCOUNT	TOTAL	
	FEB 1 - FEB 28 2026	JAN 1 - FEB 28 2026 (YTD)
70709 Cantor Pay		419.20
<b>Total for 70000 Support Staff</b>	<b>\$4,302.65</b>	<b>\$8,476.22</b>
71000 Pastors Compensation Package		
71900 Defined Compensation		
71901 Net Salary	4,604.88	9,209.76
71902 Elective Deductions - FSA, Pension	455.14	910.28
<b>Total for 71900 Defined Compensation</b>	<b>\$5,060.02</b>	<b>\$10,120.04</b>
71903 Housing Allowance	3,700.00	7,400.00
71904 Benefits- Retirement	910.28	1,820.56
71906 Benefits- Disability	27.31	54.62
71910 Benefits- Basic Group Life	18.21	36.42
71911 Professional Reimbursements	29.00	730.00
<b>Total for 71000 Pastors Compensation Package</b>	<b>\$9,744.82</b>	<b>\$20,161.64</b>
Unapplied Cash Bill Payment Expense		0.00
<b>Total for Expenses</b>	<b>\$23,390.40</b>	<b>\$55,518.27</b>
<b>Net Operating Income</b>	<b>\$8,258.90</b>	<b>\$11,200.67</b>
<b>Net Other Income</b>		
<b>Net Income</b>	<b>\$8,258.90</b>	<b>\$11,200.67</b>



BA20241931796



**STATE OF CALIFORNIA**  
*Office of the Secretary of State*  
**STATEMENT OF INFORMATION**  
**CA NONPROFIT CORPORATION**  
 California Secretary of State  
 1500 11th Street  
 Sacramento, California 95814  
 (916) 657-5448

For Office Use Only

**-FILED-**

File No.: BA20241931796

Date Filed: 10/31/2024

B3161-3947 10/31/2024 2:33 PM Received by California Secretary of State

Entity Details				
Corporation Name	THE LUTHERAN CHURCH OF THE INCARNATION OF DAVIS, CALIFORNIA			
Entity No.	0506735			
Formed In	CALIFORNIA			
Street Address of California Principal Office of Corporation				
Street Address of California Office	1701 RUSSELL BLVD DAVIS, CA 95616			
Mailing Address of Corporation				
Mailing Address	1701 RUSSELL BLVD DAVIS, CA 95616			
Attention				
Officers				
	Officer Name	Officer Address	Position(s)	
	Timothy Scott Paulson	620 LAUREL PLACE DAVIS, CA 95616	Chief Executive Officer	
	Kathryn Lynnette Schnaible	1872 BLOWERS DR. WOODLAND, CA 95776	Chief Financial Officer	
	Jennifer G Fortuna	3408 CUTTER PLACE DAVIS, CA 95616	Secretary	
<input checked="" type="checkbox"/> The entity's bylaws allow the CEO (President) to be the Secretary or CFO (Treasurer).				
Additional Officers				
	Officer Name	Officer Address	Position	Stated Position
	Vernon Harold Holmes	1520 CORKWOOD PLACE WOODLAND, CA 95695	Vice President	
Agent for Service of Process				
Agent Name	Timothy Scott Paulson			
Agent Address	620 LAUREL PLACE DAVIS, CA 95616			
Email Notifications				
Opt-in Email Notifications	Yes, I opt-in to receive entity notifications via email.			
Electronic Signature				
<input checked="" type="checkbox"/> By signing, I affirm that the information herein is true and correct and that I am authorized by California law to sign.				
<u>SUE WESTWOOD</u>		<u>10/31/2024</u>		
Signature		Date		

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## For Council Review - Water Leak Charges

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**Courtney Doss** <courtneyhall90@gmail.com>  
To: Kenny Doss <kenny.doss@gmail.com>

Tue, Mar 3, 2026 at 1:26 PM

Sending to you since you were put in charge of the leak letter from the City - feel free to forward to the whole council or share as appropriate regarding the cost impact of this leak.

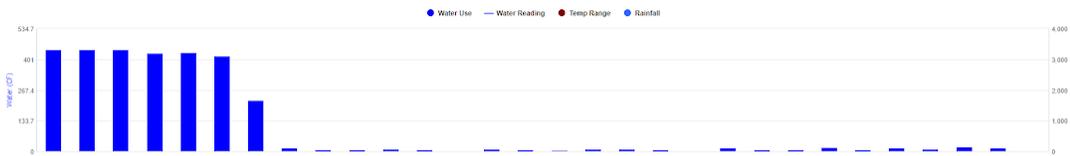
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Water use prior to leak is approximately 440 CF/day. After the leak it is 5-20 CF/day. It's not clear to me when the leak began, but it's been at least through the winter.

I will reach out to the City to request an adjustment to the sewer fee (which is based on winter water use, Nov-Feb average). We won't get any credit on the water lost to the leak but should get a sewer adjustment.

Please advise the Council that paying for a repair is necessary and justified here - the leak is stopped but we will lose the landscaping if we don't fix the irrigation leak (temporarily resolved since 2/8). We pay \$4.88 per CCF - so >\$600/month for this leak just on water charges.

Looking at the budget for City services, and expenses to date, I am tracking an overage here I think in the realm of \$2-3k, partially due to the added water costs but this line looks under-budgeted based on previous-years use before the leak was active.



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**Fwd: Important Update: Adjustment to Your Cleaning Service Pricing**

1 message

**lcidavis office** <lcidavis.office@gmail.com>

Thu, Feb 12, 2026 at 5:10 PM

To: Tim Paulson &lt;tpaulson57@comcast.net&gt;, Kenny Doss &lt;kenny.doss@gmail.com&gt;, LCI Treasurer &lt;lcidavis.treasurer@gmail.com&gt;

Good evening,

I received the below email this afternoon. We are going to see an increase in price for our janitorial service starting March.

Lindsey

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

From: **Yolo Ecoclean** <yoloecocleancoop@gmail.com>

Date: Thu, Feb 12, 2026 at 12:52 PM

Subject: Important Update: Adjustment to Your Cleaning Service Pricing

To: lcidavis office <lcidavis.office@gmail.com>

Dear Lindsey,

We truly appreciate your trust in Yolo Eco-Clean Coop for your cleaning service needs. It has been our pleasure to provide you with high-quality, eco-friendly cleaning, and we remain committed to maintaining the exceptional service you expect from us.

Due to rising costs of supplies, wages, and operational expenses, we find it necessary to adjust our pricing. Effective **03/06/2026**, the rate for your cleaning service will be **\$275** per visit. This adjustment allows us to continue delivering the high standard of cleaning and reliability that you deserve.

We understand that any price increase is never ideal, and we have made every effort to keep this adjustment as minimal as possible. If you have any questions or concerns, please feel free to reach out to us at (530) 231-5334.

We appreciate your continued support and look forward to serving you. Thank you for being a valued client.

Best regards,

Felisa

--  
Felisa Mendez  
Cooperative Administration  
Yolo Eco Clean  
979 F St. Suite A-2, Davis, CA 95616  
Office: (530) 231-5334  
Cell: (530) 220-8695  
Web: [www.yecc.coop](http://www.yecc.coop)

