

Lutheran Church of the Incarnation Council Meeting Minutes

January 15, 2025, 7:00 pm

Council Member Roster: Tim Paulson (2026), Karen Slabaugh (2027), Kathryn Schnaible (2026), Jenny Fortuna (2025), ~~Vern Holmes (2025)~~, Bob Kerr (2025), Kenny Doss (2026), ~~Ralph Holderbein (2027)~~, Mark Bandstra (2027), and Pr. Dan Smith

A. Introduction: Tim

B. Opening Prayer & Devotion: Pastor Dan

C. HEART Safe Parking Pilot Program: Ellen Kolarik

LCI is being asked to reconsider participating in the HEART safe parking pilot program in Davis. This program supports the 200+ unhoused population in Davis. No need to access LCI restrooms as previously stated. A port-a-potty under lock/key provided in parking lot. Up to 3 vehicles per night would have access to a designated parking spot and a key to the port-a-potty. A HEART security guard would check on the tenants 3x/night. They would arrive by 8pm and be required to depart by 7am (before staff and parents arrive). This puts less concern on the safety of Applegate. Kathryn to research our insurance policy. Ellen to provide further feedback. Tim to locate where the port-a-potty could be located. LCI could commit to 1 month and see how it goes. Council to revisit this topic in February.

D. Pastor's Report: Pastor Dan (attached)

Sabbatical summary attached.

E. Approval of December Council meeting minutes: Jenny

Emailed on 12/8 & 1/12. Motion: Bob; 2nd: Kathryn; Vote 8-0-0.

Jenny to send to Lindsey to post to the website.

F. Council Action Items:

1) The Applegate lease expires Aug 31, 2025. We understand that they are down to one morning session and they may not be able to withstand a rent increase. Tim and Pastor Dan have asked Applegate to come back with a proposal. They are meeting monthly. Revisit topic at future date.

2) John Huegli provided two quotes (attached) from Tri-Signal Integration for fire & life safety services. The quotes are \$1,200 & \$3,000 annually. We only have \$800 budgeted. Kathryn to inquire what the city requires. We don't want to pay for more than we need to. Revisit topic in February.

G. Committee Reports:

- 1) Treasurer's Year End Report, Profit & Loss, Balance Sheet, and Final Budget. See attached summary. Need "Year-to-date" budget report each month. We need to be able to see when we are operating in a deficit. We still need to contribute what we promised we would give to the Synod (6%).
- 2) Stewardship Report - Time & Abilities review for February discussion.
- 3) Liturgical Furnishings Report - New banners in the works (special fundraiser)

H. Other Business:

- 1) LCI to host Celebration of Abraham - Feb 2. See attached flyer.
- 2) Refresh LCI Marquee (ongoing)
- 3) 3rd Sunday Potluck - Jan 19
- 4) Term limits ending in May. Schedule Electing Meeting in May.

Next Executive Council Meeting = Feb 4 at 6pm

Jenny to send out Agenda = Feb 9 (Please have all supplementary materials to me by this date)

Next Council Meeting = Feb 11 at 7pm

Pastor's Report

January 13, 2025

Lutheran Church of the Incarnation

Pastor Dan Smith

Action Items:

Acceptance of matching gift of \$2,500 for L.A. fire relief, from an anonymous family at LCI. This means we would promote the matching gift to encourage donations to Lutheran Disaster Response to help relief efforts for the L.A. fires. Please keep the victims of the fires in L.A. in your prayers... they have a long road ahead of them...

Information Items:

Christmas Eve worship – we had very good attendance both at our 3:00 and 5:00pm services; especially families with children at 3pm as well as 5pm. I am currently working on following up with guests and visitors. The earlier time seemed to work well especially for families with young children, which was our goal.

CORRECTION: Celebration of Abraham is Feb. 2, 2025 (my previous report said Feb. 9). The theme is “Finding Strength to Move through Challenges” (see attached flyer – *and share with others!!*). We are hosting at LCI, and I highly recommend the experience of connection, sharing and listening.

Adult Forum: We will have special guests at our adult forum, 2/9 at 9:00am – “Abraham in Judaism, Christianity and Islam”), to conclude my current class on ecumenical theology. Michael Hirsch of Congregation Bet Haverim and Kamal Lemseffler of the Islamic Center of Davis (both on the Abraham planning committee). Join us!

Pub Theology – continues 1st and 3rd Wednesdays, 7pm at Pizza and Pints.

Sabbatical: I have nearly completed my sabbatical planning (see attachment). I have met with Abajh Singh about developing a theme and doing some extra fundraising. I am deeply grateful to the congregation for offering this opportunity for learning, growth, reflection and most for rest and renewal. Rev. Bob Willse (retired) has offered to cover for most of the preaching and pastoral care duties. The congregation will need to engage Bob around details of work expectations, pay, etc.

Otherwise: I have finished my class at PLTS, and look forward to a break... My translation project (Baylor University Press) is nearly complete – it will go to copy editing this year, and should come out in 2026.

Sabbatical Proposal between Lutheran Church of the Incarnation & Pastor Dan Smith, 2025

12-week sabbatical break from ministry – preaching, teaching, pastoral care and administrative duties

To begin: April 29, 2025 through Monday, July 21– ministry duties to begin again on July 22 (Tues)

This plan would replace the four weeks of vacation and two weeks of continuing education the congregation offers every year with a 12-week sabbatical, essentially adding an extra six weeks for rest and renewal.

Sabbatical activities to include: walking the “Camino de Santiago” in Spain – a pilgrimage by foot that has ancient roots in European Christianity. This is an opportunity for Pastor Dan to slow down, reflect on his life and ministry, and experience “Catholic Europe” for the first time. He would keep a journal, take photos to share with the congregation when he returns, and meet fellow pilgrims.

Also: a visit to Taizé, a village in France that is dedicated to building Christian community and social justice in our world, and is known for beautiful hymns and music. We sing many Taizé hymns at LCI, and this would be a chance to experience it first-hand, make connections with other Christian pilgrims, and potentially learn some music to share with the congregation on his return.

Lastly (possibly): a tour of Bonhoeffer sites in Berlin in late June. This is an event put on by a group called “Homebrewed Christianity”. Pr. Dan could connect with other pastors and church leaders with an interest in Dietrich Bonhoeffer, and bring some knowledge back to the congregation.

In addition to time for rest and renewal, which is the point of a sabbatical, the activities in this sabbatical would enrich Pastor Dan’s preaching, teaching and ministry leadership in the community at a time that could be challenging in terms of community relationships, political divisions and (potential) threats to vulnerable members of our community. Thanks for your consideration.

Costs (approximate):

- Airfare to Spain (two-way): app. \$1000 (Kayak) – depends on exact dates
- Eurail Pass (10 days over two months): \$474
- “Rise of Bonhoeffer” tour – late June: \$2450
- Week in Taize – app. \$200

Approximate costs for sabbatical activities: \$4124.

I would invite a conversation about fundraising among the members at LCI to defray costs, as we did in 2017. I am in touch with Abajh Singh about helping again this year. I am grateful to Abajh for his help last time, and to the sabbatical planning committee for their support: Abajh, Ed Green and Tim Paulson.



PRESENTS:

FINDING STRENGTH TO MOVE THROUGH CHALLENGES

ANNUAL COMMUNITY CONVERSATION

Sunday, Feb.2, 2025 3:00- 5:00 p.m



IN-PERSON AT
THE LUTHERAN CHURCH OF
THE INCARNATION

1701 Russell Blvd, Davis, CA 95616

PROGRAM

- Jewish, Christian, Muslim faith speakers
- Table conversations
- Breaking bread ritual
- Sing *Children of Abraham*
- Collection for Yolo Interfaith Immigration Network
and Sahaya International

Register to attend using
QR code or at

<https://bit.ly/COAstrength>





TRI•SIGNAL INTEGRATION, INC.

December 19, 2024

Quote# VC-121924-01

FIRE & LIFE SAFETY SERVICE AGREEMENT

Tri-Signal Integration will provide the following services in accordance with the terms and conditions at the following location:

**LUTHERAN CHURCH OF INCARNATION
1701 RUSSELL BOULEVARD
DAVIS, CA 95616**

ANNUAL FIRE ALARM SYSTEM TEST & INSPECTION

Annual fire alarm test and inspection shall be performed by a licensed technician(s) and tagged as required by NFPA 72 and the California State Fire Marshall, test and inspection includes diagnostic tests of control panel equipment, auxiliary/monitoring functions, functional test of audible and visual signaling devices, and smoke/heat/duct detectors, pull stations, waterflow and tamper switches.

CENTRAL STATION MONITORING

24 Hour Central Station Monitoring of Fire/Life Safety System from U.L. Listed Remote Monitoring Station includes 24-hour dialer test.

DOCUMENTATION

Upon completion of each test and inspection, a signed Test and Inspection Report listing actual devices tested will be forwarded to the Customer. Copies will be kept at the job site and at our office.

SERVICES NOT INCLUDED IN THIS PROPOSAL

- This proposal does not include the cost of parts and labor needed to complete required repairs. Any parts or labor needed to complete repairs can be provided to the customer at additional cost.
- Pricing does not include any fees incurred for fire department witnessing or any additionally required permits.

NOTES:

- Customer representative is to provide Tri-Signal access to all areas of the facilities if necessary.
- Testing will be performed during normal business hours (Monday-Friday 7am-5pm).

TOTAL ANNUAL INVESTMENT \$1,200.00

The charge for services provided will be billed quarterly in full net 30 days after invoice. This agreement shall automatically renew each year for an additional one (1) year period after the original term (1 year), unless written notice of non-renewal is provided by either party at least thirty (30) days prior to the anniversary date.

PLEASE REMIT THIS AGREEMENT UPON APPROVAL

ACCEPTED BY:

Signature

Date

Printed Name

Title

Purchase Order #



TRI•SIGNAL INTEGRATION, INC.

ADDITIONAL TERMS AND CONDITIONS

SCOPE:

The services to be performed hereunder are solely the services set forth herein and in any attached Supplement(s), and Tri-Signal Integration, Inc. does not assume any responsibility for nor is it obligated to examine or comment upon any system design, installation or adequacy or overall system performance or to perform any services to any Equipment not specified in Schedule A.

ACCESS:

This Agreement is entered into on the basis that the above installations and the above Equipment can be visited by Tri-Signal Integration, Inc. Service Technicians and worked on without interference during normal working hours (or those hours called for under any Supplement(s) attached), and Customer hereby grants permission to Tri-Signal Integration, Inc. to enter upon the premises and perform the services agreed to herein. Where it is necessary to use ladders or to remove obstacles to facilitate the inspection of Equipment, the Customer will provide ladders and labor for removing such obstacles.

PARTS WARRANTY AND LIMITATION:

With regard to any Tri-Signal Integration, Inc. manufactured parts under furnished by Tri-Signal Integration, Inc. hereunder, Tri-Signal Integration, Inc. warrants all such parts against defects in material and workmanship for a period of one year from date of manufacture. Tri-Signal Integration, Inc. sole responsibility and Customer's exclusive remedy for breach of this Warranty is the repair or replacement of defective parts by Tri-Signal Integration, Inc. or the return of that portion of the purchase price represented by such defective or non-conforming parts, and in no case shall Tri-Signal Integration, Inc. liability under any remedy prescribed by law exceed purchase price. CUSTOMER AGREES THAT THERE ARE NO EXPRESSED OR IMPLIED WARRANTIES AS TO QUALITY OR MERCHANTABILITY OR THE FITNESS FOR ANY PARTICULAR PURPOSE OF SAID PARTS IN CONNECTION WITH THEIR FURNISHING OR USE OTHER THAN AS PROVIDED ABOVE. This warranty is void in case of parts abuse, abnormal usage, faulty installation or repair by unauthorized persons, connections to incompatible equipment, AND IN ANY EVENT TRI-SIGNAL INTEGRATION, INC. SHALL HAVE NO LIABILITY FOR INCIDENTAL, CONTINGENT, OR CONSEQUENTIAL DAMAGES OF ANY KIND, INCLUDING LOST PROFITS, RESULTING FROM DEFECT IN ANY TRI-SIGNAL INTEGRATION, INC. PARTS OR OTHERWISE.

With regard to any parts manufactured by others furnished by Tri-Signal Integration, Inc. hereunder, Customer agrees that Tri-Signal Integration, Inc. makes no warranties or representations with respect thereto and Tri-Signal Integration, Inc. sole obligation with respect thereto shall be to pass through to the Customer such other manufacturer's warranty to the extent such warranty is then available and transferable. In furnishing such parts or passing through such warranty to Customer, Tri-Signal Integration, Inc. shall not be deemed to have made, adopted or guaranteed such other manufacturer's warranty.

LIMITATIONS OF LIABILITY:

It is understood that Tri-Signal Integration, Inc. is not an insurer and that insurance may be obtained by Customer if any is desired by Customer and that the payments made hereunder to Tri-Signal Integration, Inc. are based solely on value of the services rendered and that the scope of the liability undertaken and such payments are not related to the value of the above installation or any property located therein. Tri-Signal Integration, Inc. makes no warranty, express or implied, that the services furnished hereunder will avert or prevent occurrences, or the consequences therefrom, which the services are intended to prevent. Accordingly, Customer agrees that Tri-Signal Integration, Inc. shall not be liable for any loss or damage, irrespective of origin, to person or to property, whether directly or indirectly caused by performance or non-performance of any obligations imposed by this agreement or by any negligent acts or omissions of Tri-Signal Integration, Inc., its agents or employees, unless such loss, damage, or personal injury arises solely, directly and proximately from the negligent performance of such services by Tri-Signal Integration, Inc. and in such event, it is expressly agreed that Tri-Signal Integration, Inc. liability shall be limited to the amount of annual charge for the services to be rendered hereunder. Customer may obtain an expansion of this limitation on liability, if desired, by payment, pursuant to written agreement, of an increased annual rate which shall be negotiated between the parties upon the request of the Customer in writing prior to the effective date or any renewal date of this agreement.

GENERAL:

Tri-Signal Integration, Inc. shall not be responsible for failure to render service hereunder due to unavailability of parts labor troubles, fire, flood and other causes beyond its reasonable control. This agreement and any Supplement(s) attached constitute the entire agreement between Tri-Signal Integration, Inc. and the Customer and no representation, promise, or statement not expressed herein shall be binding on Tri-Signal Integration, Inc. The terms and conditions herein shall prevail notwithstanding any variance with other terms and conditions of any order submitted by Customer with respect to any services hereunder. The effective date of this Agreement shall be the date on which the Agreement is executed by Tri-Signal Integration, Inc.



TRI•SIGNAL INTEGRATION, INC.

December 19, 2024

Quote# VC-121924-01

FIRE & LIFE SAFETY SERVICE AGREEMENT

Tri-Signal Integration will provide the following services in accordance with the terms and conditions at the following location:

**LUTHERAN CHURCH OF INCARNATION
1701 RUSSELL BOULEVARD
DAVIS, CA 95616**

ANNUAL FIRE ALARM SYSTEM TEST & INSPECTION \$500

Annual fire alarm test and inspection shall be performed by a licensed technician(s) and tagged as required by NFPA 72 and the California State Fire Marshall, test and inspection includes diagnostic tests of control panel equipment, auxiliary/monitoring functions, functional test of audible and visual signaling devices, and smoke/heat/duct detectors, pull stations, waterflow and tamper switches.

ANNUAL FIRE SPRINKLER SYSTEM TEST & INSPECTION \$500

Annual sprinkler system test and inspection shall be performed by a licensed technician(s) and tagged as required by NFPA 25 and California State Fire Marshall. Testing shall include visual inspection of sprinkler heads, main drain test, operation of control valves and test flow of each riser.

QUARTERLY FIRE SPRINKLER SYSTEM TEST & INSPECTION \$1,050 (\$350 x 3)

Quarterly sprinkler system inspection shall be performed by a licensed technician(s) and tagged as required by NFPA 25 and the California State Fire Marshall. Inspection shall include visual inspection of waterflow and tamper switches, control valves and confirmation of proper signage.

ANNUAL FIRE EXTINGUISHER TEST & INSPECTION \$250

Annual tests and inspection shall be performed by a licensed technician and tagged as required by NFPA 10 and California State Fire Marshall. The annual test and inspections do not include 6 Year Maintenance or Hydrostatic Testing.

WIRELESS CENTRAL STATION MONITORING \$700

24 Hour Central Station Monitoring of Fire/Life Safety System from U.L. Listed Remote Monitoring Station includes 24-hour dialer test.

DOCUMENTATION

Upon completion of each test and inspection, a signed Test and Inspection Report listing actual devices tested will be forwarded to the Customer. Copies will be kept at the job site and at our office.

SERVICES NOT INCLUDED IN THIS PROPOSAL

- This proposal does not include the cost of parts and labor needed to complete required repairs. Any parts or labor needed to complete repairs can be provided to the customer at additional cost.
- Pricing does not include any fees incurred for fire department witnessing or any additionally required permits.
- Annual extinguisher test/inspection does not include 6 Year Maintenance or Hydrostatic Testing.

NOTES:

- Customer representative is to provide Tri-Signal access to all areas of the facilities if necessary.
- Testing will be performed during normal business hours (Monday-Friday 7am-5pm).



TRI•SIGNAL

INTEGRATION, INC.

TOTAL ANNUAL INVESTMENT **\$3,000.00**

The charge for services provided will be billed quarterly payable in full net 30 days after invoice. This agreement shall automatically renew each year for an additional one (1) year period after the original term (1 year), unless written notice of non-renewal is provided by either party at least thirty (30) days prior to the anniversary date.

Please feel free to contact me with any questions or clarifications.

Vincent Cepeda
Senior Account Manager
Tri-Signal Integration, Inc.
(510) 432-3034 cell
vcepeda@tri-signal.com

PLEASE REMIT THIS AGREEMENT UPON APPROVAL

Please issue a Purchase Order and sign below as acceptance. If you do not issue Purchase Orders, please advise how to reference our invoices to ensure prompt payment.

ACCEPTED BY:

Signature

Date

Printed Name

Title

Purchase Order #



TRI•SIGNAL INTEGRATION, INC.

ADDITIONAL TERMS AND CONDITIONS

SCOPE:

The services to be performed hereunder are solely the services set forth herein and in any attached Supplement(s), and Tri-Signal Integration, Inc. does not assume any responsibility for nor is it obligated to examine or comment upon any system design, installation or adequacy or overall system performance or to perform any services to any Equipment not specified in Schedule A.

ACCESS:

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LIMITATIONS OF LIABILITY:

It is understood that Tri-Signal Integration, Inc. is not an insurer and that insurance may be obtained by Customer if any is desired by Customer and that the payments made hereunder to Tri-Signal Integration, Inc. are based solely on value of the services rendered and that the scope of the liability undertaken and such payments are not related to the value of the above installation or any property located therein. Tri-Signal Integration, Inc. makes no warranty, express or implied, that the services furnished hereunder will avert or prevent occurrences, or the consequences therefrom, which the services are intended to prevent. Accordingly, Customer agrees that Tri-Signal Integration, Inc. shall not be liable for any loss or damage, irrespective of origin, to person or to property, whether directly or indirectly caused by performance or non-performance of any obligations imposed by this agreement or by any negligent acts or omissions of Tri-Signal Integration, Inc., its agents or employees, unless such loss, damage, or personal injury arises solely, directly and proximately from the negligent performance of such services by Tri-Signal Integration, Inc. and in such event, it is expressly agreed that Tri-Signal Integration, Inc. liability shall be limited to the amount of annual charge for the services to be rendered hereunder. Customer may obtain an expansion of this limitation on liability, if desired, by payment, pursuant to written agreement, of an increased annual rate which shall be negotiated between the parties upon the request of the Customer in writing prior to the effective date or any renewal date of this agreement.

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13 January 2025

Treasurer's Notes:

If you look at the 2025 budget final, I put in the 2024 actuals, so every can see. We had budgeted \$331,641.88 in total. We spent a total of \$306,540.17. (92.4%) We had total income of \$272,837.96. That left us with a deficit of \$33,702.21. We had insurance proceeds (from the accident that occurred on our property) of \$25,894.44, which offset the additional expenditures we incurred as a result of that incident. We had an additional unspecified expense of 253.35, leaving us with a deficit of \$8061.12.

Not counted in our income for 2024 are stock donations by Chris Bruhn. I estimate that we would realize somewhere in the neighborhood of \$16,000 if we were to convert these donations to cash, which would wipe out the deficit, and also help us make our 2024 contribution to the Synod. (I did not write the last contribution to the Synod yet.)

Kathryn Schnaible

Lutheran Church of Incarnation

Balance Sheet

As of December 31, 2024

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1 First Northern Bank	-2,541.25
4 MM - First Northern Bank	69,534.78
8 First Northern Bank - operating	121,338.16
PayPal Account	0.00
Total Bank Accounts	\$188,331.69
Total Current Assets	\$188,331.69
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	\$2,736,407.52
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	2,731.59
Total Accounts Payable	\$2,731.59
Other Current Liabilities	
20115 Special Benevolences	920.00
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	\$920.00
Total Current Liabilities	\$3,651.59
Long-Term Liabilities	
20754 Mortgage	0.00
20755 AOB Bad Debt	0.00
20769 Organ Fund	0.00
20774 Mortgage - regular	456,868.96
20775 Mortgage - Facility Renovation	162.47
27200 Other Liabilities	0.00
Total Long-Term Liabilities	\$457,031.43
Total Liabilities	\$460,683.02

Lutheran Church of Incarnation

Balance Sheet

As of December 31, 2024

	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	-219.89
20301 Pastor's Discretionary Fund	3,341.48
20401 Emergency Fund	0.00
20402 Caregivers Fund	0.00
20500 Youth / Day Camp / Mt. Cross	4,276.03
20508 Day Camp Reserve Fund	-820.00
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	82,861.10
20760 Columbarium Fund	38,659.61
20761 Columbarium Niche Purch-Exp	0.00
20771 Facilities Renovation	0.00
20776 Sanctuary Renovation	379.65
20777 Property Infrastructure Reserve	195.00
24150 Operating Reserve	0.00
24151 Endowment Fund	30,310.52
30000 Opening Bal Equity	110.00
32000 Unrestricted Net Assets	2,113,524.31
AMOR Scholarships	2,390.00
Net Income	-8,061.12
Total Equity	\$2,275,724.50
TOTAL LIABILITIES AND EQUITY	\$2,736,407.52

Lutheran Church of Incarnation

Profit and Loss

January - December 2024

	TOTAL
Income	
41000 Income	
41100 Offerings	245,387.68
41310 Rents Applegate Nursery	22,674.00
41320 Rents Other	1,596.00
41400 Other Misc Income	3,180.28
Total 41000 Income	272,837.96
Total Income	\$272,837.96
GROSS PROFIT	\$272,837.96
Expenses	
61000 Worship	12.50
61200 Altar Supplies	559.36
61202 Music Licenses & Worship Supplies	761.15
61209 Special Music	800.00
Total 61000 Worship	2,133.01
62000 Witness	
62301 Pastor Outreach	1,297.59
Total 62000 Witness	1,297.59
64000 Learning	
64500 Sunday School	122.36
64501 Confirmation Ministry	73.65
64551 Youth - LCI Activities	300.13
Internship Learning	700.00
Total 64000 Learning	1,196.14
65000 Congregational Events	
65600 Synod Assembly	1,441.01
65601 Council Retreat	164.92
65604 Congregational Retreats	70.86
65612 Professional Leadership Conference	275.00
Total 65000 Congregational Events	1,951.79
66000 Stewardship	224.30
66652 Stewardship Development	478.52
Total 66000 Stewardship	702.82
67000 Administration	
67700 Office Supplies & Equipment	5,304.73
67701 Postage	17.68
67703 Social Media & Advertising	1,278.70
67704 Bookkeeper	7,111.68
Total 67000 Administration	13,712.79
68000 Property General Maintenance	23,397.93
68750 General Maintenance & Supplies	2,902.38

Lutheran Church of Incarnation

Profit and Loss

January - December 2024

	TOTAL
68751 City Services	9,154.54
68752 Telephone	1,722.63
68753 Fire System	15,493.25
68754 Utilities - PG&E	7,347.92
68755 Utilities - Solar	3,850.00
68756 Property Insurance	-1,000.00
68757 Cleaning Services	10,250.00
68772 Mortgage (est 2015) Interest	21,768.78
Total 68000 Property General Maintenance	94,887.43
70000 Support Staff	
70701 Administrative Asst Pay	11,355.25
70703 Youth Director Salary	14,715.00
70708 Pianist/Organ Pay	7,109.99
70710 Substitute Musician	450.00
70712 Pastoral Intern Salary	17,500.00
70720 Workers Compensation Insurance	1,012.00
70721 Payroll Taxes	31,182.23
70722 Payroll Service Fees	2,165.03
Total 70000 Support Staff	85,489.50
71000 Pastors Compensation Package	
71900 Defined Compensation	
71901 Net Salary	40,433.04
71902 Elective Deductions - FSA, Pension	10,923.36
Total 71900 Defined Compensation	51,356.40
71903 Housing Allowance	33,300.00
71904 Benefits- Retirement	10,923.36
71906 Benefits- Disability	655.44
71908 Books & Periodicals	25.98
71910 Benefits- Basic Group Life	436.92
71911 Professional Reimbursements	8,471.00
Total 71000 Pastors Compensation Package	105,169.10
Total Expenses	\$306,540.17
NET OPERATING INCOME	\$ -33,702.21
Other Income	
Insurance Proceeds	25,894.44
Total Other Income	\$25,894.44
Other Expenses	
SUSPENSE	253.35
Total Other Expenses	\$253.35
NET OTHER INCOME	\$25,641.09
NET INCOME	\$ -8,061.12

Lutheran Church of the Incarnation
2025 Budget Final

Expenses	2023 Budget	2024 Budget	Actual Jan-Oct 2024	% of budget spent thru 10/07/2024	2025 Budget	Increase or Decrease
60000 Synod						
60100 Synod Mission Support	9,500.00	17,325.00	17,325.00	100.0%	19,693.00	2,368.00
Total 60000 Budgeted Synod Support	9,500.00	17,325.00	0.00	0.0%	19,693.00	2,368.00
61000 Worship						
61200 Worship/Altar Care	1,500.00	1,500.00	559.36	37.3%	1,500.00	0.00
61202 Worship Resources	2,000.00	2,000.00	272.15	13.6%	2,000.00	0.00
61203 Rooted Service	600.00	600.00	0.00	0.0%	600.00	0.00
61204 Chancel Choir	350.00	350.00		0.0%	100.00	-250.00
61209 Special Music	600.00	600.00	800.00	133.3%	600.00	0.00
61213 Organ and Piano Maintenance	400.00	400.00		0.0%	500.00	100.00
61215 Devotional Booklets	180.00	180.00	12.50	6.9%	180.00	0.00
Total 61000 Worship	5,630.00	5,630.00		0.0%	5480.00	-150.00
62000 Witness						
62300 Social Justice Committee	725.00	0.00	0.00	#DIV/0!	825.00	825.00
62301 Pastor Outreach	800.00	800.00	1,297.59	162.2%	1000.00	200.00
Total 62000 Witness	1,525.00	800.00	1,297.59	162.2%	1825.00	1,025.00

64000 Learning						
64500 Sunday School	750.00	750.00	122.36	16.3%	750.00	0.00
64501 Confirmation Ministry	440.00	400.00	73.65	18.4%	100.00	-300.00
64505 Membership Classes	100.00	100.00	0.00	0.0%	100.00	0.00
64506 Elementary Retreat	550.00	0.00	0.00	#DIV/0!	450.00	450.00
64502 Adult Education-Bible Studies	150.00	150.00		0.0%	100.00	-50.00
64504 Lutheran College Scholarships	0.00	0.00	0.00		0.00	0.00
65550 Internship Learning	0.00	0.00	700.00			
64551 Youth - LCI Activities	4,765.00	1630.00	300.13	18.4%	2000.00	370.00
Total 64000 Learning	6,755.00	3,030.00	1,196.14	39.5%	3,500.00	470.00

65000 Congregational Events						
65600 Synod Assembly	1500.00	2133.00	2,133.00	100.0%	2000.00	-133.00
65601 Council Retreat	0.00	0.00	164.92			656.00
65603 Congregational Events	750.00	750.00	0.00	0.0%	750.00	0.00
65604 Congregational Retreats	0.00	0.00	70.86			
65605 Hospitality	750.00	0.00	0.00	#DIV/0!	750.00	750.00
65612 Pr. Prof Leadership	500.00	500.00	275.00	55.0%	500.00	0.00
Total 65000 Congregational Events	3,500.00	3,383.00		0.0%	4,000.00	617.00

66000 Stewardship						
66000 Stewardship	0.00	0.00	224.30	#REF!	300.00	300.00
66652 Stewardship Development	500.00	200.00	478.52			
Total 66000 Stewardship	0.00	0.00	224.30	#DIV/0!	300.00	300.00

67000 Administration						
67700 Office Supplies and Equipment	7000.00	7000.00	5,304.73	75.8%	7,000.00	0.00
67701 Postage	500.00	500.00	17.68	3.5%	250.00	-250.00
67703 Social Media and Advertising	2000.00	500.00	1,278.70	255.7%	1,200.00	700.00
67704 Bookkeeper	5250	9000.00	7,111.68	34.0%	9,000.00	0.00
Total 67000 Administration	9,500.00	17,000.00	13,712.79	80.7%	17,450.00	450.00

68000 Property General Maintenance

68750 General Maintenance/Supplies	5,800.00	5,800.00	2,902.38	50.0%	5,800.00	0.00
68751 City Services (incl. water)	12,500.00	11,000.00	9,154.54	83.2%	11,000.00	0.00
68752 Telecommunications	1,500.00	1,500.00	1,722.63	114.8%	1,500.00	0.00
68753 Fire System	800.00	800.00	15,493.25	1936.7%	800.00	0.00
68754 Utilities (PGE)	3,300.00	2,800.00	7,347.92	262.4%	5,000.00	2,200.00
68755 Utilities (Solar)	4,800.00	4,200.00	3,850.00	91.7%	4,200.00	0.00
68756 Property Insurance	7,200.00	5,333.00	-1,000.00	-18.8%	5,333.00	0.00
68757 Cleaning Services	14,000.00	14,000.00	10,250.00	73.2%	14,000.00	0.00
68758 Landscape Maintenance	0.00	0.00	0.00	#DIV/0!	6,000.00	6,000.00
20774 & 68772 Mortgage principal & interest	36,660.00	36,660.00	21,768.78	59.4%	36,660.00	0.00
Total 68000 Property General Maintenance	86,560.00	82,093.00	71,489.50	87.1%	90,293.00	8,200.00

70000 Support Staff

70701 Administrative Asst Pay (net)	10,000.00	17,038.00	11,355.25	66.6%	18,478.00	1,440.00
70703 Youth Director Salary (net)	17,883.60	17,903.52	14,715.00	82.2%	17,903.52	0.00
70706 Music Coordinator (NEW)	21,876.00	0.00		#DIV/0!	3,000.00	3,000.00
70708 Church musician (net) NEW	0.00	9,125.00	7,109.99	53.0%	9,125.00	0.00
70709 Cantor Pay	0.00	0.00	0.00	0.0%	5,200.00	5,200.00
70710 Substitute Musician	900.00	900.00	450.00	50.0%	900.00	0.00
70711 Pulpit Supply/Guests	2,450.00	3,900.00		0.0%	3,900.00	0.00
70712 Pastoral Intern	5,000.00	14,000.00	17,500.00		0.00	-14,000.00
70720 Workers Compensation Insurance	2,000.00	1,600.00	1,012.00	63.3%	1,600.00	0.00
70721 Payroll Taxes	9,000.00	10,500.00	31,182.23	297.0%	10,500.00	0.00
70722 Payroll Service Fees	1,800.00	2,400.00	2,165.03	90.2%	2,400.00	0.00
Support Staff Total	70,909.60	77,366.52	85,489.50	110.5%	73,006.52	-4,360.00

71000 Pastors Compensation Package						
71900 Net Salary	64,834.00	64,834.00	40,433.04	79.2%	64,834.00	0.00
71900A Elective Deductions: FSA, Pension			10,923.36			
71901 Housing Allowance	44,400.00	44,400.00	33,300.00	75.0%	44,400.00	0.00
71904 Benefits: Retirement	10,923.36	10,923.36	10,923.36	100.0%	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	655.44	66.7%	983.16	0.00
71908 Books & Periodicals	0.00	0.00	25.98			
71910 Benefits: Basic Group Life	983.16	873.84	436.92	50.0%	873.84	0.00
71911 Professional Reimbursements	3,000.00	3,000.00	8,471.00	282.4%	3,000.00	0.00
71912 Tax Offsets (Gross Up)	7,330.00	7,500.00	7,500.00	100.0%	7,500.00	0.00
Total 71000 Pastors Compensation Package	125,560.60	125,014.36	105,169.10	84.1%	132,514.36	7500.00

Total of 70000 & 71000	196,470.20	202,380.88	190,658.60	94.2%	205,520.88	3,140.00
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Total Expenses (Budgtd or Actual)	319,440.20	331,641.88	306,540.17	92.4%	348,061.88	16,420.00
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**THIS IS THE 2025
APPROVED BUDGET**

Last Name	First Name	Phone	E-Mail			
				Exec	Nom	Audit
Anderson	Dave & Molly	530-601-6594	davenmolly@sbcglobal.net			
Finn	Mick	530-564-7065	mkfinn6@gmail.com			
Fortuna	Jenny	805-886-7489	jgfortuna78@gmail.com	X		
Green	Ed	530-756-0767	liebershouse@aol.com			
Holmes	Vernon	530-592-5746	vernonholmes44@gmail.com			
Huegli	Carol	530-304-5942	cchase18@gmail.com		X	
Huegli	John	916-837-1730	huegjf@yahoo.com			
Kerr	Bob	530-771-7602	rakerr555@gmail.com			
Kolarik	Paul	916-715-4853	pesko@sbcglobal.net			X
Paulson	Tim			X		
Slabaugh	Karen	530-574-4453	kfslabaugh@gmail.com	X		
Slinkard	Steve	530-304-8479	steveslink1@gmail.com			
Willse	Bob	707-477-4044	rev.bobwillse@gmail.com			

Constitution				Administrative			
Pastor Support	Call	Columbarium	Endowment	Web Page	Budget	Finance	Property
							X
							Fellow-ship hall Window Washer
		X					
						X	
							X
		X					
						X	X Solar Panels
X							
							X
				X also FB			

Last Name	First Name	Phone	E-Mail	Worship						
				Worship Committee	Asst. Minister	Usher	Tech Support: Sound,	Prayer Minister	Prayer Writer	Communion Set-Up & Clean-up
Anderson	Dave & Molly	530-601-6594	davenmolly@sbcglobal.net							
Ashbrook	Nancy	707-291-1579	nanashbrook22@gmail.com			X				
Barkey	Leslye	530-219-5639	leslyebarkey@gmail.com							
Bandstra	Mark	510-295-8997	mark.bandstra@gmail.com					X	X	
	Belinda	510-332-5864	bsybandstra@gmail.com				X (SLIDES)			
Berry	Dick	530-304-4764	dickberry@gmail.com		X	X				
Bodhiprasart	Lori	530-219-6902	lijmartin2054@gmail.com			X				X
Briggs	Susie	916-838-4702	dsbriggs@pacbell.net							
Bruhn	Christine	530-219-2888	cmbruhn@ucdavis.edu		X					
Burns	Travis	916-559-9676	ts99aggie@hotmail.com				X			
Farver	Tom	530-760-9754	tbfarver@ucdavis.edu					X		
Fortuna	John	805-280-6931	johnjfortuna74@gmail.com		X					
Fortuna	Sophia	805-886-7489	jgfortuna78@gmail.com				X			
Gloystein	Elaine	530-400-1810	egloystein@gmail.com							
Green	Bonnie	530-219-1852	liebershouse@aol.com			X				
Green	Ed	530-219-1174	liebershouse@aol.com			X				
Holmes	Marcia	530-631-5643	marciaholmes_8@sbcglobal.net				X (SLIDE SUB)			X
Holmes	Vernon	530-592-5746	vernonholmes44@gmail.com							
Huegli	Carol	530-304-5942	cchase18@gmail.com			X				
Kolarik	Paul	916-715-4853	pesko@sbcglobal.net						X	
Kolarik	Ellen	530-304-1990	EllenKolarik@gmail.com			X	X (SLIDE SUB)			

					Worship					
				Worship Committee	Asst. Minister	Usher	Tech Support: Sound,	Prayer Minister	Prayer Writer	Communion Set-Up & Clean-up
Kraak	Sharon	530-902-3656	snj73kraak@gmail.com							
MacDonald	Dan	530-219-3752	mdsound2000@gmail.com							
Machuga	Diane	530-758-5527	jmachuga@sbcglobal.net		X			X		
Marquand Willse	Joan	707-535-6578	joancat22@gmail.com			X				
Paulson	Marvie	530-574-0833	mpaulson56@comcast.net	X		X		X		
Paulson	Tim					X				
Slabaugh	Karen	530-574-4453	kfslabaugh@gmail.com	X						
Slinkard	Karen	530-304-4484	kslinka@gmail.com							
Slinkard	Steve	530-304-8479	steveslink1@gmail.com			X				
Willse	Bob	707-477-4044	rev.bobwillse@gmail.com		X					

[illegible]

[illegible]

Last Name	First Name	Phone	E-Mail	Pillar	Service Commitees		Fellowship Groups				
					Event Help	Hospitality	Beverage	Women's Book Grp	Men's Fellowship	Quilters	Lunch Bunch
Anderson	Dave & Molly	530-601-6594	davenmolly@sbcglobal.net	X			X	X			X
Barkey	Leslye	530-219-5639	leslyebarkey@gmail.com					X			
Berry	Dick	530-304-4764	dickberry@sbcglobal.net						X		
Bruhn	Christine	530-219-2888	cmbruhn@ucdavis.edu					X		X	X
Finn	Kay	530-564-7065	mkfinn6@gmail.com			X KITCHEN	X			X	
Finn	Mick	530-564-7065	mkfinn6@gmail.com				X		X		
Gloystein	Elaine	530-400-1810	egloystein@gmail.com							X	X
Green	Bonnie	530-756-0767	liebershouse@aol.com					X			X
Green	Ed	530-756-0767	liebershouse@aol.com								X
Holmes	Marcia	530-631-5643	marciaholmes_8@sbcglobal.net							X	
Holmes	Vernon	530-592-5746	vernonholmes44@gmail.com						X		
Kerr	Bob	530-771-7602	rakerr555@gmail.com				X				
Kerr	Cathy	530-409-9175	cathy.kerr43@gmail.com					X			X
Kolarik	Paul	916-715-4853	pesko@sbcglobal.net						X		
Machuga	Diane	530-758-5527	jmachuga@sbcglobal.net							X	
Paulson	Marvie	530-574-0833	mpaulson56@comcast.net					X			X
Paulson	Tim						X		X		
Slinkard	Steve	530-304-8479	steveslink1@gmail.com				X		X		X

Last Name	First Name	Phone	E-Mail	Education	Education		Youth Ministry Asst	Adult Education			Stewardship		
					Children's Sunday School			Coor-dina-tor	Teach Forum	Teach Class	Commi-tee	Temple Talk	Fall Cam-paign
				Committee	Teacher	Asst							
Burns	Travis	916-559-9676	ts99aggie@hotmail.com		X								
Holmes	Marcia	530-631-5643	marciaholmes_8@sbcglobal.net								X		X
Holmes	Vernon	530-592-5746	vernonholmes44@gmail.com					X	X	X	X		X
Huegli	Carol	530-304-5942	cchase18@gmail.com								X		X
Kerr	Bob	530-771-7602	rakerr555@gmail.com									X	
Kolarik	Paul	916-715-4853	pesko@sbcglobal.net						X				
Kolarik	Ellen	530-304-1990	EllenKolarik@gmail.com				X last min needs						
Marquand	Joan	707-535-6578	joancat22@gmail.com								X		
Willse	Joan	707-535-6578	joancat22@gmail.com										
Okusako	Cindy	530-665-3481	turtlemom127@aol.com		X		X						
Okusako	Shauna	530-574-7870	frooty1010@yahoo.com			X							
Slabaugh	Karen	530-574-4453	kfslabaugh@gmail.com			X							
Willse	Bob	707-477-4044	rev.bobwillse@gmail.com						X				

Last Name	First Name	Phone	E-Mail	Pillar	Social Jusice				Service			
					Book Study	Homeless & Low Income Support	Monthly Ministry	Green Faith	Adopt a Hwy	Letter Writing	God's Work our Hands	Christmas Giving Opp's
Anderson	Dave & Molly	530-601-6594	davenmolly@sbcglobal.net					X	X		X	X
Ashbrook	Nancy	707-291-1579	nanashbrook22@gmail.com			X						
Barkey	Leslye	530-219-5639	leslyebarkey@gmail.com			X	X					
Bodhiprasart	Lori	530-219-6902	ljmartin2054@gmail.com		X	X		X				
Boyd	Karen	530-661-6009	KJRB315CB@gmail.com				X	X				
Bruhn	Christine	530-219-2888	cmbruhn@ucdavis.edu									
Finn	Mick	530-564-7065	mkfinn6@gmail.com		X			X				
Gloystein	Elaine	530-400-1810	egloystein@gmail.com							X		
Green	Bonnie	530-219-1852	liebershouse@aol.com									X
Green	Ed	530-756-0767	liebershouse@aol.com									X
Holmes	Marcia	530-631-5643	marciaholmes_8@sbcglobal.net		X		X			X		X
Holmes	Vernon	530-592-5746	vernonholmes44@gmail.com		X		X			X		
Huegli	Carol	530-304-5942	cchase18@gmail.com				X			X		
Kerr	Bob	530-771-7602	rakerr555@gmail.com						X			
Kerr	Cathy	530-409-9175	cathy.kerr43@gmail.com									
Kolarik	Ellen	530-304-1990	EllenKolarik@gmail.com	X	X	X	X	X				
Kraak	Sharon	530-902-3656	snj73kraak@gmail.com				X			X		X
MacDonald	Dan	530-219-3752	mdsound2000@gmail.com			X						
Machuga	Diane	530-758-5527	jmachuga@sbcglobal.net									
Marquand Wi	Joan	707-535-6578	joancat22@gmail.com			X	X					
Paulson	Marvie	530-574-0833	mpaulson56@comcast.net		X	X	X	X		X	X	
Slabaugh	Karen	530-574-4453	kfslabaugh@gmail.com		X	X	X				X	
Slinkard	Karen	530-304-4484	kslinka@gmail.com									
Slinkard	Steve	530-304-8479	steveslink1@gmail.com						X			

Last Name	First Name	Service Committees		
		Care-givers	Visitation	Prayer Chain
Anderson	Dave & Molly	X	X	X
Ashbrook	Nancy			
Barkey	Leslye			
Bodhiprasart	Lori			
Boyd	Karen			X
Bruhn	Christine			X
Finn	Mick		X	
Gloystein	Elaine			X
Green	Bonnie	X	X	X
Green	Ed			
Holmes	Marcia	X		
Holmes	Vernon			
Huegli	Carol			
Kerr	Bob		X	
Kerr	Cathy	X		X
Kolarik	Ellen			
Kraak	Sharon		X	X
MacDonald	Dan			
Machuga	Diane			X
Marquand Wi	Joan			
Paulson	Marvie	X	X	X
Slabaugh	Karen			
Slinkard	Karen			X
Slinkard	Steve			

Last Name	First Name	Phone	E-Mail	Stewardship		
				Commi- ttee	Temple Talk	Fall Cam- paign
Holmes	Marcia	530-631-5643	marciaholmes_8@sbcglobal.net	X		X
Holmes	Vernon	530-592-5746	vernonholmes44@gmail.com	X		X
Huegli	Carol	530-304-5942	cchase18@gmail.com	X		X
Kerr	Bob	530-771-7602	rakerr555@gmail.com		X	
Marquand Willse	Joan	707-535-6578	joancat22@gmail.com	X		