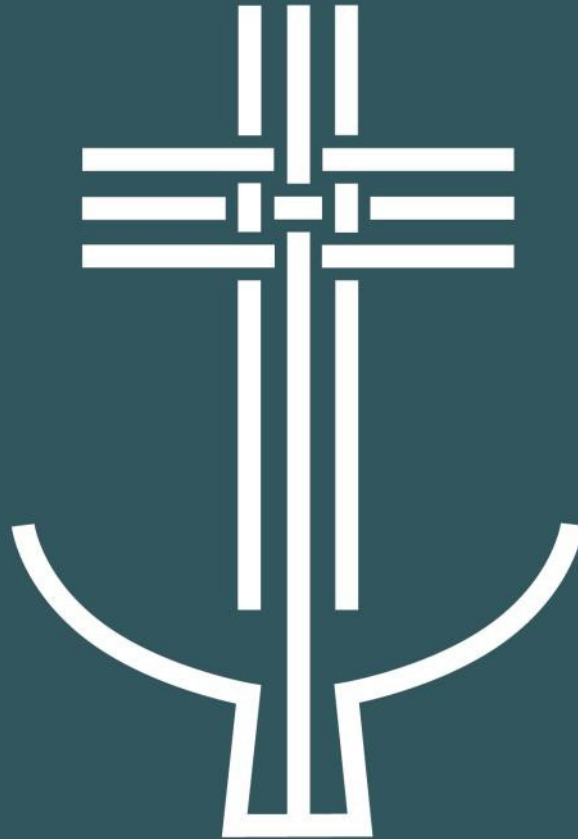


A RECONCILING IN CHRIST COMMUNITY



LUTHERAN CHURCH OF THE  
**INCARNATION**

*Sharing Christ's Light Daily*

Annual Report of the  
Congregation 2024

# **Lutheran Church of the Incarnation**

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*Sharing Christ's Light Daily*

Lutheran Church of the Incarnation  
Fifty-Ninth Annual Meeting of the Congregation  
Sunday, November 17, 11:15 am  
Fellowship Hall

Mission: Sharing Christ's Light Daily

Vision: We are seeking to be an inclusive, multigenerational congregation living in the grace of God and a sanctuary that equips us for service in the community while bringing the good news to all.

Council Roster: Pr. Dan Smith, Tim Paulson, Karen Slabaugh, Jenny Fortuna, Kathryn Schnaible, Vern Holmes, Kenny Doss, Bob Kerr, Mark Bandstra & Ralph Holderbein

Opening Prayer: Pastor Dan Smith

1. President's Report: Tim Paulson (5 mins)

2. Treasurer's Report & Presentation of 2025 Budget: Kathryn Schnaible (5 mins)

3. Vote to Adopt 2025 LCI Congregational Budget of \$348,061.88 (5 mins)

4. Other Reports (10 mins)

Closing Prayer: Pastor Dan

**Pastor's Report**  
**LCI Annual Congregation Meeting**  
**Nov. 17, 2024**  
Pastor Dan Smith

2024 has been a good year for our ministry at LCI. There have been challenges, but we are in a solid position to continue our work in the gospel in our community. Our worship attendance has remained steady, and we have welcomed new members, which is good – thank you for being a warm and welcoming community; it really makes a difference! We confirmed two members, which was a joy, and we will continue reaching out to young families with our monthly Rooted worship, led by Jeff Schulz and our worship team. We concluded a very special internship with Rob Williamson, which was an act of service to the wider church. Rob was a blessing to us, and you all were a blessing to him as well. Of course we continue to be blessed by dedicated staff and volunteers – thanks for all you do.

The Council has prioritized welcoming newcomers and beautifying our property, which has included a new groundskeeper and volunteer efforts. Thanks for those who have shown interest; our property is a way of communicating to the neighborhood and community who we are, and welcoming them to be part of our church family. I am continuing my ministry of preaching, teaching and pastoral care; I am always available for a pastoral visit upon request. I am planning for a sabbatical next summer with our sabbatical planning team; more information on the details will be coming soon.

In many ways, it is still a challenge to be the church in the contemporary world. Stressors and divisions over politics and social issues continue to hamper us as a community, nation and world. It is important especially in stressful times like this to *be kind to one another*; so much of public life and discourse is unresponsive to the very real needs of citizens and neighbors. We will always be a welcoming community as a Reconciling in Christ congregation – no matter your background, ethnicity, orientation or gender identity. It is precisely in times like these that the church is called to be the Body of Christ for others: to show up and meet real needs. As Jesus says in Matt. 25, to feed the hungry, clothe the naked, visit those sick and in prison and look out for the “least of these” – when we do those things, we are serving Christ. Our Social Justice committee’s work has been especially commendable, as we recently helped the Respite Center for God’s Work, our Hands Sunday. It made an impact and sent a message of engagement and Christ-like care, and is a model for what it means to live the gospel. Let’s stay engaged and creative about how we can share Christ’s light in similar ways.

I want to thank each of you for your support of our ministry at LCI and for me as your pastor. It is a true honor and a blessing to serve. If you have questions, comments or concerns, please don’t hesitate to reach out and schedule a time to talk.

Many blessings in Christ,  
Pastor Dan

## Youth & Family Report 2024

This has been a year of many changes in youth and family ministry. Many churches, especially in Davis, are in turmoil, trying to figure out how to stay relevant in the lives of youth. Sports, school, and family time is proving harder and harder to compete with.

A few of my colleagues in Davis got together in the summer to talk through these challenges and we decided as a group we need critical mass to re-engage youth. We formed the Progressive Davis Youth Collective. This group includes LCI, Davis Community Church, and Davis United Methodist. We had a kick off event in September with a pool party at Pastor Dan's house and have other events planned in November and December.

Another change that happened in September was discontinuing Sunday school. We just do not have enough kids that can commit every week and the teachers are working hard to prepare lessons that then no one is coming to. On a positive note, we do have a few little ones that are quickly approaching the Sunday school age, and I (with the help of Courtney Doss) am looking into a program called Godly play. Essentially it is creating a warm, safe place for children to have hands on play that is accompanied with a short bible lesson. More information will be coming out about this in the future.

Confirmation continues to be an important part of our church's tradition. For many years we had a joint confirmation program with Davis Lutheran but with the absence of a full time pastor that collaboration did not occur for a couple of years. Pastor Dan and Pastor Christian have been working hard to reestablish this collaboration and we kicked off our fall program with both churches participating again. Last month we also celebrated with Ethan and Sophia as they confirmed their faith on Reformation Sunday.

Another positive change we saw this year was the reemergence of Rooted, our family friendly worship service. We are working extremely hard trying to share this program with LCI families and the neighborhood. Social media posts are going out, as well as postcards and personal emails from Pastor Dan. We also need the help of the congregation. Please invite your families, neighbors and friends. This concept of a family friendly worship service is one that I am seeing gain popularity among other more traditional churches in the Davis area. Both the churches I have been working with in our ecumenical group are also trying to establish this type of programming.

Blessings,  
Lindsey Burns

Thanks to you LCI. This year has been one of many blessings. Our LCI family and community has grown deeper in faith and commitment to each other and to the community outside of our church. We need to thank our many, many, many volunteers that keep us moving forward in our faith and love for each other. (love others as I have loved you) This dedication to our faith and LCI family brings me comfort, security, and a sense of belonging to a greater good. LCI is a home for me.

Last year I talked about our *BILL OF RESPONSIBILITIES*. This is a belief that we should continue to look at as we strive to strengthen each other and our faith community. Being responsible to God, our family, and ourselves, is a daily challenge that I encourage you to examine, and make the changes that Christ calls us to make. Commit to each other and our faith community. These responsibilities take the form of all of our volunteer needs here at the church and in our daily lives with the abundance that has been given to us. We recently looked at our (Responsibilities) possibilities of growth in our stewardship campaign. I encourage all of us to reflect on what we've been given, and how we can give back through our time, talents, and treasures.

Thank you for being a member of our LCI family.

Tim Paulson,  
Congregation President

## Member & Attendance Statistics: December 1, 2023 – November 1, 2024

### Members Received, 8

Belinda Bandstra

Mark Bandstra

Carey Boyd

Karen Boyd

Sammy Higgins

Bette Meyer

Leona Narr

Walter Narr

### Baptisms, 2

Finn Larson

Madison Higgins

### Members Removed, 2

Death: 2

Joe Acker, Dennis Stewart

### Confirmations, 2

Ethan Burns & Sophia Fortuna

### Memorial Garden Committals, 0

### Average Sunday Attendance

2024 62

2023 57

2022 41 in person, estimated 16 on YouTube

2021 47 in person, estimated 12 on YouTube

2020 50

2019 91

2018 99

2017 98

**Lutheran Church of the Incarnation  
2025 Budget Draft**

Expenses	2023 Budget	2024 Budget	Actual Jan-Oct 2024	% of budget spent thru 10/07/2024	2025 Budget	Increase or Decrease
<b>60000 Synod</b>						
60100 Synod Mission Support (6%)	9,500.00	17,325.00	17,325.00	100.0%	19,693.00	2,368.00
<b>Total 60000 Budgeted Synod Support</b>	<b>9,500.00</b>	<b>17,325.00</b>	<b>17,325.00</b>	<b>100.0%</b>	<b>19,693.00</b>	<b>2,368.00</b>

<b>61000 Worship</b>						
61200 Worship/Altar Care	1,500.00	1,500.00	98.02	6.5%	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	0.00	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	0.00	0.0%	500.00	100.00
61215 Devotional Booklets	180.00	180.00	0.00	0.0%	180.00	0.00
<b>Total 61000 Worship</b>	<b>5,630.00</b>	<b>5,630.00</b>	<b>1,170.17</b>	<b>20.8%</b>	<b>5480.00</b>	<b>-150.00</b>

<b>62000 Witness</b>						
62300 Social Justice Committee	725.00	0.00	0.00	#DIV/0!	825.00	825.00
62301 Pastor Outreach	800.00	800.00	1,102.87	137.9%	1000.00	200.00
<b>Total 62000 Witness</b>	<b>1,525.00</b>	<b>800.00</b>	<b>1,102.87</b>	<b>137.9%</b>	<b>1825.00</b>	<b>1,025.00</b>



64000 Learning						
64500 Sunday School	750.00	750.00	103.58	13.8%	750.00	0.00
64501 Confirmation Ministry	440.00	400.00	0.00	0.0%	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	0.00	0.0%	100.00	-50.00
64504 Lutheran College Scholarships	0.00	0.00	0.00	0.0%	0.00	0.00
64551 Youth - LCI Activities	4,765.00	1630.00	171.99	10.6%	2000.00	370.00
<b>Total 64000 Learning</b>	<b>6,755.00</b>	<b>3,030.00</b>	<b>275.57</b>	<b>9.1%</b>	<b>3,500.00</b>	<b>470.00</b>

65000 Congregational Events						
65600 Synod Assembly	1500.00	2133.00	2,133.00	100.0%	2000.00	-133.00
65603 Congregational Events	750.00	750.00	0.00	0.0%	750.00	0.00
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
<b>Total 65000 Congregational Events</b>	<b>3,500.00</b>	<b>3,383.00</b>	<b>2,408.00</b>	<b>71.2%</b>	<b>4,000.00</b>	<b>617.00</b>

66000 Stewardship						
66652 Stewardship Development	500.00	200.00	0.00	#REF!	300.00	100.00
<b>Total 66000 Stewardship</b>	<b>500.00</b>	<b>200.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>300.00</b>	<b>100.00</b>

67000 Administration						
67700 Office Supplies and Equipment	7000.00	7000.00	3,720.84	53.2%	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	1,028.70	205.7%	1,200.00	700.00
67704 Bookkeeper	5250.00	9000.00	6,261.68	34.0%	9,000.00	0.00
<b>Total 67000 Administration</b>	<b>14,750.00</b>	<b>17,000.00</b>	<b>11,028.90</b>	<b>64.9%</b>	<b>17,450.00</b>	<b>450.00</b>

**68000 Property General Maintenance**

68750 General Maintenance/Supplies	5,800.00	5,800.00	0.00	0.0%	5,800.00	0.00
68751 City Services (incl. water)	12,500.00	11,000.00	5,401.08	49.1%	11,000.00	0.00
68752 Telecommunications	1,500.00	1,500.00	1,095.57	73.0%	1,500.00	0.00
68753 Fire System	800.00	800.00	12,952.00	1619.0%	800.00	0.00
68754 Utilities (PGE)	3,300.00	2,800.00	5,486.22	195.9%	5,000.00	2,200.00
68755 Utilities (Solar)	4,800.00	4,200.00	2,800.00	66.7%	4,200.00	0.00
68756 Property Insurance	7,200.00	5,333.00	0.00	0.0%	5,333.00	0.00
68757 Cleaning Services	14,000.00	14,000.00	8,250.00	58.9%	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	0.00	0.0%	36,660.00	0.00
<b>Total 68000 Property General Maintenance</b>	<b>86,560.00</b>	<b>82,093.00</b>	<b>35,984.87</b>	<b>43.8%</b>	<b>90,293.00</b>	8,200.00

**70000 Support Staff**

70701 Administrative Asst Pay (net)	10,000.00	17,038.00	9,122.00	53.5%	18,478.00	1,440.00
70703 Youth Director Salary (net)	17,883.60	17,903.52	11,445.00	63.9%	17,903.52	0.00
70706 Music Coordinator (NEW)	21,876.00	0.00	0.00	#DIV/0!	3,000.00	3,000.00
70708 Church musician (net) NEW	0.00	9,125.00	5,291.00	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	0.00	0.0%	3,900.00	0.00
70712 Pastoral Intern	5,000.00	14,000.00	17,500.00	0.0%	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	3,434.46	32.7%	10,500.00	0.00
70722 Payroll Service Fees	1,800.00	2,400.00	1,795.63	74.8%	2,400.00	0.00
<b>Support Staff Total</b>	<b>70,909.60</b>	<b>77,366.52</b>	<b>50,050.09</b>	<b>64.7%</b>	<b>73,006.52</b>	<b>-4,360.00</b>

71000 Pastors Compensation Package						
71900 Net Salary	64,834.00	64,834.00	31,447.92	61.1%	64,834.00	0.00
71900A Elective Deductions: FSA, Pension			8,192.52			
71901 Housing Allowance	44,400.00	44,400.00	25,900.00	58.3%	44,400.00	0.00
71904 Benefits: Retirement	10,923.36	10,923.36	8,192.52	75.0%	10,923.36	0.00
71905 Benefits: Health	0.00	0.00	0.00	0.0%	0.00	0.00
71906 Benefits: Disability	1,420.08	983.16	491.58	50.0%	983.16	0.00
71910 Benefits: Basic Group Life	983.16	873.84	327.69	37.5%	873.84	0.00
71911 Professional Reimbursements	3,000.00	3,000.00	0.00	0.0%	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
<b>Total 71000 Pastors Compensation Package</b>	<b>132,890.60</b>	<b>132,514.36</b>	<b>82,052.23</b>	<b>61.9%</b>	<b>132,514.36</b>	<b>0.00</b>

<b>Total of 70000 &amp; 71000</b>	<b>203,800.20</b>	<b>209,880.88</b>	<b>132,102.32</b>	<b>62.9%</b>	<b>205,520.88</b>	<b>-4,360.00</b>
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<b>Total Expenses (Budgtd or Actual)</b>	<b>332,520.20</b>	<b>339,341.88</b>	<b>#NAME?</b>	<b>#NAME?</b>	<b>348,061.88</b>	<b>8,720.00</b>
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Target for 10 months is 83.33%



**THIS IS THE 2025 DRAFT  
BUDGET**

## CONGREGATIONAL LIFE; October 2024 report

### HOSPITALITY

We had a planning meeting in June and now have a hospitality committee with eight members. Here is the social schedule for the next several months.

Sept: 24: Lunch bunch at Burgers and Brew, 11:45am (Lunch bunch meets every second and fourth Tuesday at restaurant selected by the group.

Oct 20: Auction and Potluck lunch after Sunday service. Host is Christine Bruhn.

Nov: 17: Potluck after Sunday service.

Dec. 8: Prayerpal reveal potluck dinner (open to all women at LCI). Location to be determined.

Dec 31: New Years Eve: Fellowship Hall. 6Pm – 9pm. Kerrs and Andersons.

March 4: Shrove Tuesday Pancake dinner: LCI fellowship hall. Nele and Joan Marchand Wilse to host.

### OTHER MINISTRIES

Men's Fellowship; no change

Caregivers; no change

Visitation: No new members; Marvie Paulson is taking over as chair person.

Tuesday Lunch bunch: no change

Quilters: no change

Book club: has picked up two new members this fall.

Beverages: continues to run smoothly

Prayer chain: Marvie wonders if she needs to give an explanation in front of the congregation about the prayer chain. She thinks newer members may not know about it.

Prayer pal: will continue this season until the Prayerpal reveal dinner in December. Probably at Louise Wilsons house. New drawing starts in January.

## **Social Justice Annual Report**

**2024**

Your Social Justice Committee thanks you for the opportunity to serve our community on your behalf and welcomes everyone to join our monthly meetings. Participants set the agenda so if there is a project you would like our committee or the greater LCI community to support, COME JOIN US !

### **Local Community Outreach:**

We are called to be the hands and feet of Jesus in places of need in our community. This year our God's Work, Our Hands project was an upgrading the porch at the Respite Center with paint and the installation of an outdoor chalk board and sun shade along with an ongoing collection of needed Respite Center supplies. We participated in providing food for the Winter Shelter. As a Reconciling in Christ Community, we sponsored a booth for Davis Pride Day. We will continue our recent tradition of a Giving Tree Christmas program for Our Saviour's Lutheran Church after school program for under-served children in December.

### **Interfaith Dialogue & Interfaith Projects:**

We are called to reach out in love across religious boundaries. LCI hosted "The Celebration of Abraham" program in February. In March, we sponsored a community wide Gaza Cease Fire Walk. In April and May we offered a deep dive into the film "1948 Creation and Catastrophe" and the book Decolonizing Palestine: The land, The People The Bible by Mitri Raheb both of which attracted members of the greater Davis community.

### **Public Policy Advocacy and Action and Discussion of Critical Social Issues:**

We are called to address the structural causes of injustice and suffering but first we must understand the factors which drive them. We continue to provide educational opportunities for ourselves and our fellow LCI members with adult forum presentations about our Ministry Partners and by monthly letter writing campaigns often with the cooperation of the Lutheran Office of Public Policy. We sponsored the book study Indigenous Theology and the Western Worldview by Randy S. Woodley as an introduction to our country's history of racist policies exacted against the indigenous and its enduring impact on their community and culture. We also continue to sponsor letter writing campaigns on timely issues, often through the cooperation of the ELCA .

### **For 2025:**

The Social Justice Committee hopes to continue to explore ways by which LCI might establish a real relationship with our indigenous neighbors and develop a book study to help us understand what has motivated the rise of Christian Nationalism in the US and the means by which we can fight their racist message. We welcome your ideas, interests and participation as we develop our program for 2025. Contact Jill Van Zanten, Marvie Paulson, Judy Hull, Lori Martin or Ellen Kolarik for more information on how to get involved.

To: LCI Council

November 10, 2024

Fr: Christine Bruhn

Re: LCI Thursday Morning Group

The LCI Thursday Morning Group<sup>1</sup> have continued their ministry of making quilts for donation. We meet Thursday from 9-11 am in the south room of the Fellowship Hall. This report summarizes the quilts made for donation in 2024.

- 157 quilts and 10 afghans were donated through November 8, 2024. The majority went to Yolo Crisis Nursery,<sup>2</sup> and Linus Project.<sup>3</sup> Quilts were also mailed to Lutheran World Relief.
- Quilts were donated for auction within and outside of LCI. These include: 1 professional society to support students from developing countries, \$700; 1 Davis Rotary for Yolo Crisis Nursery, \$800; 2 quilts, one table runner and 1 advent calendar for the auction to support Amor ministry.
- Quilts were presented to 2 LCI family child christenings, 2 LCI graduates, and 1 pastoral intern.

The quilts ranged in size from baby quilts (36X45), lap size (54X68), twin bed (56X84) or larger, to Lutheran World Relief (60X80). Some fabric used in quilts is donated to LCI. Most fabric, all batting, and thread are purchased by those making the quilt. Some quilts are professional sewed together with a long arm sewing machine, the fee for which varies from \$130-\$200 depending on quilt size. These individually designed and constructed quilts are a unique gift for the recipients. They also have financial value. Commercial quilts sold at retail range from \$100 to \$800 or more depending on size and design.

We invite people who do fiber crafts or who just want to visit to join us on Thursday morning for community and fellowship.

*Mission Statement: Provide hand-crafted quilts to give comfort and solace to people in times of transition or need. Additionally, we celebrate baptism and high school graduation in our church family with the gift of a quilt. On occasion we make a quilt for church members when they leave the area. We offer an opportunity to be creative and resourceful while creating a valued gift.*



- 1.This tally represents quilts made by Christine Bruhn, Kay Finn, Marcia Holmes, Pam Jewell, Diane Machuga, Kathryn McCarthy, Jonathan Moon, and Louise Wilson. Bobby Koehler also makes quilts for donation.
2. Yolo Crisis Nursery: Our programs promote child safety, positive parenting, education, and mental health, and improve the healthy functioning of families. Through our portfolio of programs, we provide services to over 7,000 children and 4,300 families each year.
3. Project Linus of Yolo County, a nonprofit organization that provides quilts and pillowcases to children who are seriously ill, traumatized, or otherwise in need.

Photos of a sample of the quilts donated this year follows to illustrate the variety of designs.





