

# Lutheran Church of the Incarnation Council Meeting Minutes

October 14, 2025 at 6:30 pm

Council Member Roster: Tim Paulson – President (2026, absent from meeting), Karen Slabaugh – Vice President (2027), Kathryn Schnaible – Treasurer (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

## 1. Introduction: Karen (6:35pm)

- Karen called the meeting to order.

## 2. Approval of Meeting Agenda: Kenny (6:35pm)

- a. Voting Item – Requested Action: Approved agenda as written
- Kenny made a motion to approve the agenda as written. Second: Dan W. Vote 8-0. Motion passes.

## 3. Conduct Election to Fill Vacancy on Congregation Council [LCI Constitution C12.03] (6:36pm)

- a. Requested Action: Elect Adam Zufall to Congregation Council. Term to conclude at the next electing congregation meeting.
- Karen made a motion to elect Adam Zufall to Congregation Council. Second: Kathryn. Vote 8-0. Motion passes.

## 4. Prayer/Devotion: Pastor Dan (6:37pm)

- Pastor Dan led the Council in prayer and devotion.

## 5. Treasurer's Report (6:43pm)

- a. Discuss draft 2026 budget
  - Kathryn to prepare a draft budget for the special Council budget meeting next week.
  - Data was compiled by Kathryn to summarize financial data for the past 4 years for the LCI budget, actual income, and actual expenditures.
- b. Review budget preparation timeline for annual congregational meeting in November
  - i. *Stewardship Outreach: September-October - COMPLETE*
  - ii. *Commitment Sunday: October 12 - COMPLETE*
  - iii. Council Meeting to Discuss Draft Budget: October 14
  - iv. Special Council Budget Meeting: October 22 at 6:30pm
  - v. Budget Forum: Early November (Confirmed 11/2, after worship)
  - vi. Council Vote On Final Budget: November 11
  - vii. Annual Congregation Meeting to Approve Budget: Mid-November (Confirmed 11/16, after worship)
- c. Review financial reports

## 6. CLOSED SESSION – Confidential Personnel Deliberation (6:55pm)

- Council held a closed session. Council report from closed session: Kathryn made a motion that the congregation move forward with the closed session item. Second: Judy. Vote 9-0. Motion passes.

## 7. Pastor's Report: Pastor Dan (7:18pm)

- a. Review written report (redacted information related to closed session item)

## 8. Approval of September Council Meeting Minutes: Kenny (7:22pm)

- a. Emailed on 10/12 for council review. Post on website after approval.
  - i. Voting Item – Requested Action: Approve minutes as written
- Kenny made a motion to approve the minutes as written. Second: Dan W. Vote 9-0. Motion passes.

## 9. President's Report: N/A

## 10. Other Reports (7:23pm)

## **Lutheran Church of the Incarnation Council Meeting Minutes**

October 14, 2025 at 6:30 pm

- a. Camera/Wifi Update (Mark/Ralph)
  - Mark provided an update regarding the WiFi upgrade. The installation of the new WiFi system is scheduled for November 7<sup>th</sup>.
  - Mark and Ralph provided an update regarding the camera acquisition project. The camera will be a PTZ (pan-tilt-zoom) style device that can be mounted on existing infrastructure in the sanctuary. The camera is expected to be purchased this week. Discussion regarding whether a 20x zoom or 30x zoom camera should be purchased, however the 30x zoom camera is negligibly more expensive.
- b. Property Committee Updates (Kenny)
  - i. Property Fire System Inspections/Contract Update
  - A copy of the fire system agreement was included in the agenda. Kenny will execute the agreement and schedule the required inspections.
  - The City Fire Marshall conducted an inspection of the property on 10/10 and observed that one of the exit signs was no longer illuminated. City to reinspect for compliance on 10/24. Ralph will ensure that the sign is fixed prior to re-inspection.
- c. Other General Liaison Reports (Education, Worship/Music, Hospitality, Social Justice, Stewardship)
  - Worship/Music: Meeting held last Saturday. Discussed partnering with Davis Lutheran Church for Advent season worship. More volunteers needed. Discussed baptismal font location in sanctuary.
  - Hospitality: Written report from previous meeting attached.
  - Social Justice: Garbage Grab scheduled for 11/8
  - Stewardship: Written preliminary report for 2026 stewardship campaign attached. Vern Holmes announced that he will not be leading this group next year.

### **11. Other Business:**

- a. Continue to post Council agendas/minutes on LCI website
- b. Sunday Property Closer for October: Kenny | November: Ralph

### **12. Meeting Adjourned at 7:57pm**

**Special Council Budget Meeting = October 22 at 6:30pm**

**Next Executive Committee Council Meeting = November 4 at 6:00pm**

- Please provide agenda topics to Secretary by this date

**Secretary to send out/publish agenda = November 9**

- Please provide all supplementary materials to Secretary by this date

**Next Council Meeting = November 11 at 6:30pm**

## **Pastor's Report**

LCI, Oct. 2025

Pr. Dan Smith

### **Information Items:**

- I continue to schedule pastoral visits with all members and friends of LCI. I have reached out to about ¼ of those on the active roster. And as a reminder - I am on call for pastoral care for those who need it at any time. But other than preaching and teaching, getting these scheduled and completed will be my primary focus over the next few months. I hope to be done by the early part of 2026.
- Portia Hopkins and I hosted our first Pub Theology of the year on Oct. 7 at Calicraft. There was a good turnout of students and parishioners, and our topic was “practicing hope”. Next meeting will be Oct. 14; more info to come on the topic...
- I am in conversation with some of our music leaders about the possibility of starting a Taize worship service, probably midweek, to build on my experience during sabbatical. Please let me know if you are interested in helping with this.

### **In the wider church/community:**

- Rev. Yehiel Curry was installed as ELCA Presiding Bishop last Saturday (Oct. 4) in Minneapolis, MN. I highly recommend watching it on YouTube – it is very inspiring and hopeful about our future. Please continue to pray for Bp. Curry, the churchwide staff, and all shepherds and lay leaders, to “guide the church into all truth”.
- Synod Budget approval meeting – Nov. 1 (Sat) – this is re: the Synod Budget (not LCI’s), for voting members of the synod assembly.
- Bishop’s Convocation – Nov. 3-5 (gathering of clergy in our Synod)

### **Special Personnel Item (Executive Session)**

[REDACTED] It is a confidential executive session, so *please be discrete* about the information/names shared. It is *very important*. Thanks.

## Summary of Income & Expenditures 2022-2025

### **2022**

**LCI Budget: 309,940.20**

**Actual Income: 320,069.84**

**Actual Expenditures: 279,747**

### **2023**

**LCI Budget: 325,218.88**

**Actual Income: 288,624.70**

**Actual Expenditures: 301,622.80**

### **2024**

**LCI Budget: 331,641.88**

**Actual Income: 368,201.27**

**Actual Expenditures: 334,834.53**

### **2025**

**LCI Budget: 348,061.88**

**October YTD Actual Income: 277,393.95**

**October YTD Actual Expenditures: 221,158.55**

# Profit and Loss

Lutheran Church of the Incarnation

January 1-October 14, 2025

| DISTRIBUTION ACCOUNT                         | TOTAL               |
|--|---------------------|
| Income                                       |                     |
| 41000 Income                                 |                     |
| 41100 Offerings                              | 253,606.99          |
| 41310 Rents Applegate Nursery                | 16,944.00           |
| 41320 Rents Other                            | 4,873.00            |
| 41400 Other Misc Income                      | 1,969.96            |
| <b>Total for 41000 Income</b>                | <b>\$277,393.95</b> |
| <b>Total for Income</b>                      | <b>\$277,393.95</b> |
| Cost of Goods Sold                           |                     |
| <b>Gross Profit</b>                          | <b>\$277,393.95</b> |
| Expenses                                     |                     |
| 61000 Worship                                |                     |
| 61200 Altar Supplies                         | 532.32              |
| 61201 Pulpit Supply/Guests                   | 4,100.00            |
| 61202 Music Licenses & Worship Supplies      | 216.00              |
| 61203 Rooted Service                         | 7.22                |
| <b>Total for 61000 Worship</b>               | <b>\$4,855.54</b>   |
| 62000 Witness                                |                     |
| 62301 Pastor Outreach                        | 759.94              |
| <b>Total for 62000 Witness</b>               | <b>\$759.94</b>     |
| 64000 Learning                               |                     |
| 64500 Sunday School                          | 260.99              |
| 64551 Youth - LCI Activities                 | 147.94              |
| <b>Total for 64000 Learning</b>              | <b>\$408.93</b>     |
| 65000 Congregational Events                  |                     |
| 65601 Council Retreat                        | 372.19              |
| 65603 Congregational Events                  | 1,472.74            |
| 65605 Hospitality                            | 125.22              |
| 65612 Professional Leadership Conference     | 510.00              |
| <b>Total for 65000 Congregational Events</b> | <b>\$2,480.15</b>   |
| 66000 Stewardship                            |                     |
| 67000 Administration                         |                     |
| 67700 Office Supplies & Equipment            | 7,786.01            |
| 67703 Social Media & Advertising             | 340.00              |
| 67704 Bookkeeper                             | 7,608.46            |
| <b>Total for 67000 Administration</b>        | <b>\$15,734.47</b>  |
| 68000 Property General Maintenance           |                     |
| 68750 General Maintenance & Supplies         | 1,284.00            |
| 68751 City Services                          | 8,834.58            |
| 68752 Telephone                              | 1,551.43            |

**Profit and Loss**  
**Lutheran Church of the Incarnation**  
**January 1-October 14, 2025**

| DISTRIBUTION ACCOUNT                                | TOTAL               |
|---|---------------------|
| 68753 Fire System                                   | 1,330.31            |
| 68754 Utilities - PG&E                              | 6,379.75            |
| 68755 Utilities - Solar                             | 3,500.00            |
| 68756 Property Insurance                            | 0.00                |
| 68757 Cleaning Services                             | 9,000.00            |
| 68772 Mortgage (est 2015) Interest                  | 19,244.58           |
| <b>Total for 68000 Property General Maintenance</b> | <b>\$60,125.67</b>  |
| 70000 Support Staff                                 |                     |
| 70701 Administrative Asst Pay                       | 11,695.50           |
| 70703 Youth Director Salary                         | 14,715.00           |
| 70708 Pianist/Organ Pay                             | 8,175.75            |
| 70709 Cantor Pay                                    | 2,000.00            |
| 70711 Substitute Pastor                             | 4,000.00            |
| 70720 Workers Compensation Insurance                | 1,006.00            |
| 70721 Payroll Taxes                                 | 2,854.62            |
| 70722 Payroll Service Fees                          | 2,231.13            |
| <b>Total for 70000 Support Staff</b>                | <b>\$46,678.00</b>  |
| 71000 Pastors Compensation Package                  |                     |
| 71900 Defined Compensation                          |                     |
| 71901 Net Salary                                    | 40,433.04           |
| 71902 Elective Deductions - FSA, Pension            | 4,551.40            |
| <b>Total for 71900 Defined Compensation</b>         | <b>\$44,984.44</b>  |
| 71903 Housing Allowance                             | 33,300.00           |
| 71904 Benefits- Retirement                          | 9,102.80            |
| 71906 Benefits- Disability                          | 273.10              |
| 71909 Continuing Education                          | 75.00               |
| 71910 Benefits- Basic Group Life                    | 182.10              |
| 71911 Professional Reimbursements                   | 1,963.00            |
| <b>Total for 71000 Pastors Compensation Package</b> | <b>\$89,880.44</b>  |
| <b>Total for Expenses</b>                           | <b>\$221,158.55</b> |
| <b>Net Operating Income</b>                         | <b>\$56,235.40</b>  |
| Other Income  |                     |
| Other Expenses                                      |                     |
| <b>Net Other Income</b>                             |                     |
| <b>Net Income</b>                                   | <b>\$56,235.40</b>  |

**Balance Sheet**  
**Lutheran Church of the Incarnation**  
**As of October 14, 2025**

| DISTRIBUTION ACCOUNT                       | TOTAL                 |
|--|-----------------------|
| <b>Assets</b>                              |                       |
| <b>Current Assets</b>                      |                       |
| <b>Bank Accounts</b>                       |                       |
| 1 First Northern Bank                      | 0.00                  |
| 4 MM - First Northern Bank                 | 69,766.78             |
| 8 First Northern Bank - operating          | 205,337.03            |
| PayPal Account                             | 0.00                  |
| <b>Total for Bank Accounts</b>             | <b>\$275,103.81</b>   |
| Accounts Receivable                        |                       |
| Other Current Assets                       |                       |
| <b>Total for Current Assets</b>            | <b>\$275,103.81</b>   |
| <b>Fixed Assets</b>                        |                       |
| 10000 Land                                 | 418,822.93            |
| 11000 Church Building                      | 319,896.49            |
| 12000 Fellowship Hall                      | 1,749,202.30          |
| 15000 Personal Property                    | 60,154.11             |
| <b>Total for Fixed Assets</b>              | <b>\$2,548,075.83</b> |
| Other Assets                               |                       |
| <b>Total for Assets</b>                    | <b>\$2,823,179.64</b> |
| <b>Liabilities and Equity</b>              |                       |
| <b>Liabilities</b>                         |                       |
| <b>Current Liabilities</b>                 |                       |
| <b>Accounts Payable</b>                    |                       |
| 20000 Accounts Payable                     | 0.00                  |
| <b>Total for Accounts Payable</b>          | <b>\$0.00</b>         |
| Credit Cards                               |                       |
| Other Current Liabilities                  |                       |
| 20115 Special Benevolences                 | 0.00                  |
| 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                  |
| <b>Total for Other Current Liabilities</b> | <b>\$0.00</b>         |
| <b>Total for Current Liabilities</b>       | <b>\$0.00</b>         |

**Balance Sheet**  
**Lutheran Church of the Incarnation**  
**As of October 14, 2025**

| DISTRIBUTION ACCOUNT                    | TOTAL                 |
|---|-----------------------|
| Long-term Liabilities                   |                       |
| 20754 Mortgage                          | 0.00                  |
| 20755 AOB Bad Debt                      | 0.00                  |
| 20769 Organ Fund                        | 0.00                  |
| 20774 Mortgage - regular                | 444,459.75            |
| 20775 Mortgage - Facility Renovation    | 0.00                  |
| 27200 Other Liabilities                 | 0.00                  |
| <b>Total for Long-term Liabilities</b>  | <b>\$444,459.75</b>   |
| <b>Total for Liabilities</b>            | <b>\$444,459.75</b>   |
| 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       | 110.96                |
| 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                 | 4,233.01              |
| 20552 Youth                             | 0.00                  |
| 20614 Hospitality                       | 1,361.36              |
| 20615 50th Anniversary                  | 0.00                  |
| 20759 Major Maintenance Reserve         | 80,434.10             |
| 20760 Columbarium Fund                  | 43,525.62             |
| 20761 Columbarium Niche Purch-Exp       | -234.00               |
| 20771 Facilities Renovation             | 0.00                  |
| 20776 Sanctuary Renovation              | 379.65                |
| 20777 Property Infrastructure Reserve   | 195.00                |
| 24150 Operating Reserve                 | 0.00                  |
| 24151 Endowment Fund                    | 30,426.51             |
| 30000 Opening Bal Equity                | 110.00                |
| AMOR Scholarships                       | 2,390.00              |
| Banners                                 | 5,655.00              |
| 32000 Unrestricted Net Assets           | 2,146,637.70          |
| Net Income                              | 56,235.40             |
| <b>Total for Equity</b>                 | <b>\$2,378,719.89</b> |
| <b>Total for Liabilities and Equity</b> | <b>\$2,823,179.64</b> |

**Profit and Loss**  
**Lutheran Church of the Incarnation**  
September 1-30, 2025

| DISTRIBUTION ACCOUNT                                | TOTAL              |
|---|--------------------|
| Income  |                    |
| 41000 Income  |                    |
| 41100 Offerings                                     | 24,012.82          |
| 41310 Rents Applegate Nursery                       | 2,210.00           |
| 41320 Rents Other                                   | 182.00             |
| 41400 Other Misc Income                             | 22.89              |
| <b>Total for 41000 Income</b>                       | <b>\$26,427.71</b> |
| <b>Total for Income</b>                             | <b>\$26,427.71</b> |
| Cost of Goods Sold                                  |                    |
| <b>Gross Profit</b>                                 | <b>\$26,427.71</b> |
| Expenses  |                    |
| 61000 Worship                                       |                    |
| 61200 Altar Supplies                                | 490.76             |
| <b>Total for 61000 Worship</b>                      | <b>\$490.76</b>    |
| 62000 Witness                                       |                    |
| 62301 Pastor Outreach                               | 126.18             |
| <b>Total for 62000 Witness</b>                      | <b>\$126.18</b>    |
| 66000 Stewardship                                   |                    |
| 67000 Administration                                |                    |
| 67700 Office Supplies & Equipment                   | 1,075.47           |
| <b>Total for 67000 Administration</b>               | <b>\$1,075.47</b>  |
| 68000 Property General Maintenance                  |                    |
| 68750 General Maintenance & Supplies                | \$500.00           |
| 68751 City Services                                 | 104.00             |
| 68752 Telephone                                     | 1,394.34           |
| 68754 Utilities - PG&E                              | 167.57             |
| 68755 Utilities - Solar                             | 794.97             |
| 68757 Cleaning Services                             | 350.00             |
| 68772 Mortgage (est 2015) Interest                  | 1,000.00           |
| <b>Total for 68000 Property General Maintenance</b> | <b>1,903.15</b>    |
| <b>Total for 68000 Property General Maintenance</b> | <b>\$6,214.03</b>  |
| 70000 Support Staff                                 |                    |
| 70701 Administrative Asst Pay                       | 1,190.00           |
| 70703 Youth Director Salary                         | 1,635.00           |
| 70708 Pianist/Organ Pay                             | 777.75             |
| 70721 Payroll Taxes                                 | 275.62             |
| 70722 Payroll Service Fees                          | 278.55             |
| <b>Total for 70000 Support Staff</b>                | <b>\$4,156.92</b>  |

**Profit and Loss**  
**Lutheran Church of the Incarnation**  
**September 1-30, 2025**

| DISTRIBUTION ACCOUNT                                | TOTAL              |
|---|--------------------|
| 71000 Pastors Compensation Package                  |                    |
| 71900 Defined Compensation                          |                    |
| 71901 Net Salary                                    | 4,492.56           |
| 71902 Elective Deductions - FSA, Pension            | 455.14             |
| <b>Total for 71900 Defined Compensation</b>         | <b>\$4,947.70</b>  |
| 71903 Housing Allowance                             | 3,700.00           |
| 71904 Benefits- Retirement                          | 910.28             |
| 71906 Benefits- Disability                          | 27.31              |
| 71910 Benefits- Basic Group Life                    | 18.21              |
| <b>Total for 71000 Pastors Compensation Package</b> | <b>\$9,603.50</b>  |
| <b>Total for Expenses</b>                           | <b>\$21,766.46</b> |
| <b>Net Operating Income</b>                         | <b>\$4,661.25</b>  |
| Other Income  |                    |
| Other Expenses                                      |                    |
| <b>Net Other Income</b>                             |                    |
| <b>Net Income</b>                                   | <b>\$4,661.25</b>  |

**Balance Sheet**  
**Lutheran Church of the Incarnation**  
As of September 30, 2025

| DISTRIBUTION ACCOUNT                       | TOTAL                 |
|--|-----------------------|
| <b>Assets</b>                              |                       |
| <b>Current Assets</b>                      |                       |
| <b>Bank Accounts</b>                       |                       |
| 1 First Northern Bank                      | 0.00                  |
| 4 MM - First Northern Bank                 | 69,766.78             |
| 8 First Northern Bank - operating          | 206,522.83            |
| PayPal Account                             | 0.00                  |
| <b>Total for Bank Accounts</b>             | <b>\$276,289.61</b>   |
| Accounts Receivable                        |                       |
| Other Current Assets                       |                       |
| <b>Total for Current Assets</b>            | <b>\$276,289.61</b>   |
| <b>Fixed Assets</b>                        |                       |
| 10000 Land                                 | 418,822.93            |
| 11000 Church Building                      | 319,896.49            |
| 12000 Fellowship Hall                      | 1,749,202.30          |
| 15000 Personal Property                    | 60,154.11             |
| <b>Total for Fixed Assets</b>              | <b>\$2,548,075.83</b> |
| Other Assets                               |                       |
| <b>Total for Assets</b>                    | <b>\$2,824,365.44</b> |
| <b>Liabilities and Equity</b>              |                       |
| <b>Liabilities</b>                         |                       |
| <b>Current Liabilities</b>                 |                       |
| <b>Accounts Payable</b>                    |                       |
| 20000 Accounts Payable                     | 0.00                  |
| <b>Total for Accounts Payable</b>          | <b>\$0.00</b>         |
| Credit Cards                               |                       |
| Other Current Liabilities                  |                       |
| 20115 Special Benevolences                 | 3,040.00              |
| 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                  |
| <b>Total for Other Current Liabilities</b> | <b>\$3,040.00</b>     |
| <b>Total for Current Liabilities</b>       | <b>\$3,040.00</b>     |

**Balance Sheet**  
**Lutheran Church of the Incarnation**  
As of September 30, 2025

| DISTRIBUTION ACCOUNT                    | TOTAL                 |
|---|-----------------------|
| Long-term Liabilities                   |                       |
| 20754 Mortgage                          | 0.00                  |
| 20755 AOB Bad Debt                      | 0.00                  |
| 20769 Organ Fund                        | 0.00                  |
| 20774 Mortgage - regular                | 445,611.60            |
| 20775 Mortgage - Facility Renovation    | 0.00                  |
| 27200 Other Liabilities                 | 0.00                  |
| <b>Total for Long-term Liabilities</b>  | <b>\$445,611.60</b>   |
| <b>Total for Liabilities</b>            | <b>\$448,651.60</b>   |
| 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       | 110.96                |
| 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                 | 4,233.01              |
| 20552 Youth                             | 0.00                  |
| 20614 Hospitality                       | 1,361.36              |
| 20615 50th Anniversary                  | 0.00                  |
| 20759 Major Maintenance Reserve         | 80,434.10             |
| 20760 Columbarium Fund                  | 43,525.62             |
| 20761 Columbarium Niche Purch-Exp       | -234.00               |
| 20771 Facilities Renovation             | 0.00                  |
| 20776 Sanctuary Renovation              | 379.65                |
| 20777 Property Infrastructure Reserve   | 195.00                |
| 24150 Operating Reserve                 | 0.00                  |
| 24151 Endowment Fund                    | 30,426.51             |
| 30000 Opening Bal Equity                | 110.00                |
| AMOR Scholarships                       | 2,390.00              |
| Banners                                 | 5,655.00              |
| 32000 Unrestricted Net Assets           | 2,146,637.70          |
| Net Income                              | 53,229.35             |
| <b>Total for Equity</b>                 | <b>\$2,375,713.84</b> |
| <b>Total for Liabilities and Equity</b> | <b>\$2,824,365.44</b> |

|                   |                  |  |                    |                       |  |
|-------------------|------------------|--|--------------------|-----------------------|--|
| 2022 -2023        | 62 Giving Units  | 21 Estimate of Giving Forms for General Fund | \$                 | Time and Abilities    |  |
| 2023 -2024        | 89 Giving Units  | 33 Estimate of Giving Forms for General Fund | \$16,852 per month | 48 Time and Abilities |  |
| <b>2024 -2025</b> | 88* Giving Units | 34 Estimate of Giving Forms for General Fund | \$19,928 per month | 40 Time and Abilities |  |

## 2026

### Estimate of Giving Pledges

Our campaign began with three videos that we called “A Stewardship Moment” The participant families were Bette Meyer, Kenney and Courtney Doss and John, Jenny and Sophia Fortuna. They all did a wonderful job sharing their experiences with their time and contributions to LCI and the community.

This year we chose to do a “Relay” method of reaching the membership. We had 9 Route Leaders that shepherd packets of information through the congregation in a timely matter lasting 3 weeks.

On Commitment Sunday October 12 we received those commitments which included

50 Pledge cards a 47% increase over last year with a total of \$267,319. Pledged

It is of significance that of last year’s pledges 14 out of the 34 increased their pledge amount, showing their stewardship growth.

We anticipate additional financial commitments in the follow up program.

Our initial financial response for 2026 ( 267,319.) already exceeds last years total pledge (239,127.)

### Time and Abilities

For 2026 65 time and abilities forms were received, which is a 63% increase over last year.

Time and Abilities will be collated for Pillar Chairs by Carol Huegli

### . Follow up

A follow up program will be conducted and a final report will be submitted by the end of the year.

Stewardship Committee:

Vernon Holmes, Marcia Holmes, Carol Huegli and Joan Maarquand-Willse.



## Service Agreement 3YR

### Lutheran Church of the Incarnation

1701 Russell Boulevard  
Davis, CA 95616

Reference: 20250121-143443942

Quote created: January 21, 2025

Quote expires: January 31, 2026

Quote created by: Kyle Chute

### Kenny Doss

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### John Huegli

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(916) 837-1730

#### **Bill To Company and Quote Description:**

Lutheran Church of the Incarnation  
1701 Russell Boulevard  
Davis, CA 95616

#### **Services to be Completed:**

5YR Fire Sprinkler Due: December 2025  
Annual Fire Sprinkler Due: December 2026

New Services-Annual Fire Alarm Due: December 2025

| Services to be completed  | Quantity/Unit      | Discount |
|---|--------------------|----------|
|   | Price/Billing      |          |
|   | Frequency          |          |
| Annual WET Fire Sprinkler System Inspection   | 1x \$450.00 / year |          |
| <p>Provide Annual inspection on (1) wet pipe fire sprinkler system(s). Monitored systems must be placed in test mode. Standard hours Mon-Fri- 7AM-4:00 PM. Inspectors must have access to all below ceiling fire sprinkler heads for visual inspection.</p>   |                    |          |
| AES 2.1/2.2   |                    |          |
| 5-Year Wet Fire Sprinkler Inspection  | 1x \$1,095.00      |          |
| <p>Provide 5-Year inspection on (1) wet pipe fire sprinkler system(s) with (1) FDC. Monitored systems must be placed in test mode. Standard hours Mon-Fri- 7AM-4:00 PM. Inspectors must have access to all below ceiling fire sprinkler heads for visual inspection. FDC check valve must be accessible above ground. Internal Pipe Investigation included.</p> |                    |          |
| AES 2.1/2.2   |                    |          |
| Annual Fire Alarm Inspection  | 1x \$500.00 / year |          |
| <p>Provide Annual Inspections on (1) Main Fire Alarm Control Panel &amp; associated devices. Test all devices per NFPA 72 requirements. Standard hours Mon-Fri- 7AM-4:00 PM. Elevator trip testing will be on a separate service call coordinated with elevator company. (AHU Dampers, fire doors, FSD not included).</p>                                       |                    |          |
| alarm system  |                    |          |

## Terms and Conditions

**Please note that Foothill Fire Protection must be accompanied by a representative from the Property Manager or HOA Group if entering any tenant living dwelling and or non-common areas.**

**AHJ COMPLIANCE ENGINE -If your City requires Annual & 5 Year Reports to be uploaded onto the Compliance Engine there is \$75 charge for each report that is uploaded.**

**FFP is hereby authorized by customer to perform minor repairs at the time of inspection not to exceed \$150. Any repairs that exceed that amount, will be sent to the customer for approval, prior to performing repair.**

## Terms and Conditions

**TERM OF THIS CONTRACT: The term of this agreement shall be for a period of 3 years. Please be advised that there will be a \$20.00 Fuel / Mobilization charge applied for each trip on**

**ALL inspections.** This agreement shall renew itself annually thereafter under the same terms and conditions unless either party terminates this agreement by sending written notice to the other party thirty days prior to the renewal period. Foothill Fire Protection shall be permitted to increase the inspection and service charges by an amount up to 15% each year, after the initial 3-year terms come to an end, unless a new 3-year contract has been approved by both parties.

All inspections and testing are to comply with California Title 19, the current adoption of CA NFPA 25, and or NFPA 72 requirements as appropriate and described.

The above fire protection contractor offers and agrees to furnish all labor to perform the above-selected services.

Any alterations or deviations from the above-selected services that involve extra cost, labor or fuel increases will become an extra charge over the sum mentioned in this contract. These changes will become part of the original contract and are subject to the terms. Time is of the essence as to payment under this contract. Therefore, timely payments are an expressed condition precedent to further performance. Non-payment shall therefore be considered prevention of performance. Payment shall be made immediately upon receipt of the invoice. In the event it becomes necessary to employ the services of an attorney to enforce this obligation, the signer agrees to pay reasonable attorney fees. In the event of a failure to pay within ten (10) days of the date of billing, FOOTHILL FIRE PROTECTION, Inc., **may put a hold on the account.** Interest may be charged at the maximum rate allowed by law, on past due payment. NOTE: If you accept this bid and submit your contract using these figures alone, the entire terms of this bid proposal form are included and incorporated into your contract regardless of whether all of these terms are actually stated in the contract you submit for the signature of FOOTHILL FIRE PROTECTION, Inc.

FOOTHILL FIRE PROTECTION, Inc. Liability: User agrees to compensate FFP for any additional installation/service visits required as a result of cancellation, readiness, or unavailability at the company's current prevailing rate. FFP does not represent nor warrants that the system as inspected may not be compromised nor circumvented, that the system as inspected, repaired, or installed will prevent any loss by fire or otherwise, or that the system will in all cases provide the protection for which it is installed or intended. FFP shall not be liable for any loss or damage caused to person or property of purchaser of the person or property of others which shall be caused by any damage which the system is designed to avert or protect against. From the nature of the system inspected, repaired it is impractical and extremely difficult to fix the actual damage, if any, which may approximately result from the failure of the system to operate or upon the failure of FFP to perform any of its obligations with a resulting loss to the owner or anyone else. In the event, FFP shall be found liable for loss or damage due to failure on the part of FFP or of the system in respect, the liability of FFP shall be limited to the sum of \$250.00, pursuant to the existing agreement, as liquidated damages and not as a penalty, and this liability shall be exclusive.

**\*\*LIMITATION OF LIABILITY** \*\*The contractor makes no warranties, expressed or implied, including, without limitation, warranties of merchantability and/or fitness for a particular purpose. No promise not contained herein, or affirmation of fact made by an employee, agent, or representative of the Company shall constitute a warranty by the Company or give rise to any liability or obligation. Contractors' liability to Subscriber for personal injury, death, or property damage arising from performance under this contract shall be limited to the contract price. Subscriber shall hold Company harmless from any and all third-party claims for personal injury, death, or property damage arising from Subscribers failure to maintain these systems or keep them inoperative condition, whether based upon contract, warranty, tort, strict liability, or otherwise. In no event shall the Company be liable for any special, indirect, incidental, consequential, or liquidated, penal, or any economic damages of any character, including but not limited to loss of use of the Subscribers property, loss of profits, or loss of production, whether claimed by the Subscriber or any third party, irrespective of whether claims or actions for such damages are based upon contract, warranty, negligence, tort, strict liability or otherwise.

\*\*NOTICE \*\*Under the Mechanics Lien Law (California Code of Civil Procedure, Section 1181 et seq.) any contractor, laborer supplier, or other people who help to improve your property but is not paid, for his work or supplies, has a right to enforce a claim against your property. This means that, after a court hearing, the sale is used to satisfy the indebtedness. This can happen even if you have paid your own contractor in full, if the subcontractor, laborer, or supplier remains unpaid.

(Version 1.0)

## Signature

Before you sign this quote, an email must be sent to you to verify your identity. Find your profile below to request a verification email.

**Kenny Doss**

[kenny.doss@gmail.com](mailto:kenny.doss@gmail.com)

[ sig|req|signed ]

## Questions or Need to Make Changes? Please contact me.



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SOCIAL EVENTS PLANNING for 2025 – 2026  
HOSPITALITY MINISTRY  
Meeting held Sept 14, 2025

The planning meeting was held after worship service in the South Room. Present were:

Nele Smith

Kay Finn

Bonnie Green

Joey Amrhein

Molly Anderson

Joan Marquand-Wilse

Dan Walker (council member liaison)

Absent were: Christine Bruhn and Diane Machuga

- 1) Regular events, on going. We will continue to promote:

Lunch Bunch: Second and fourth Tuesday of the month

Mens Breakfast: Blackbear Diner, every Thursday, 7AM

Hospitality volunteers not needed for the above.

Sunday Potluck: every third Sunday after worship; in the fellowship hall.

September: Molly and Dave Anderson will set up tables. Cleanup by Molly, Dan, Bette, and Nele. (No Tim this Sunday).

In order to continue the potluck everymonth, we will need more volunteers to sign up for 1) setting up tables, and

2) kitchen cleanup and dishwashing. Molly will leave the signup sheet in the narthex and actively recruit volunteers at the potluck on Sunday, September 21.

- 2) Smith family Christmas Open House. Date to be determined.

Nele and Pastor Dan, hosts.

- 3) Prayerpal Reveal/Womens Christmas Potluck. Dec 14, 627 Georgetown Pl.

Christine Bruhn has volunteered to host. This event is open to all women whether they participated in the prayerpal program or not. Christine's home is wheelchair and walker accessible. Time to follow.

- 4) New Years Eve party. 6 – 9 December 31, Fellowship Hall. The Kerr's and Anderson's will host.

- 5) Shrove Tuesday Pancake supper: Feb 17, 2026. Nele Smith and Joan Marquand-Wilse will host.

- 6) Easter Sunday Brunch: Volunteers will be needed to coordinate this. We decided we want to continue the format of finger foods refreshments that we have had the past two years. Date: April 5<sup>th</sup>.

The following events are unplanned and unscheduled at this time. However, should a need arise, we will help plan the event.

Funeral/Memorial Service receptions. Kay Finn (point person)

*Hospitality volunteers:* will setup tables with table cloths, provide and setup beverage table (coffee, tea, water, lemonade (opt.)), provide snack type refreshments that promote mingling among attendees.

*Family:* If the family wants more of a meal event, they will be responsible for the major part of the meal and *hospitality* can bring cookies, breads, etc. If wanted, the *family* is also responsible for altar flowers, guest book, table decorations. Kay Finn is the point person for these receptions. The family will work with her if she is available.

Fundraiser Dinner and Auction. We will help with this when a need is identified.

There is a binder in the kitchen over the microwave that is labeled “hospitality.” If you host a reception or event, please fill out a report on the event. This will be helpful for others who host future receptions.

All paper goods are stored in the corner cupboard under the pitcher storage cupboard.