

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

September 13, 2022, 7:00 pm by Zoom

Council Members present: Ed Green (2023), Jeff de Ropp (2023), Becky Linvill (2024), Bob Kerr (2025), Jenny Fortuna (2025), Vern Holmes (2025), Pr. Dan Smith

Absent: Carol Huegeli (2023), Karl Larson (2024)

Guest: Karen Slabaugh for agenda item I-6.

A. Introduction: Jeff (presiding in absence of Carol)

B. Opening Prayer & Discipleship Study: Pastor Dan

Pastor Dan led us in an excellent discussion on the Inward Gift of hearing God's Word.

C. Pastor's Report

See attached.

D. Approval of August Council minutes

Minutes presented by Jeff, seconded by Ed, approved 7-0-0.

E. August Treasurer's Report: Jeff

See attachments. General funds budget surplus is \$14.3K.

F. Council Action Item:

Jeff Schulz reclassification; see attached position description. Jeff Schulz will be reclassified from Worship Director to Church Musician at lower rate of pay and much reduced time commitment, down from nominally half-time to approx three hours/week on Sunday mornings. Motion to approve Jeff Schulz for the position described presented by Jeff, seconded by Ed, approved 7-0-0. An appointment letter will go out this week.

G. President's Report: Jeff (substitute for Carol)

Budget meetings: special Council meeting 10/4 @ 7pm on zoom; congregational budget forums 11/13 at 9am in-person and 11/20 @ 11:45am on zoom; Congregational meeting 12/4 @ 9am in-person (plus regular Council meetings 2<sup>nd</sup> Tuesday of each month)

H. VP report: Jeff

- 1) New employee manual is complete.
- 2) New property insurance policy (with Church & Casualty) will save about \$2k/yr.
- 3) SB 1343 compliance; need staff to complete mandated trainings.
- 4) Increase in janitorial \$130/wk to \$210/wk due to our full space now coming back into use.

I. Committee and other Reports

1) Stewardship: Vern

See attached report.

2) Learning Committee: Jenny  
See attached report.

3) Social Justice: Becky  
See attached report.

4) Sanctuary Renovation: Ed  
The Sanctuary is once more in use! Renovation is complete except for two small details: a concreted footprint that must be fixed, and installation of a door that is still on order. Otherwise, we are done, and the City has given final approval. Also, on a related topic, the new replacement HVAC system is complete.

5) Liturgical Furnishings: Jenny  
Bob Willse still working on re-finishing the altar.

6) Sanctuary Dedication & Open House, 3pm Sunday October 30, 2022: Karen Slabaugh  
Karen gave an update on the plans for this event.

## **Pastor's Report to Council**

Lutheran Church of the Incarnation

Pastor Dan Smith

September 13, 2022

### Action Items:

None

### Information Items:

**Concert on the Lawn – this Saturday, Sep. 17 at 6:00pm;** jazz, folk rock – bring a picnic if you like; the concert in July was a big hit!

**Rally Sunday this Sunday, Sep. 18** – kickoff of fall Sunday School: information about children's and youth Sunday School programs and adult forum (teaching begins Sep. 25)

NEW SUNDAY MORNING TIMES:

**9:00AM - SUNDAY SCHOOL**

**10:00AM - WORSHIP**

(Note that Dick Berry is working on a new sign to reflect the change.)

**Confirmation** – begins this Sunday with orientation at LCI at 4:00pm; fall, winter and spring sessions to follow; we are doing this together with Davis Lutheran Church (as in the past)

In general, I continue with my usual schedule of pastoral care visits, sermon and worship preparation and education. In addition to teaching Confirmation, I will be helping with adult forum this fall and winter.

### In the wider church

There will be a **Capitol Valley Conference Gathering Saturday, September 24 from 9am-2pm** at St. John's L.C. in Sacramento. Interim Bishop Claire Burkat will be present; all members of the congregation are welcome to attend. There will be space given for lay members of the Synod to speak and also for pastors. I plan to attend; please let me know if you'd like to go with me and/or if you have any questions; I will answer them as best I can.

# Lutheran Church of the Incarnation Balance Sheet As of August 31, 2022

**Bank Accounts**

4 MM - First Northern Bank	68,417.93
8 First Northern Bank - operating	93,585.91
<b>Total Bank Accounts</b>	<b>\$ 162,003.84</b>

**Obligations**

20115 MMPs	0.00
------------	------

**Operating Reserves**

20213 Worship/Music Reserve	3,462.37
20214 Flower Fund	814.49
20301 Pastor's Discretionary Fund	2,832.92
20500 Youth / Day Camp / Mt. Cross	4,276.03
20551 Mission Trip Fund	4,213.01
20614 Hospitality	1,361.36
20759 Major Maintenance Reserve	30,170.14
<b>Total Operating Reserves</b>	<b>\$ 47,130.32</b>

**Protected Reserves**

20760 Columbarium Fund	38,383.43
20776 Sanctuary Renovation	32,116.57
24151 Endowment Fund	30,034.50
<b>Total Protected Reserves</b>	<b>\$ 100,534.50</b>

Total of all bank accounts	162,003.84
Less all reserves & obligations	147,664.82
<b>Operating cash surplus</b>	<b>14,339.02</b>

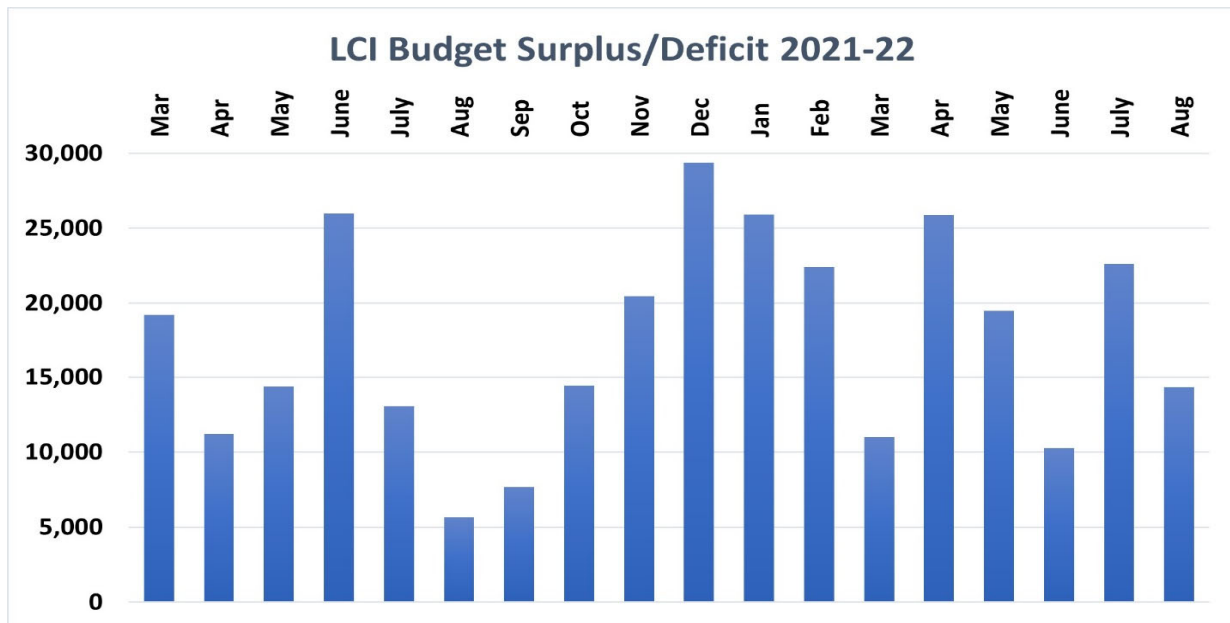
Mortgage Principal Balance	485,940.24
----------------------------	------------

**Undesignated Income**

	Aug 2022	YTD
<b>41000 Income</b>		
41100 Offerings	13,712.52	157,621.16
41310 Rents Applegate Nursery	1,751.00	14,008.00
41320 Rents Other	156.00	1,220.00
41400 Other Misc Income	350.00	1,283.01
<b>Total 41000 Income</b>	<b>15,969.52</b>	<b>174,132.17</b>

**Designated Income**

Designated for Operating Reserves	750.00	9,792.54
Designated for Protected Reserves	16,187.21	21,457.44
Designated for MMPs	0.00	1,883.76
<b>Total designated income</b>	<b>16,937.21</b>	<b>33,133.74</b>
 <b>Total Income</b>	 <b>32,906.73</b>	 <b>207,265.91</b>



# Lutheran Church of the Incarnati

## Spending vs Budget 1-1-22 to 8-31-22

	Actual	Budget	%
<b>Expenses</b>			
60000 Benevolence Funds			
60100 Synod Mission Support	7,772.70		
<b>Total 60000 Benevolence Funds</b>	<b>7,772.70</b>	9,500.00	81.8
61000 Worship			
61200 Altar Supplies	279.62		
61202 Music Licenses etc	1,125.46		
61203 Rooted services	49.96		
61213 Piano Maint	200.00		
61215 Devotional Booklets	36.60		
<b>Total 61000 Worship</b>	<b>1,691.64</b>	5,630.00	30.0
6200 Witness			
62300 Social Justice Committee			
62301 Pastor Outreach	116.88		
<b>Total 62000 Witness</b>	<b>116.88</b>	1,525.00	7.7
64000 Learning			
64500 Sunday School	1,044.99		
64501 Confirmation Ministry			
64502 Adult Education-Bible Studies			
64551 Youth - LCI Activities			
<b>Total 64000 Learning</b>	<b>1,044.99</b>	6,715.00	15.6
65000 Congregational Events			
65600 Synod Assembly	1,009.08		
65603 Congregational Events	96.91		
65612 Professional Leadership	39.70		
<b>Total 65000 Congregational Events</b>	<b>1,145.69</b>	3,500.00	32.7
66000 Stewardship			
<b>Total 66000 Stewardship</b>	<b>0.00</b>	950.00	0.0
67000 Administration			
67700 Office Supplies & Equipment	3,442.04		
67701 Postage	60.00		
67703 Social Media & Advertising	712.00		
<b>Total 67000 Administration</b>	<b>4,214.04</b>	9,500.00	44.4
68000 Property General Maintenance			
68750 General Maintenance & Supplies	2,251.14		
68751 City Services	5,563.91		
68752 Telephone	974.96		
68753 Fire System	652.00		
68754 Utilities - PG&E	1,791.28		
68755 Utilities - Solar	3,100.00		
68756 Property Insurance	5,637.00		
68757 Cleaning Services	4,800.00		
20774 & 68772 Mortgage	21,385.00		
<b>Total 68000 Property General Maintenance</b>	<b>46,155.29</b>	81,560.00	56.6

	Actual	Budget	%
70000 Support Staff			
70701 Administrative Asst Pay	5,741.45		
70703 Youth Director Salary	11,935.60		
70706 Music Director Pay	14,600.00		
70710 Substitute Musician	550.00		
70711 Substitute Pastor	2,575.00		
70720 Workman's Comp	1,573.00		
70721 Payroll Taxes	6,609.68		
70722 Payroll Service Fees	1,284.34		
<b>Total 70000 Support Staff</b>	<b>44,869.07</b>	65,909.60	68.1
71000 Pastors Compensation Package			
71900 Defined Compensation			
71901 Net Salary	35,601.90		
71902 Elective Deductions	7,620.64		
<b>Total 71900 Defined Compensation</b>	<b>43,222.54</b>		
Benefits			
71903 Housing Allowance	29,600.00		
71904 Benefits- Retirement	7,282.24		
71906 Benefits- Disability	946.72		
71910 Benefits- Basic Group Life	655.44		
71911 Professional Reimbursements	1,205.71		
<b>Total 71000 Pastors Compensation</b>	<b>82,912.65</b>	125,560.60	66.0

<b>Grand Total Expenses</b>	<b>189,922.95</b>	<b>310,350.20</b>	<b>61.2</b>
-----------------------------	-------------------	-------------------	-------------

Target after 8 months is 66.7% of budget spent.



## **LCI Church Musician Position**

### **Duties and Responsibilities**

1. Play for all Sunday services and (as able) play for services falling on other days, i.e. Advent and Lent mid-week services, Christmas Eve, Ash Wednesday, Maundy Thursday and Good Friday, plus additional services as required and as available.
2. Accompany rehearsals of the contemporary worship team and the choir.
3. Be available to consult with the Pastor about worship & music planning.
4. Be available for weddings, funerals and special services, for a stipend, with first right of refusal.

### **Skills and Qualifications**

1. Excellent piano and organ skills, with a strong commitment to regular practice.
2. Ability and willingness to play a variety of musical styles, from classical hymnody to contemporary praise music.
3. Ability to work in partnership with professional staff and volunteers to lead worship and music.
4. Christian commitment and experience working with a church is helpful but not required.

### **Compensation**

The salary for this position is \$65/hour and assumes an average commitment of three hours per week, generally Sunday mornings as indicated above. There are no benefits attached to this position.

Two free Sundays per year, dates to be negotiated with the Pastor.

Stewardship Report  
September 6, 2022

Through temple talks on September 18<sup>th</sup> and 25<sup>th</sup> the congregation will be introduced to the stewardship pages on our LCI website. This will be followed by two consecutive Sundays of Stewardship emphasis.

October 2<sup>nd</sup> will deal with the stewardship of Time and Abilities and October 9<sup>th</sup> will focus on the stewardship of our Treasure.

Members will be invited to use the resources on the stewardship pages of our website, and to commit to time and abilities needs of the congregation and to make their 2023 estimate of giving. Time and abilities forms and 2023 estimate of giving forms will be received as an offering on Sunday October 16<sup>th</sup>.

## Learning Committee Minutes August 28

1. Sept 11 - God's Work Our Hands  
this event is being handles by social justice
2. Sept 18 Rally Day/Sunday school Starts
  - New schedule- Sunday school and Youth Group will meet at 9:00 am and worship will take place at 10:00am
  - Live Scan-we are officially signed up and have a mobile live scan coming to LCI on September 18th at 9:00 am. We are going to encourage all parents who will be participating in events to get fingerprinted and go through our on line training.
  - Recruiting Teachers- Suzanne will email current teachers to make sure they are still willing to teach (all current teachers and background checked and have taken the on line training but need to be fingerprinted). Joan and Lindsey will do a skit during announcements to drum up some help for "assistants". These individuals will have to go through the safety course, background check and fingerprinting but will be in the Sunday school room to help observed behavior. They are not needed to teach, unless they want to help the teacher.
  - Dig-In curriculum-Lindsey extended our subscription that will cover us into 2023. The Sundays that there will not be education hour are as follows: 11/27, 12/25, 1/1, 2/12, 3/26, 4/9 and our end of Sunday School Celebration will be 5/21. Other notable dates are 12/4 for the Advent Party- Because we are moving Sunday school before worship this year we feel it west to do the Advent Party directly following worship so people have enough time to do the crafts but don't have to come back later. 12/18 Children's Christmas Program-we are still not sure what this will look like this year (maybe before service during the Sunday school hour or during the kids message/ Pastor's message).
3.
  - Youth Room - The room has been cleaned but Lindsey still needs to do some organization and get the room ready for Youth Group. She hopes that will be Oct. 2nd. We still need to get an "adult" for youth group. Because we are struggling to find someone we may have to meet less frequently to accommodate the "distant" that is needed for youth group.
  - 3rd -6th grade group-fall outing will be the Pumpkin Patch 10/16
  - Confirmation Class - we have a proposed schedule but are in a holding pattern because of the pastor situation at Davis Lutheran. We have 1 student being confirmed this year. 2 (maybe 3) returning to do their second year and 3-4 starting this year.
4. Adult Education
  - Jenny is working on a schedule and will try to schedule monthly ministry partners in the mix. She also has a survey to hand out to see what people are interested in.
5. Other Business
  - Rally Day will consist of some camp style songs, followed by "get to know you games" and lawn games. We will also have a snack and registration forms for families.
  - Next learning meeting will be 10/9 after worship.



**Social Justice Committee  
Minutes 8/10/2022 Draft**

**Participants:** Jill VanZanten, Becky Linvill, Ellen Kolarik  
**Absent:** Lee Grayson and Marvie Paulson

**1. Advocacy: Given our reduced #'s, how many votes do we need to send an advocacy letter under the LCI Social Justice Committee moniker?**

The consensus is that the committee is still 5 members and therefore 3 “Yeah” votes for an advocacy issue is sufficient to take action.

- a. **Advocacy in Quarantine (LOPP):** The attached letter regarding “Budgeted proposals Providing Targeted Relief and Keeping Momentum on Ending Child Poverty Across California” was sent 6/9/22 to both House and Senate Budget Committees.  
**Information only**
- b. **Advocacy Sunday at LCI:** deferred to September when Marvie returns
- c. **Interfaith Housing Justice:** IHJD is sponsoring a talk by Leah Rothstein (co-writer with father Richard Rothstein to a sequel handbook to *the Color of Law* by Richard Rothstein) the evening of 10/25/22. The event will be held at congregation Bet Haverim. We will be taping the event so it will be available for later viewing. IHJD is partnering with Davis Media for Avid Reader to help spread the word. A contribution will be asked at the door which will be directed to the Davis Housing Trust Fund again to raise the importance of this fund to the community. IHJD is asking for contributions to cover the expense of renting the meeting space, and the expenses of the speaker (lodging, transportation and food). IHJD is also asking for endorsements from its member congregations to give the event more credibility in the community.

Concerns were raised that a \$20 suggested donation may keep students and our target audience (individuals who are uninformed on this issue or on the fence) from coming in. Alternatives include having a brief HTF presentation during the event and asking participants to donate as they can as they leave. This concern will be shared at the subcommittee meeting organizing the event on 8/12/22.

SJ needs to rally interest in this event among our own congregants. Ellen shared an overview of a program offered by the ELCA to inform members about affordable housing and homelessness. The group felt this could be the structure for 1 or more adult forums to raise awareness for the Rothstein event.

**Next Steps:**

Everyone to explore the website below and the pdf of the program which is attached to the minutes

Ellen to contact Jenny Fortuna regarding the adult forum schedule for October.

**<https://blogs.elca.org/worldhunger/housing/>**

2. **Future speakers:** Consensus is that speakers should be chosen to answer a question or help our group deepen our understanding of a particular issue which we are addressing rather than any social justice topic. Recent Previous speakers were Robb Davis (speaking to managing homelessness in a rising climate of addiction), Laurell Hardeker (Grace in Action) and Dana Baily (new director of housing in Davis)

Possible speakers:

Lucas Frerichs: Currently on Davis city council but will be soon be a Yolo Counter Supervisor. He has been a big support of Climate Change Action. In concert with P. Dan, the focus might be what can faith communities do that other organizations can't do in mitigating the impact of climate change.

Renatta Toll: Chair of Diversity, Equity and Inclusion at UCD . Focus might be what can LCI learn from interventions made by UCD to create a more diverse and equitable community

3. **MMP's:** The MMP for July was 4<sup>th</sup> and Hope and for August is Paul's Place  
**Information Only**

4. **GWOH's Sunday 9/11/22:**

Collection for 4<sup>th</sup> and Hope and site work at Respite Center: Lee has set this up with an updated list of items in the bulletin and printed handouts at the collection box. While Lee is away, Ellen will monitor the box and if necessary, transport the items to 4<sup>th</sup> and Hope at the end of the collection.

Ellen has reached out to Dana Bailey regarding a landscaping/beautification project for the Respite Center. No word back yet but Ellen is open to leading a work project after 9/11/22 if that makes more sense for the work needed.

5. **Book suggestions for discussion:** Vern will be leading a book discussion on *Yellow Crocus*, *Mustard Seed*, and *Golden Poppies*, a trilogy of books by Laila Ibrahim on Tuesday 8/16, 8/23 and 8/30.

**Information Only**

6. **Climate Change Mitigation:** Ellen shared that Yolo Interfaith Action for Climate Justice (YIACJ) has begun a series of faith organization tours highlighting that organizations interventions to create more climate friendly spaces. DUMC has already opened its doors for a tour and YIAJC is interested in having a tour of LCI.

Next Steps: Ellen to reach out to Pastor Dan, Kristen Heinemeir, Ed Green, Paul Kolarik and Carl Linvill regarding their previous work in renovating the fellowship hall and the current work in renovating the sanctuary to see if we can assemble a list of interventions and find a leader to take a group on tour of our site.

7. **Schedule next Meeting:** 9/7/22 at 6:30 by Zoom

June 09, 2022

Honorable Toni Atkins  
President Pro Tempore  
California State Senate

Honorable Anthony Rendon  
Speaker  
California State Assembly

Honorable Nancy Skinner  
Chair  
Senate Budget & Fiscal Review Committee

Honorable Phil Ting  
Chair  
Assembly Committee on Budget

**RE: REVISED Budget Proposals Providing Targeted Relief and Keeping Momentum on Ending Child Poverty Across California – (SUPPORT)**

Dear Pro Tem Atkins, Speaker Rendon, and Budget Committee Leaders,

The Social Justice Committee of The Lutheran Church of the Incarnation writes **IN STRONG SUPPORT** of the Legislative Version of the 2022-23 State Budget, “Delivering Prosperity and Strengthening the Future by Putting California’s Wealth to Work.”

We are thrilled and appreciative to see many of the budget proposals supported by the End Child Poverty Coalition reflected in the Legislature’s proposed state budget. We see these as vital to keeping the momentum on ending child poverty in California. We are especially excited and in full support to see the Legislature include the following investments:

**Urgent relief payments**

- Providing \$8 billion for the **Better for Families Rebates** to give \$200 per taxpayer and dependent;
- Providing **an additional rebate** for CalWORKs families and those enrolled in the Supplemental Security Income/State Supplementary Payment program

**Child Care**

- Increasing the **child care reimbursement rate** to the 85th percentile of the regional market rate, and including a cost of living increase to the county regional market rate;
- Investing \$200 million in **additional childcare facilities**;
- Waiving **family fees** for childcare

**CalWORKs**

- Increasing **CalWORKs grant levels** starting July 1, 2023 and providing \$789 million to increase **CalWORKs grants** to end deep child poverty

### **Child Support**

- Implementing a full-pass through of child support payments to families currently and formerly receiving public assistance

### **Transformative Investments**

- Creating the **HOPE Account Program** to provide trust fund accounts for low-income children who have lost parents or caregivers to COVID-19 and for children who experienced long-term foster care;
- Providing \$12 million as **assistance for Promise Neighborhoods** to ensure low-income children and families receive place-based, wraparound services from cradle to career

We would like to note AB 2847 (Eduardo Garcia) to create an excluded workers pilot program for workers in California who are excluded from unemployment benefits solely due to their immigration status is an ongoing priority bill for the coalition. We are hopeful the policy bill can be viewed as a vital vehicle to continue conversations on the struggles excluded workers face every day they do not have access to critical unemployment benefits.

With these additional investments, California will complete the third step agreed to in 2018 to bring CalWORKs grants to family size plus one (AU+1) **making California the first state to end deep child poverty.**

Together, the above budget proposals give the state the power to fight poverty, uplift our most vulnerable children and families, and make waves of transformative change across the state. The Social Justice Committee of **The Lutheran Church of the Incarnation** is in **strong support** of these budget proposals and mark them as the keys to keeping the momentum on ending poverty across our state.

We urge the Legislature and the Governor to adopt these proposals in the final budget agreement.

Sincerely,

**Lutheran Church of the Incarnation,**

**Social Justice Committee**

**Ellen Kolarik co-chair**