

Lutheran Church of the Incarnation Council Meeting Minutes

October 10, 2023, 7:00 pm

Council Member Roster: Tim Paulson (2026), Vern Holmes (2025), Kathryn Schnaible (2026), Jenny Fortuna (2025), ~~Karl Larson (2024)~~, Bob Kerr (2025), Kenny Doss (2026), Ralph Holderbein (2024), Karen Slabaugh (2024), Pr. Dan Smith, and Rob Williamson

A. Introduction: Tim (5 min)

All new Council members provide a picture and brief bio for the LCI website.

B. Opening Prayer & Study: Pastor Dan (5 min)

C. Faith Story: Ralph (10 min)

D. Pastor's Report: Pastor Dan (10 min) Attached.

1) Christmas Eve morning worship at 10am, and evening candle light worship at 5pm. No 7pm service.

E. Approval of September Council meeting minutes: Jenny (2 min) Attached. Tim Motion to Approve; Kenny Second; Vote 9-0-0. Jenny to send to Lindsey to post to the website.

F. Council Action Items: (30 min)

- 1) Draft Budget 2024 attached. Kathryn Motion to Approve (with edits); Bob Second; Vote 9-0-0.
- 2) Budget Forum set for November 5 after church. Kathryn to provide a PowerPoint. Annual Congregational Meeting set for November 12 after church.
- 3) Dinner & Auction Oct 14. Commitment Sunday Oct 15. Collate commitments by the end of November.
- 4) Council favors discontinuing "Live Stream" of Sunday morning worship. Instead recordings will be posted to the LCI website as volunteers allow.
- 5) Pastor's Sabbatical: Sept-Nov 2024. Committee Members: Tim Paulson, Abaj Singh, and Ed Green. Outline a plan to present to council in the Spring.
- 6) Pastor read a letter from Yolo County regarding rejection of hate: "Yolo County is for Everyone." Tim Motion to Approve adding LCI Council signature to this letter; Kenny Second; Vote 9-0-0.

G. President's Report: Tim (5 min)

Bill of Responsibility: Each council member to provide 3 things that makes LCI church a community.

H. Committee and other Reports (5 min)

- 1) Liturgical Furnishings Committee Report attached.
- 2) Internship Committee Report attached.
- 3) Pillar Chairs to provide reports: Ellen (Nov 12), Mary (Jan 9), Molly (Mar 12), Karen (May 14).

J. Other Business: (20 mins)

- 1) Council Goals: How to move forward?
 - a. Increase visibility & engagement with the community.
 - b. Increase attendance at worship & other programs.
 - c. Improve operational and financial efficiencies.
- 2) Exterior Sanctuary lights have a bad controller. John Huegli to request a quote to fix it. Ralph to investigate solution.
- 3) Grounds committee is requesting support to hire a semi-annual clean-up crew to keep yard work manageable. Kathryn to provide line item for 2024 budget.
- 4) Quarterly Pillar chair calendar meetings to resume in January.
- 5) LGBTQIA yard signs to be put at Russell & Arthur.

Next Executive Council Meeting = November 7 at 7pm

Jenny to send out Agenda = November 12

Next Council Meeting = November 14 at 7pm

Pastor's Report to Council

Lutheran Church of the Incarnation
Pastor Dan Smith; October 10, 2023

Information Items:

My class on *The Cross and the Lynching Tree* is underway; we had our first session last Sunday – all are welcome still to attend. As mentioned last month, I would be willing to teach a mid-week Bible study if there is interest.

Confirmation: classes have begun again; I am teaching these with Lindsey Burns, with support also from Pastoral Intern Rob Williamson. Mia Hartley will be confirmed on Oct. 29.

Blessing of the Animals is Sun., Oct. 22 at 9:50 am – bring your furry friends to the Memorial Garden for a blessing. They are welcome to join us in worship as well.

Worship/Music leadership: Jeff Schulz has returned as Church Musician (as of Oct. 1).

John Moren memorial gathering was Sunday, Oct. 1 at 12:00 noon. It was well attended, including many faces of former members and friends of the congregation and of Pastor John.

In the wider church:

Rev. Jeff Johnson was elected Bishop of the Sierra Pacific Synod at our Synod Assembly on Sep. 17. Jeff has served as the Pastor of University Lutheran Chapel in Berkeley since 2013, and was runner-up in the very narrow bishop's election of Megan Rohrer in May 2021. Jeff will be installed next month, after which he will serve a six-year term. Please keep Bishop-elect Johnson in your prayers.

Treasurer's Statement for 2023 and 2024 Budget

The proposed 2024 Budget is \$329,678.88. This is a \$4,460.00 increase from 2023 but an overall decrease of \$45,321.12 from our pre-COVID (2019) budget as we reduced expenses from 2020 to 2022 to match decreased income. Through 10 months of 2023 spending is at 66.8% of budget level (target would be no more than 83%).

As of Oct 31, 2022, we had a moderate general funds budget surplus of \$28,000.00. As of October 27, 2023, we had a moderate deficit of \$27,000.00. Because we reined in spending in 2023, we still have a comfortable margin, and have not yet received all of our pledges or expected income.

The following pages are the 2024 Budget and the QuickBooks Profit & Loss Report as of October 27, 2023.

I estimate that at the end of October we will have spent:

Property & General Maintenance \$46,513.75 which is 14.3% of 2023 budget

Staffing and Compensation \$189,709.46 which is 58.33% of 2023 budget

Synod Mission Support \$8662.50 which is 2.66% of 2023 budget

Everything Else \$13,319.03 which is 4.1% of 2023 budget

**Lutheran Church of the Incarnation
2024 Budget Final**

Expenses	2022 Budget	2023 Budget	Actual Jan-Oct 2023	% of budget spent thru 10/05/2023	2024 Budget	Increase or Decrease	Comment
60000 Synod							
60100 Synod Mission Support	9,500.00	17,325.00	17,325.00	100.0%	17,325.00	0.00	increased to 5.5% of 315K on 3-14-23 by Council
Total 60000 Budgeted Synod Support	9,500.00	17,325.00	17,325.00	100.0%	17,325.00	0.00	
61000 Worship							
61200 Worship/Altar Care	1,500.00	1,500.00	93.80	6.3%	1,500.00	0.00	
61202 Worship Resources	2,000.00	2,000.00	1,117.90	55.9%	3,000.00	1,000.00	
61203 Rooted Service	600.00	600.00	6.99	1.2%	0.00	-600.00	
61204 Chancel Choir	350.00	350.00	0.00	0.0%	0.00	-350.00	
61209 Special Music	600.00	600.00		0.0%	0.00	-600.00	
61213 Organ and Piano Maintenance	400.00	400.00		0.0%	0.00	-400.00	
61215 Devotional Booklets	180.00	180.00	92.30	51.3%	0.00	-180.00	
Total 61000 Worship	5,630.00	5,630.00		0.0%	4500.00	-1,130.00	
62000 Witness							
62300 Social Justice Committee	725.00	825.00	0.00	0.0%	0.00	-825.00	
62301 Pastor Outreach	800.00	800.00	162.47	20.3%	800.00	0.00	
Total 62000 Witness	1,525.00	1,625.00	162.47	10.0%	800.00	-825.00	
64000 Learning							
64500 Sunday School	750.00	750.00	416.47	55.5%	750.00	0.00	includes background checks
64501 Confirmation Ministry	440.00	400.00	0.00	0.0%	0.00	-400.00	
64505 Membership Classes	100.00	100.00	0.00	0.0%	100.00	0.00	
64506 Elementary Retreat	550.00	550.00	0.00	0.0%	0.00	-550.00	
64502 Adult Education-Bible Studies	150.00	150.00	54.80	36.5%	150.00	0.00	
64504 Lutheran College Scholarships	0.00	0.00	0.00		0.00	0.00	Currently no youth at Lutheran college
64551 Youth - LCI Activities	4,765.00	4765.00	30.98	0.7%	1630.00	-3,135.00	
Total 64000 Learning	6,755.00	6,715.00	502.25	7.5%	2,630.00	-4085.00	
65000 Congregational Events							
65600 Synod Assembly	1500.00	1500.00	2,133.00	142.2%	1500.00	0.00	adjust to actual
65603 Congregational Events	750.00	750.00	81.45	10.9%	750.00	0.00	
65605 Hospitality	750.00	750.00	0.00	0.0%	0.00	-750.00	
65612 Pr. Prof Leadership	500.00	500.00	500.00	100.0%	500.00	0.00	
Total 65000 Congregational Events	3,500.00	3,500.00	2,714.45	77.6%	2,750.00	-750.00	
66000 Stewardship							
66652 Stewardship Development	500.00	200.00	265.41	#NAME?	200.00	0.00	
Total 66000 Stewardship	500.00	200.00	265.41	132.71%	200.00	0.00	

67000 Administration							
67700 Office Supplies and Equipment	7000.00	7000.00	4,658.25	66.5%	7,000.00	0.00	
67701 Postage	500.00	500.00	48.00	9.6%	500.00	0.00	
67703 Social Media and Advertising	2000.00	2000.00	165.00	8.3%	500.00	-1,500.00	
67704 Bookkeeper		5250.00	1,820.00	34.0%	9,000.00	3,750.00	
Total 67000 Administration	9,500.00	14,750.00	6,691.25	45.4%	17,000.00	2,250.00	

68000 Property General Maintenance							
68750 General Maintenance/Supplies	5,800.00	5,800.00	2,265.15	39.1%	5,800.00	0.00	
68751 City Services (incl. water)	12,500.00	11,000.00	7,109.89	64.6%	11,000.00	0.00	adjust to actual (less water being used)
68752 Telecommunications	1,500.00	1,500.00	1,204.90	80.3%	1,500.00	0.00	
68753 Fire System	800.00	800.00	652.00	81.5%	800.00	0.00	
68754 Utilities (PGE)	3,300.00	2,800.00	5,335.33	190.5%	2,800.00	0.00	adjust to actual
68755 Utilities (Solar)	4,800.00	4,200.00	3,150.00	75.0%	4,200.00	0.00	re-paying Kolarik solar loan; payments decreased in 2022
68756 Property Insurance	7,200.00	5,333.00		0.0%	5,333.00	0.00	new insurance carrier, paid annually end of yr for following yr
68757 Cleaning Services	9,000.00	14,000.00	7,700.00	55.0%	14,000.00	0.00	custodian now cleaning full campus at \$250/wk (minus Applegate area)
20774 & 68772 Mortgage principal & interest	36,660.00	36,660.00	18,333.03	50.0%	36,660.00	0.00	
Total 68000 Property General Maintenance	81,560.00	82,093.00	45,750.30	55.7%	82,093.00	0.00	

70000 Support Staff							
70701 Administrative Asst Pay (net)	10,000.00	17,038.00	8,836.63	51.9%	17,038.00	0.00	13,000/yr gross salary + 5417 for more admin as of Aug.1
70703 Youth Director Salary (net)	17,883.60	17,903.52	12,520.80	69.9%	17,903.52	0.00	19,620yr/ gross salary
70706 Music Director Pay (net) GONE	21,876.00	0.00		#DIV/0!	0.00	0.00	24,000/yr gross salary
70708 Church musician (net) NEW	0.00	9,125.00	4,882.64	53.0%	9,125.00	0.00	10,000/yr gross salary est.
70709 Cantor Pay	0.00	0.00	0.00	0.0%	0.00	0.00	volunteer
70710 Substitute Musician	900.00	900.00	1,000.00	111.1%	900.00	0.00	adjust to actual
70711 Pulpit Supply/Guests	2,450.00	3,900.00	2,400.00	61.5%	3,900.00	0.00	adjust to actual
70712 Pastoral Intern	0.00	5,000.00	4,000.00		14,000.00	9,000.00	NEW by Council action 09-12-23
70720 Workers Compensation Insurance	2,000.00	1,600.00	980.00	61.3%	1,600.00	0.00	adjust to actual
70721 Payroll Taxes	9,000.00	10,500.00	10,837.86	103.2%	10,500.00	0.00	adjust to actual
70722 Payroll Service Fees	1,800.00	2,400.00	1,488.10	62.0%	2,400.00	0.00	adjust to actual
Support Staff Total	65,909.60	68,366.52	46,946.03	68.7%	77,366.52	9,000.00	

71000 Pastors Compensation Package							
71900 Net Salary	64,834.00	64,834.00	35,940.48	68.3%	64,834.00	0.00	
71900A Elective Deductions: FSA, Pension			8,347.27				
71901 Housing Allowance	44,400.00	44,400.00	29,600.00	66.7%	44,400.00	0.00	
71904 Benefits: Retirement	10,923.36	10,923.36	6,371.96	58.3%	10,923.36	0.00	
71905 Benefits: Health	0.00	0.00	0.00		0.00	0.00	
71906 Benefits: Disability	1,420.08	983.16	573.51	58.3%	983.16	0.00	
71910 Benefits: Basic Group Life	983.16	873.84	509.74	58.3%	873.84	0.00	

71911 Professional Reimbursements	3,000.00	3,000.00	883.64	29.5%	3,000.00	0.00	
71912 Tax Offsets (Gross Up)			7,330.00	#DIV/0!	7,500.00	7500.00	
Total 71000 Pastors Compensation Package	125,560.60	125,014.36	82,226.60	65.8%	125,014.36	0.00	

Total of 70000 & 71000	191,470.20	193,380.88	129,172.63	66.8%	202,380.88	9,000.00	
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Total Expenses (Budgted or Actual)	309,940.20	325,218.88	#NAME?	#NAME?	329,678.88	4,460.00	
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Target for 10 months is 83.33%



**THIS IS THE 2024 FINAL
BUDGET AS APPROVED
BY COUNCIL**

Lutheran Church of the Incarnation

Balance Sheet

As of September 30, 2023

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1 First Northern Bank	0.00
4 MM - First Northern Bank	69,186.72
8 First Northern Bank - operating	132,255.93
PayPal Account	0.00
Total Bank Accounts	\$201,442.65
Total Current Assets	\$201,442.65
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 Fixed Assets	\$2,548,075.83
TOTAL ASSETS	\$2,749,518.48
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	0.00
Total Accounts Payable	\$0.00
Other Current Liabilities	
20115 Special Benevolences	500.00
20602 Lutheran Magazine	0.00
20605A Fair Trade Coffee Project	0.00
24000 Payroll Liabilities	0.00
24502A Crossways	0.00
26650 Offering Envelopes	0.00
26652A Food & Faith	0.00
Total Other Current Liabilities	\$500.00
Total Current Liabilities	\$500.00
Long-Term Liabilities	
20754 Mortgage	0.00
20755 AOB Bad Debt	0.00
20769 Organ Fund	0.00
20774 Mortgage - regular	471,840.53
20775 Mortgage - Facility Renovation	162.47
27200 Other Liabilities	0.00
Total Long-Term Liabilities	\$472,003.00
Total Liabilities	\$472,503.00

Lutheran Church of the Incarnation

Balance Sheet

As of September 30, 2023

	TOTAL
Equity	
20117 Memorial Fund	0.00
20212 Sanctuary A/V project 2022	0.00
20213 Worship/Music Reserve	3,203.44
20214 Flower Fund	0.00
20301 Pastor's Discretionary Fund	3,432.92
20401 Emergency Fund	0.00
20402 Caregivers Fund	0.00
20500 Youth / Day Camp / Mt. Cross	4,276.03
20508 Day Camp Reserve Fund	0.00
20509 Nursery Supplies & Equipment	0.00
20551 Mission Trip Fund	4,213.01
20552 Youth	0.00
20614 Hospitality	1,361.36
20615 50th Anniversary	0.00
20759 Major Maintenance Reserve	76,361.10
20760 Columbarium Fund	38,485.53
20761 Columbarium Niche Purch-Exp	0.00
20771 Facilities Renovation	0.00
20776 Sanctuary Renovation	276.65
20777 Property Infrastructure Reserve	0.00
24150 Operating Reserve	0.00
24151 Endowment Fund	30,136.54
30000 Opening Bal Equity	110.00
32000 Unrestricted Net Assets	2,126,522.41
Net Income	-11,363.51
Total Equity	\$2,277,015.48
TOTAL LIABILITIES AND EQUITY	\$2,749,518.48

Lutheran Church of the Incarnation

Profit and Loss

January 1 - October 27, 2023

	TOTAL
Income	
41000 Income	
41100 Offerings	174,333.53
41310 Rents Applegate Nursery	1,982.00
41400 Other Misc Income	3,330.78
Total 41000 Income	179,646.31
Total Income	\$179,646.31
GROSS PROFIT	\$179,646.31
Expenses	
60000 Benevolence Funds	
60100 Synod Mission Support	8,662.50
Total 60000 Benevolence Funds	8,662.50
61000 Worship	
61200 Altar Supplies	93.80
61201 Pulpit Supply/Guests	300.00
61202 Music Licenses & Worship Supplies	790.95
61203 Rooted Service	6.99
61215 Devotional Booklets	92.30
Total 61000 Worship	1,284.04
62000 Witness	
62301 Pastor Outreach	239.91
Total 62000 Witness	239.91
64000 Learning	
64500 Sunday School	477.67
64502 Adult Education-Bible Studies	54.80
64551 Youth - LCI Activities	30.98
Internship Learning	1,000.00
Total 64000 Learning	1,563.45
65000 Congregational Events	
65600 Synod Assembly	1,526.42
65601 Council Retreat	81.45
65603 Congregational Events	-144.36
65612 Professional Leadership Conference	1,454.88
Total 65000 Congregational Events	2,918.39
66000 Stewardship	59.32
67000 Administration	
67700 Office Supplies & Equipment	4,740.24
67701 Postage	48.00
67703 Social Media & Advertising	165.00
67704 Bookkeeper	2,360.00
Total 67000 Administration	7,313.24

Lutheran Church of the Incarnation

Profit and Loss

January 1 - October 27, 2023

	TOTAL
68000 Property General Maintenance	99.31
68750 General Maintenance & Supplies	2,579.29
68751 City Services	7,109.89
68752 Telephone	1,204.90
68753 Fire System	652.00
68754 Utilities - PG&E	5,335.33
68755 Utilities - Solar	3,500.00
68757 Cleaning Services	7,700.00
68772 Mortgage (est 2015) Interest	18,333.03
Total 68000 Property General Maintenance	46,513.75
70000 Support Staff	
70701 Administrative Asst Pay	8,836.63
70703 Youth Director Salary	12,520.80
70708 Pianist/Organ Pay	4,882.64
70710 Substitute Musician	750.00
70711 Substitute Pastor	950.00
70712 Pastoral Intern Salary	1,000.00
70720 Workers Compensation Insurance	980.00
70721 Payroll Taxes	17,126.94
70722 Payroll Service Fees	1,488.10
Total 70000 Support Staff	48,535.11
71000 Pastors Compensation Package	
71900 Defined Compensation	
71901 Net Salary	43,270.48
71902 Elective Deductions - FSA, Pension	8,347.27
Total 71900 Defined Compensation	51,617.75
71903 Housing Allowance	29,600.00
71904 Benefits- Retirement	6,371.96
71906 Benefits- Disability	573.51
71910 Benefits- Basic Group Life	509.74
71911 Professional Reimbursements	883.64
Total 71000 Pastors Compensation Package	89,556.60
Total Expenses	\$206,646.31
NET OPERATING INCOME	\$ -27,000.00
Other Expenses	
Payroll Clearing	0.00
Total Other Expenses	\$0.00
NET OTHER INCOME	\$0.00
NET INCOME	\$ -27,000.00

Yolo County Is for Everyone

A Joint Letter from Residents of Yolo County

Over the past several months, extremists have repeatedly attacked some of Yolo County's valued public institutions—including our library, our annual Pride celebration, and our schools.

They have protested against expressions of LGBTQ pride, such as rainbow flags in classrooms, rainbow crosswalks on our streets, and LGBTQ-themed books in our libraries. They have objected to scientifically based curricula about gender and sexuality in our schools. They have publicly posted photos and the physical locations of teachers, students, librarians, and advocates on social media platforms, placing them at risk from an angry network of anti-LGBTQ extremists. They have spread prejudiced disinformation about the LGBTQ community to arouse outrage. They have deliberately courted attention from extremist media and, in the wake of this publicity, our library and schools have received multiple bomb threats, each accompanied by vicious anti-LGBTQ language. They claim to want to protect children, but instead, our children have been put in danger.

Our county is not alone. Libraries and schools across the nation have been similarly threatened, both for being LGBTQ-positive and also for promoting racial diversity and equality. Our experience in Yolo County is just one piece of a nationwide campaign to sow division, disrupt communities, and undermine the principle that public institutions must be open, inclusive, and safe for all of us—regardless of our differences.

With the collective voice of all who are signing this letter, we declare that they will not succeed. We reject the politics of division and hate. We do not simply accept the diversity of our county, our state, and our nation—we *embrace* it. Our community is stronger when our unique differences come together.

We believe that a spectrum of experiences and a free exchange of ideas are hallmarks of our democracy. We know that truth has the power to keep us free, and that lies carry a danger to inflame bitterness and hate. We reject tactics of fear and intimidation because they rupture the social contract. We assert that everyone has the right to go to school, visit a library, go to work, and live without fear of attack just for being who they are. We affirm that no amount of toxic politics will sever our commitments to each other. We insist on respect, inclusion, and safety for every child and teacher in our schools, every reader in our libraries, and every resident in our towns.

So today we declare that we will not allow division to poison our community. In Yolo County, our values include equality, dignity, and respect for everyone, without exception. We stand firm, and we stand together.

Liturgical Furnishings Task Force Meeting Report to Council

A little background information for all of you.

The Liturgical Furnishings Task Force began meeting last August. Our team at that time consisted of Jenny Fortuna, Ed Green, Carol Huegli, Karen Slabaugh, Pastor Dan, and Bob Willse. Karen Slinkard joined our group as the Chair of the Worship & Music Committee and Jenny resigned when she was elected Secretary of the Council. {We were sad to see her go.}

In our first meeting we discussed our immediate needs when we moved back into the refurbished Sanctuary. Primarily we wanted the altar, lectern, baptismal font, and hanging cross to complement one another, so we agreed to refinish the altar and baptismal font thus matching the lectern that Ed Green had made. Ed and Jenny had already worked on the hanging cross.

After being in the newly dedicated Sanctuary, we began to focus on other aspects of worship furnishings including banners, the external speakers for the organ, and art work behind the altar.

1. We learned that the speakers are no longer necessary and decided to re-house them (sell or donate).
2. We felt that Pastor Dan was being washed out in the video of our service because the light-colored wall behind the altar overpowered everything. We experimented with a hanging fabric that Linea Wong had done years ago. Now we are using the banner that used to hang in the Narthex behind the altar.
3. We are in conversation with an artist about a permanent fabric installation in the altar area. When a piece is accepted, we will bring the design to the Council for approval, before we move forward.
4. We concluded that the altar, baptismal font, lectern, and hanging cross will remain.
5. We have had long discussions about banners and hanging them. With the tall walls we need a system that is easy to use and accomplishes our goal. We have put the banner issue on hold for a while as we pursue options.
6. We expect to add some wording in the Narthex reflecting our Mission Statement and on the pillar in the Sanctuary on our renovation theme.
7. We will be installing shelving in the Sacristy, a cabinet behind the left-wing wall to store music, music stands, and the like, a wardrobe behind the right-wing wall for Pastor Dan's and Rob's vestments, and a cabinet nearby for our communion ware. There is also a desire for a small cabinet to be placed near the piano so that Jeff can store his music.
8. We also would like to find a taller candle table for the prayer corner.

We feel that our discussions and decisions are enhancing the worship life of Lutheran Church of the Incarnation, a charge we all take very seriously.

Bob Willse
Liturgical Task Force Chair

Internship Committee Report - 10/10/23

The internship committee for Rob Williamson includes the following members:

Marvie Paulson, chair

Tom and Phyllis Farver

David Hartley

We meet one time a month with Rob to provide feedback and support and to provide Rob an opportunity to share how he is doing. In August, we welcomed him to LCI and discussed the role of the committee. We shared our faith stories and we discussed Rob's transition to LCI. In September, we provided feedback for the sermons he gave in August and September. We also reviewed the Learning Service Agreement that Rob has for the year. Rob's 4 goals for the year include:

1. Improve understanding of congregational financial matters
2. Gain practice and confidence with pastoral care.
3. Gain experience with adults in Christian/education/spiritual formation.
4. Learn to interpret and articulate faith and theology in the parish.

In October, the committee members were given copies of the midyear evaluation that will need to be completed for Rob. Rob and the committee members will have the opportunity to review it and discuss it at the next meeting in November. We also discussed progress that Rob has made on the 4 goals he has identified in the Learning Service Agreement. The committee members have enjoyed having the opportunity to get to know Rob better. If council members have feedback they would like to share with the committee, they can speak to any of the committee members.

Respectfully submitted by Marvie Paulson