

## Lutheran Church of the Incarnation Council Meeting Minutes

March 14, 2023, 7:00 pm via Zoom

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

Absent: none

A. Introduction: Carol

B. Opening Prayer: Pastor Dan

C. The Body of Christ – Scripture, data, and questions: Jeff (see attachments)

D. Pastor's Report: see attachment

E. Internship Program: Rev. Katy Grindberg

Katy told us about the PLTS internship program. Pastors in training at PLTS need an approximate one-year internship as part of their training. Katy is a matchmaker of prospective interns with prospective mentor pastors. The prospective intern is geographically restricted which helps make LCI a logical choice for him. The intern-mentor matches are made annually in May. Interns become a member of the ministry staff of the host church. The host church must provide an Intern Committee to meet with the intern monthly. The congregation as a whole supports the intern and provides helpful input. Normal fully funded financial support is housing, utilities, 2K/month, and expenses. In this case, a geographically restricted intern, we do not need to provide the other support elements but do need to provide a minimum \$1k/month stipend. The Council needs to confirm with Katy that we are a go (see below under Council Action Items) and the process will move ahead.

F. Approval of February Council meeting minutes: Minutes submitted by Jeff, seconded by Karl, and approved 8-0-0.

G. February Financial Report: Karl & Jeff

- 1) February Financial Report and QuickBooks ledger both attached
- 2) QuickBooks online and LCI ledgers; ledger review (see attachment) Jeff emphasized the need to have one or more members of the Council provide ledger review in the way demonstrated during his presentation.

H. Council Action Items:

- 1) Action: Approve increase in Synod giving to 5.5% (Option 1) for the 2023 calendar year. Consider further increases for the 2024 budget: Karl (see attached; postponed from last month). Karl made motion, Vern seconds, approved 8-0-0.
- 2) Action: Approve Marcia Holmes as Financial Secretary, seconded by Jeff, approved 7-0-0 (Vern abstained)
- 3) Hiring intern: Karl made motion to proceed with hiring at stipend level of at least \$1,000/month, Ed seconds, approved 8-0-0.

I. VP report: Jeff (10 min)

- 1) V.P. & Treasurer Duty Statements (attached). The need to hire an outside bookkeeper (if we do not find a volunteer Treasurer) was discussed. Jeff has contacted 15 firms/individuals in Yolo County who provide this service. He has received one quote (\$20K/yr) and is hoping to get several others.

J. President's Report: (10 min)

- 1) Council Retreat Agenda, Saturday March 18, 2023, 9:30 am—1:30 pm, Davis Lutheran Church (attachment)
- 2) Nominating Committee status update (5 Council vacancies, 4 continuing). Nominating Committee: Ed Green, Jenny Fortuna, Jeff de Ropp, Pastor Dan, & Carol
- 3) Revised Duty Statement: President (see attached)
- 4) April 11 Council Meeting in person—LCI Library; May 9 by Zoom
- 5) Upcoming Council Absences: April 11 (Jeff?); May 9 (Carol)

K. Committee and other Reports

- 1) Stewardship: Vern (see attached)

### The Body of Christ 1 Corinthians 12

<sup>12</sup> Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. <sup>13</sup> For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. <sup>14</sup> Even so the body is not made up of one part but of many.

<sup>27</sup> Now you are the body of Christ, and **each one of you is a part of it.**

2

### Romans 12: 4-5

<sup>4</sup> For just as each of us has one body with many members, and these members do not all have the same function, <sup>5</sup> **so in Christ we, though many, form one body, and each member belongs to all the others.**

3

### Ephesians 4: 15-16

<sup>15</sup> ...speaking the truth in love, let us grow in every way into him who is the head—Christ. <sup>16</sup> From him the whole body, fitted and knit together by every supporting ligament, promotes the **growth of the body for building itself up in love by the proper working of each individual part.**

4

### Jesus' Family Mark 3: 31-35

<sup>31</sup> His mother and his brothers came, and standing outside, they sent word to him and called him. <sup>32</sup> A crowd was sitting around him and told him, "Look, your mother, your brothers, and your sisters are outside asking for you."

<sup>33</sup> He replied to them, "Who are my mother and my brothers?"

<sup>34</sup> Looking at those sitting in a circle around him, he said, "Here are my mother and my brothers! <sup>35</sup> Whoever does the will of God is my brother and sister and mother."

5

### "I am there..." Matthew 18: 20

<sup>20</sup> For where two or three are gathered together in my name, I am there among them."

6

### It was the 1970s... Sonoma County was filled with young hippies...



7

Meanwhile in those days *regular* attendance at the Santa Rosa Nazarene Church meant:

- Sunday morning adult education
- Sunday morning service
- Sunday evening service



**Every week!**  
**Unless you were *really* sick, or dead!**

8

Why have I been standing at the entrance to church with a clipboard for nearly two years?



9

**Results of LCI attendance survey May 30, 2021 to February 2023**

- Monitored for Sunday morning services only (not midweek, Christmas Eve, or Easter)
- Total of 78 services
- 184 people in our database attended (does not include visitors)

10

**Attendance for 78 services May 30, 2021 to Feb 2023 by 184 attendees**

Number of times attended	people
1-4	55
5-9	35
10-19	33
20-39	27
40-59	28
60-68	6

Annotations: 12% (1-4), 49% (5-9, 10-19, 20-39), 82% (5-9, 10-19, 20-39, 40-59, 60-68), 18% (40-59, 60-68), Half or less (1-4, 5-9, 10-19, 20-39), More than half (40-59, 60-68)

11

**Attendance for 78 services May 30, 2021 to current by 184 attendees**

Number of times attended	people
1-4	55
5-9	35
10-19	33
20-39	27
40-57	23
58-68	11

Annotations: 67% (1-4, 5-9, 10-19, 20-39), 6% (58-68), 3 out of 4 Sundays (58-68)

2/3 of the people attend ¼ of the time or less (123/184 = 0.67)  
i.e **once/month or less**

**11 people attended 3 out of 4 Sundays**

12

**On-line vs. in-person**

- Does on-line viewing detract from in-person attendance numbers?

At this point, probably not much. On-line viewership this year has decreased to about 4 views (estimated 6-8 people) per week. These include people with serious health concerns.

13

Has attendance increased since reopening the sanctuary?

YES!

Attendance 1/2/22 to 6/5/22: 41 per Sunday

Attendance since sanctuary reopening: (8/28/22 to mid-Feb 2023): 52

14

Levels of engagement at LCI

- Frequent attender: 3-4 times/month
- Less frequent attender: 1-2 times/month
- Occasional attender: a few times per year (outside of C&E)
- C&E attender
- Never or almost never attends but reads the emails!

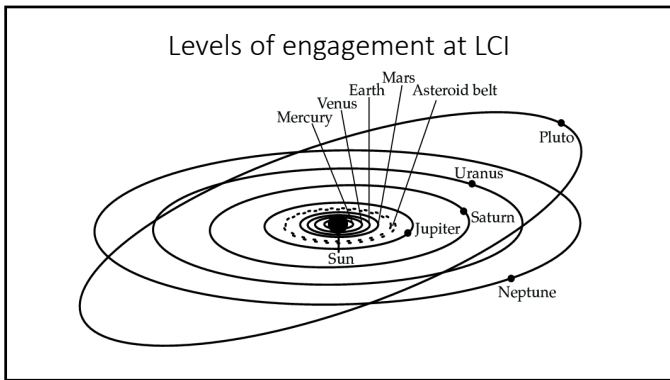
*But note this:*

People at any/all of these levels may be active in serving at LCI and in supporting financially!

*And:*

People who attend frequently may not serve, or give much at all!

15




16

Is the glass half-full or half-empty?

17

It's not just us...




Thom Rainer  
of  
Church Answers

- "The habit of attendance has been broken."
- "If someone has not returned by this point, they are not likely to return."
- "If your church is typical, over one-half of your members attend one out of four weeks or less." (For us it's 2/3)

18

It's not just us...



Thom Rainer  
of  
Church Answers

**"The Once-a-Month Pattern Is a Continuation from Pre-COVID Days"**

"Our team...has been reporting on the attendance frequency decline for several years. It was a pattern of slow and methodical erosion. But the pandemic both accelerated and exacerbated the trend. We were lamenting the twice a-monthers in 2019. We are challenged by the once-a-monthers now."

19

The 1970s are way behind us. What does being the *Body of Christ* mean with regards to church attendance today?



20

### Questions

Does it matter that attendance by most people is so infrequent, and if so, why?

Is the future of the church once per month attendance, and if so, is this good, bad, or of no importance?

What does it mean for us all to be part of Christ's body if we rarely see one another?

21

So why attend in person at all?  
What can happen only at church?

22

### What happens only at church

- Participation in the Body of Christ
- Communion
- Prayer Ministry
- Fellowship (human contact)

23

## **Pastor's Report**

Lutheran Church of the Incarnation

Pastor Dan Smith; March 14, 2023

### Information Items:

Holy Week is approaching, and I am working with Pr. Bill Wong to hold our worship services in partnership, as we have done this Lent. I have communicated this to Karen Slinkard, our new Worship & Music chair, and she is on board with this approach. Here is the tentative schedule:

**Maundy Thursday** (April 6, 2023): 12:00 noon service at LCI (Bill Wong preaches)

7:00pm service at DLC (Dan Smith preaches)

**Good Friday** (April 7): 12 noon/midday service at DLC (stations of the cross); 7:00pm service at LCI (Tenebrae, aka "Service of Shadows").

**Holy Saturday** (April 8): Easter Vigil service at DLC only (LCI members welcome to attend if they are interested) - I believe this is at 7:00pm

**Easter Sunday** (April 9): worship at both locations. At LCI, we plan to have **two services – at 8:30am and 10:00am, with an Easter Egg Hunt at 9:30am**. Molly Anderson has also approached Lindsey Burns about organizing an *Easter breakfast*, so there may also be an Easter breakfast between services, probably around *9:00am*, although that is still being planned...

I have submitted our **parochial report** – forms A and C – to the Synod, an update of our membership, activity and giving numbers, as required annually in our Constitution. (This information is publicly available on the ELCA website – [elca.org](http://elca.org).) Overall our congregation is relatively healthy, although it is important always to keep an eye on things. As a result of this work, I am reaching out to those we have not seen in a while to check-in pastorally, and I would welcome your help with if there are people you are aware of who haven't been in worship recently. Also, Lindsey Burns and I are working on processes and procedures to keep our online and paper records current and up to synodical standards. We may need some help with this at some point, and we will keep you in the loop about what specifically we need.

**Pastor Dan's vacation schedule:** My current plan is to be on vacation June 19 – July 10, and July 24 – Jul 31. I will find pulpit supply and emergency pastoral care coverage while I am away. Thanks in advance for this time away.

### In the wider church:

The Synod will hold its Assembly in the fall instead of the Spring to elect a new Bishop. Note that we will need two voting members from our congregation to attend with me. Please keep us in your prayers. I am also serving on a planning group of the Synod's Leadership Discipling Team for the Pastor's retreat, which is normally in the Fall, but will be in the Spring this year.

# Lutheran Church of the Incarnation Balance Sheet

As of February 28, 2023

### Bank Accounts

4 MM - First Northern Bank	69,049.82
8 First Northern Bank - operating	147,801.13
<b>Total Bank Accounts</b>	<b>\$ 216,850.95</b>

### Obligations

20115 MMPs	0.00
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### Operating Reserves

20213 Worship/Music Reserve	3,203.44
20301 Pastor's Discretionary Fund	3,182.92
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	71,041.10
<b>Total Operating Reserves</b>	<b>\$ 87,277.86</b>

### Protected Reserves

20760 Columbarium Fund	38,417.07
20776 Sanctuary Renovation	564.65
24151 Endowment Fund	30,068.10
<b>Total Protected Reserves</b>	<b>\$ 69,049.82</b>

Total of all bank accounts	216,850.95
Less all reserves & obligations	156,327.68
<b>Operating cash surplus</b>	<b>60,523.27</b>

Mortgage Principal Balance	479,999.34
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### Undesignated Income

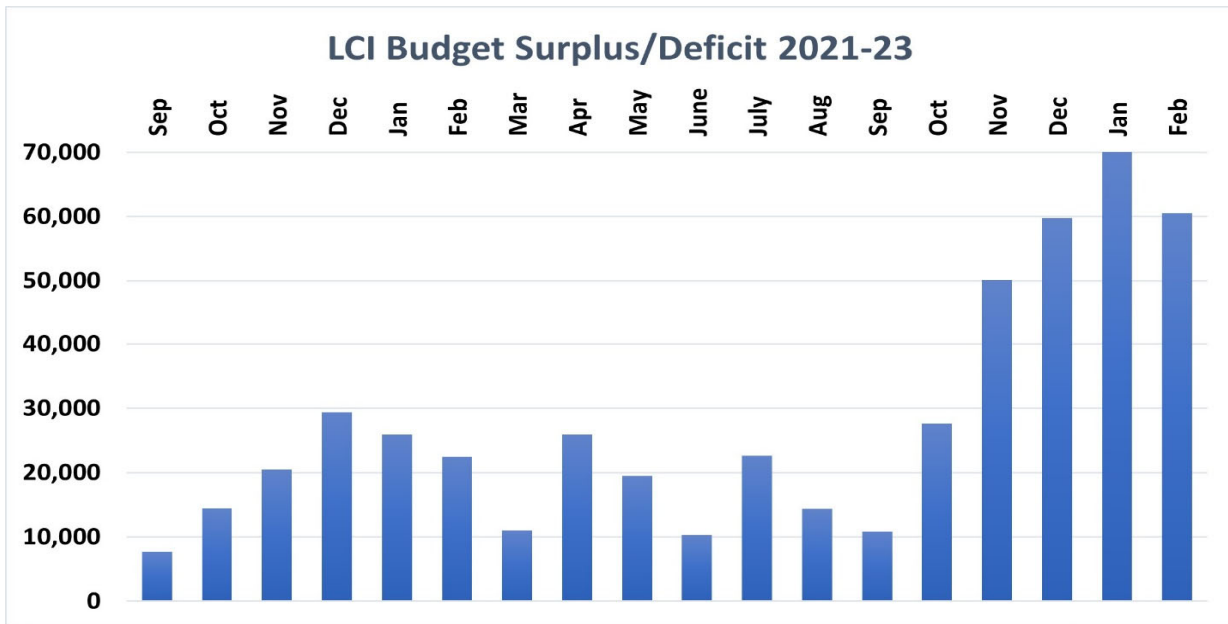
	Feb 2023	YTD
<b>41000 Income</b>		
41100 Offerings	11,894.64	43,590.77
41310 Rents Applegate Nursery	0.00	0.00
41320 Rents Other	0.00	0.00
41400 Other Misc Income	200.00	927.95
<b>Total 41000 Income</b>	<b>12,094.64</b>	<b>44,518.72</b>

### Designated Income

Designated for Operating Reserves	2,364.00	4,728.00
Designated for Protected Reserves	17.11	35.74
Designated for MMPs	100.00	100.00

<b>Total designated income</b>	<b>2,481.11</b>	<b>4,863.74</b>
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<b>Total Income</b>	<b>14,575.75</b>	<b>49,382.46</b>
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# Lutheran Church of the Incarnation

## Spending vs Budget 1-1-23 to 2-28-23

	Actual	Budget	%
<b>Expenses</b>			
60000 Benevolence Funds			
60100 Synod Mission Support	0.00		
<b>Total 60000 Benevolence Funds</b>	<b>0.00</b>	9,500.00	0.0
61000 Worship			
61200 Altar Supplies			
61202 Music Licenses etc	11.95		
61203 Rooted services	6.99		
61209 Special Music			
61213 Piano Maint			
61215 Devotional Booklets			
<b>Total 61000 Worship</b>	<b>18.94</b>	5,630.00	0.3
6200 Witness			
62300 Social Justice Committee			
62301 Pastor Outreach	34.21		
<b>Total 62000 Witness</b>	<b>34.21</b>	1,625.00	2.1
64000 Learning			
64500 Sunday School	114.00		
64501 Confirmation Ministry			
64502 Adult Education-Bible Studies	54.80		
64551 Youth - LCI Activities	5.99		
<b>Total 64000 Learning</b>	<b>174.79</b>	6,715.00	2.6
65000 Congregational Events			
65600 Synod Assembly			
65603 Congregational Events			
65605 Hospitality			
65612 Professional Leadership			
<b>Total 65000 Congregational Events</b>	<b>0.00</b>	3,500.00	0.0
66000 Stewardship			
<b>Total 66000 Stewardship</b>	<b>0.00</b>	200.00	0.0
67000 Administration			
67700 Office Supplies & Equipment	1,231.92		
67701 Postage			
67703 Social Media & Advertising			
<b>Total 67000 Administration</b>	<b>1,231.92</b>	9,500.00	13.0
68000 Property General Maintenance			
68750 General Maintenance & Supplies	314.22		
68751 City Services	1,227.58		
68752 Telephone	247.94		
68753 Fire System			
68754 Utilities - PG&E	1897.45		
68755 Utilities - Solar	700.00		
68756 Property Insurance			
68757 Cleaning Services	2,100.00		
20774 & 68772 Mortgage	6,110.00		
<b>Total 68000 Property General Maintenance</b>	<b>12,597.19</b>	82,093.00	15.3

	Actual	Budget	%
70000 Support Staff			
70701 Administrative Asst Pay	2,200.36		
70703 Youth Director Salary	2,990.40		
70708 Pianist Pay	1,450.39		
70710 Substitute Musician	250.00		
70711 Substitute Pastor			
70720 Workman's Comp			
70721 Payroll Taxes	1,411.95		
70722 Payroll Service Fees	472.82		
<b>Total 70000 Support Staff</b>	<b>8,775.92</b>	70,949.52	12.4
71000 Pastors Compensation Package			
71900 Defined Compensation			
71901 Net Salary	8,985.12		
71902 Elective Deductions	1,820.56		
<b>Total 71900 Defined Compensation</b>	<b>10,805.68</b>		
Benefits			
71903 Housing Allowance	7,400.00		
71904 Benefits- Retirement	1,820.56		
71906 Benefits- Disability	163.86		
71910 Benefits- Basic Group Life	145.64		
71911 Professional Reimbursements	548.29		
<b>Total 71000 Pastors Compensation</b>	<b>20,884.03</b>	125,014.36	16.7

<b>Grand Total Expenses</b>	<b>43,717.00</b>	<b>314,726.88</b>	<b>13.9</b>
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Target after 2 months is 16.7% of budget spent.



# Lutheran Church of the Incarnation

## Transaction Detail by Account

February 2023

DATE	TRANSACTION TYPE	NUM	NAME	CLASS	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
<b>4 MM - First Northern Bank</b>								
02/22/2023	Transfer				transfer funds for sales (use) tax payment to California Dept of Tax & Fee Administration	8 First Northern Bank - operating	-407.00	-407.00
02/24/2023	Deposit				Monthly interest split between Columbarium & Endowment	-Split-	17.11	-389.89
<b>Total for 4 MM - First Northern Bank</b>							<b>\$ -389.89</b>	
<b>8 First Northern Bank - operating</b>								
02/01/2023	Expense		Thrivent Financial (Mortgage)		THRIVENT FINANCL MORTG-PMTS 2000 THRIVENT FINANCL MORTG-PMTS 200016170:0	-Split-	-3,055.00	-3,055.00
02/01/2023	Expense		RAYMOND JAMES & BROKERAGE		monthly payment for solar panels; RAYMOND JAMES & BROKERAGE 513454 RAYMOND JAMES & BROKERAGE 5134549000023	68755 Property General Maintenance:Utilities - Solar	-350.00	-3,405.00
02/01/2023	Expense		California Chamber of Commerce		2023 labor law posters; XX9387 CHK PURCHASE 01/31 09:25 XX9387 CHK PURCHASE 01/31 09:25 CAL CHAMBER OF C 80033	67700 Administration:Office Supplies & Equipment	-41.68	-3,446.68
02/03/2023	Check	7079	Joan Marquand-Willse		reimbursement for Livescan background check & CA Dept of Justice fees	64500 Learning:Sunday School	-114.00	-3,560.68
02/07/2023	Expense		INTUIT*QB		upgrade QBO subscription from "Essentials" to "Plus" for balance of billing period (full cost to be shown in next regular bill); INTUIT * QBooks Onl 1963261	67700 Administration:Office Supplies & Equipment	-8.71	-3,569.39
02/10/2023	Expense		California Department of Tax & Fee Administration		sales tax on Audiobahn sound desk purchased in 2022 (vendor did not assess sales tax at the time of purchase) CA DEPT TAX FEE CDTFA EPMT 13623 CA DEPT TAX FEE CDTFA EPMT 13623202	20776 Sanctuary Renovation	-407.00	-3,976.39
02/10/2023	Expense		Paychex		Paychex fee; AYCHEX EIB INVOICE X00868200021 PAYCHEX EIB INVOICE X00868200021348	70722 Support Staff:Payroll Service Fees	-268.66	-4,245.05
02/10/2023	Expense		Tax990		fee for Tax990 software and electronic filing of LCI's 2022 federal 990-T return;XX9387 CHK PURCHASE 02/09 13:53 XX9387 CHK PURCHASE 02/09 13:53 TAX990.COM 7048392321	67700 Administration:Office Supplies & Equipment	-150.85	-4,395.90
02/13/2023	Expense		Home Depot		irrigation parts; XX6573 CHK PURCHASE 02/13 09:51 XX6573 CHK PURCHASE 02/13 09:51 THE HOME DEPOT 1 WOODL	68750 Property General Maintenance:General Maintenance & Supplies	-3.61	-4,399.51
02/14/2023	Deposit				2-14-23 counter's deposit	-Split-	6,338.00	1,938.49
02/14/2023	Check	7081	River City Fire Equipment		Annual fire equipment inspection	68750 Property General Maintenance:General Maintenance & Supplies	-156.36	1,782.13
02/14/2023	Expense		Paychex		2-15-23 payroll; PAYCHEX - RCX PAYROLL 0111540000 PAYCHEX - RCX PAYROLL 01115400000823X	-Split-	-6,424.71	-4,642.58
02/14/2023	Expense		TOSHIBA FINANCIAL SERVICES		Monthly charge for Toshiba copier; Equipment Financ Onlinelnv BGGBK Equipment Financ Onlinelnv BGGBK2002782772	67700 Administration:Office Supplies & Equipment	-207.11	-4,849.69
02/15/2023	Expense		Paychex		2-15-23 payroll taxes; PAYCHEX TPS TAXES 01116500002372 PAYCHEX TPS TAXES 01116500002372X	70721 Support Staff:Payroll Taxes	-366.30	-5,215.99
02/16/2023	Check	7080	Daniel Smith		Pastor's reimbursements; see attachment for detail	71911 Pastors Compensation Package:Professional Reimbursements	-132.34	-5,348.33
02/16/2023	Expense		INTUIT*QB		QuickBooks monthly recurring charge; INTUIT * QBooks Onl 8668599	67700 Administration:Office Supplies & Equipment	-85.00	-5,433.33
02/16/2023	Expense		St. John's Program for Real Change		Gift to St. John's Program for Real Change (January Monthly Ministry Partner); XX9387 CHK PURCHASE 02/15 19:41 XX9387 CHK PURCHASE 02/15 19:41 SAINTJOHNSPROGRA SACRA	20115 Special Benevolences	-100.00	-5,533.33
02/17/2023	Expense		Staples		office supplies; XX7571 CHK PURCHASE 02/15 15:14 XX7571 CHK PURCHASE 02/15 15:14 STAPLES DIRECT 800-333	67700 Administration:Office Supplies & Equipment	-110.67	-5,644.00
02/21/2023	Expense		Paychex		monthly charge for PayChex Time & Attendance module; PAYCHEX-OAB INVOICE 011996000045 PAYCHEX-OAB	70722 Support Staff:Payroll Service	-59.00	-5,703.00

# Lutheran Church of the Incarnation

## Transaction Detail by Account

February 2023

DATE	TRANSACTION TYPE	NUM	NAME	CLASS	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
02/21/2023	Expense		PG&E (1990567673-0)		INVOICE 01199600004578X PGANDE WEB ONLINE 42641124020223	Fees 68754 Property General Maintenance:Utilities - PG&E	-976.37	-6,679.37
02/22/2023	Transfer				transfer funds for sales (use) tax payment to California Dept of Tax & Fee Administration	4 MM - First Northern Bank	407.00	-6,272.37
02/22/2023	Expense		Portico Benefit Services		February pastor's benefits; PORTICO BENEFIT 8003522876 2QB7F PORTICO BENEFIT 8003522876 2QB7FIEKWM8X7IR	-Split-	-1,975.31	-8,247.68
02/22/2023	Expense		PG&E (2032234337-5)		PGANDE WEB ONLINE 42808369020323	68754 Property General Maintenance:Utilities - PG&E	-27.10	-8,274.78
02/23/2023	Expense		City of Davis		February city services bill; CITY OF DAVIS UT BILL 0010874500 CITY OF DAVIS UT BILL 001087450010861	68751 Property General Maintenance:City Services	-594.27	-8,869.05
02/23/2023	Expense		CostCo		gas for lawn mower; XX6573 CHK PURCHASE 02/23 11:22 XX6573 CHK PURCHASE 02/23 11:22 COSTCO GAS #100 WOODLA	68750 Property General Maintenance:General Maintenance & Supplies	-21.14	-8,890.19
02/24/2023	Expense		CrashPlan		Crashplan monthly fee; XX9387 DDA RECURR 02/23 03:04 DR XX9387 DDA RECURR 02/23 03:04 DRI*CrashPlan crashplan.	67700 Administration:Office Supplies & Equipment	-9.99	-8,900.18
02/24/2023	Expense		Power Business Technology		saddle stich staples for Toshiba copier; XX9387 CHK PURCHASE 02/23 12:48 XX9387 CHK PURCHASE 02/23 12:48 POWER BUSINESS T AR@PO	67700 Administration:Office Supplies & Equipment	-85.52	-8,985.70
02/27/2023	Deposit				February PayPal giving; PAYPAL TRANSFER 1025506287616	41100 Income:Offerings	3,980.64	-5,005.06
02/27/2023	Expense		Paychex		2-28-23 payroll; PAYCHEX - RCX PAYROLL 0129340000 PAYCHEX - RCX PAYROLL 01293400000047X	-Split-	-6,467.70	-
02/27/2023	Expense		AT&T - Phone		ATT Payment XXXXX3001EPAYK	68752 Property General Maintenance:Telephone	-123.97	-
02/27/2023	Expense		Safeway		cookies for kid's talk; XX7571 CHK PURCHASE 02/26 07:42 XX7571 CHK PURCHASE 02/26 07:42 SAFEWAY #2697 SACRAMEN	61203 Worship:Rooted Service	-6.99	-
02/28/2023	Deposit				2-28-23 counter's deposit	-Split-	4,240.00	-7,363.72
02/28/2023	Expense		Paychex		2-28-23 payroll taxes; PAYCHEX TPS TAXES 01290200006590 PAYCHEX TPS TAXES 01290200006590X	70721 Support Staff:Payroll Taxes	-346.20	-7,709.92
02/28/2023	Expense		Breeze ChMS		ChMS Breeze monthly recurring charge; XX9387 DDA RECURR 02/27 08:28 BR XX9387 DDA RECURR 02/27 08:28 BREEZE CHMS NASHVILLE TN	67700 Administration:Office Supplies & Equipment	-67.00	-7,776.92
<b>Total for 8 First Northern Bank - operating</b>							<b>\$ -</b>	<b>7,776.92</b>
20115 Special Benevolences								
02/14/2023	Deposit				for January MMP	8 First Northern Bank - operating	100.00	100.00
02/16/2023	Expense		St. John's Program for Real Change		Gift to St. John's Program for Real Change (January Monthly Ministry Partner); XX9387 CHK PURCHASE 02/15 19:41 XX9387 CHK PURCHASE 02/15 19:41 SAINTJOHNSPROGRA SACRA	8 First Northern Bank - operating	-100.00	0.00
<b>Total for 20115 Special Benevolences</b>							<b>\$0.00</b>	
20774 Mortgage - regular								
02/01/2023	Expense		Thrivent Financial (Mortgage)		principal	8 First Northern Bank - operating	-1,005.00	-1,005.00
<b>Total for 20774 Mortgage - regular</b>							<b>\$ -</b>	<b>1,005.00</b>
20759 Major Maintenance Reserve								
02/14/2023	Deposit				Major Main Reserve (all from Applegate)	8 First Northern Bank - operating	2,364.00	2,364.00
<b>Total for 20759 Major Maintenance Reserve</b>							<b>\$2,364.00</b>	
20760 Columbarium Fund								

# Lutheran Church of the Incarnation

## Transaction Detail by Account

February 2023

DATE	TRANSACTION TYPE	NUM	NAME	CLASS	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
02/24/2023	Deposit				interest	4 MM - First Northern Bank	8.56	8.56
<b>Total for 20760 Columbarium Fund</b>							<b>\$8.56</b>	
20776 Sanctuary Renovation								
02/10/2023	Expense		California Department of Tax & Fee Administration		sales tax on Audiobahn sound desk purchased in 2022 (vendor did not assess sales tax at the time of purchase) CA DEPT TAX FEE CDTFA EPMT 13623 CA DEPT TAX FEE CDTFA EPMT 13623202	8 First Northern Bank - operating	-407.00	-407.00
<b>Total for 20776 Sanctuary Renovation</b>							<b>\$ -407.00</b>	
24151 Endowment Fund								
02/24/2023	Deposit				interest	4 MM - First Northern Bank	8.55	8.55
<b>Total for 24151 Endowment Fund</b>							<b>\$8.55</b>	
41000 Income								
41100 Offerings								
02/14/2023	Deposit				general funds	8 First Northern Bank - operating	3,874.00	3,874.00
02/27/2023	Deposit				general funds	8 First Northern Bank - operating	3,980.64	7,854.64
02/28/2023	Deposit				general funds	8 First Northern Bank - operating	4,040.00	11,894.64
<b>Total for 41100 Offerings</b>							<b>\$11,894.64</b>	
41400 Other Misc Income								
02/28/2023	Deposit				other income (Network for Good)	8 First Northern Bank - operating	200.00	200.00
<b>Total for 41400 Other Misc Income</b>							<b>\$200.00</b>	
<b>Total for 41000 Income</b>							<b>\$12,094.64</b>	
61000 Worship								
61203 Rooted Service								
02/27/2023	Expense		Safeway		cookies for kid's talk; XX7571 CHK PURCHASE 02/26 07:42 XX7571 CHK PURCHASE 02/26 07:42 SAFEWAY #2697 SACRAMEN	8 First Northern Bank - operating	6.99	6.99
<b>Total for 61203 Rooted Service</b>							<b>\$6.99</b>	
<b>Total for 61000 Worship</b>							<b>\$6.99</b>	
64000 Learning								
64500 Sunday School								
02/03/2023	Check	7079	Joan Marquand-Willse		reimbursement for Livescan background check & CA Dept of Justice fees	8 First Northern Bank - operating	114.00	114.00
<b>Total for 64500 Sunday School</b>							<b>\$114.00</b>	
<b>Total for 64000 Learning</b>							<b>\$114.00</b>	
67000 Administration								
67700 Office Supplies & Equipment								
02/01/2023	Expense		California Chamber of Commerce		2023 labor law posters; XX9387 CHK PURCHASE 01/31 09:25 XX9387 CHK PURCHASE 01/31 09:25 CAL CHAMBER OF C 80033	8 First Northern Bank - operating	41.68	41.68
02/07/2023	Expense		INTUIT*QB		upgrade QBO subscription from "Essentials" to "Plus" for balance of billing period (full cost to be shown in next regular bill); INTUIT * QBooks Onl 1963261	8 First Northern Bank - operating	8.71	50.39
02/10/2023	Expense		Tax990		fee for Tax990 software and electronic filing of LCI's 2022 federal 990-T return;XX9387 CHK PURCHASE 02/09 13:53 XX9387 CHK PURCHASE 02/09 13:53 TAX990.COM 7048392321	8 First Northern Bank - operating	150.85	201.24
02/14/2023	Expense		TOSHIBA FINANCIAL SERVICES		Monthly charge for Toshiba copier; Equipment Financ OnlineInv BGGBK Equipment Financ OnlineInv BGGBK2002782772	8 First Northern Bank - operating	207.11	408.35
02/16/2023	Expense		INTUIT*QB		QuickBooks monthly recurring charge; INTUIT * QBooks Onl 8668599	8 First Northern Bank - operating	85.00	493.35
02/17/2023	Expense		Staples		office supplies; XX7571 CHK PURCHASE 02/15 15:14 XX7571 CHK PURCHASE 02/15 15:14 STAPLES DIRECT	8 First Northern Bank - operating	110.67	604.02

# Lutheran Church of the Incarnation

## Transaction Detail by Account

February 2023

DATE	TRANSACTION TYPE	NUM	NAME	CLASS	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
					800-333			
02/24/2023	Expense		Power Business Technology		saddle stich staples for Toshiba copier; XX9387 CHK PURCHASE 02/23 12:48 XX9387 CHK PURCHASE 02/23 12:48 POWER BUSINESS T AR@PO	8 First Northern Bank - operating	85.52	689.54
02/24/2023	Expense		CrashPlan		Crashplan monthly fee; XX9387 DDA RECURR 02/23 03:04 DR XX9387 DDA RECURR 02/23 03:04 DRI*CrashPlan crashplan.	8 First Northern Bank - operating	9.99	699.53
02/28/2023	Expense		Breeze ChMS		ChMS Breeze monthly recurring charge; XX9387 DDA RECURR 02/27 08:28 BR XX9387 DDA RECURR 02/27 08:28 BREEZE CHMS NASHVILLE TN	8 First Northern Bank - operating	67.00	766.53
<b>Total for 67700 Office Supplies &amp; Equipment</b>							<b>\$766.53</b>	
<b>Total for 67000 Administration</b>							<b>\$766.53</b>	
68000 Property General Maintenance								
68750 General Maintenance & Supplies								
02/13/2023	Expense		Home Depot		irrigation parts; XX6573 CHK PURCHASE 02/13 09:51 XX6573 CHK PURCHASE 02/13 09:51 THE HOME DEPOT 1 WOODL	8 First Northern Bank - operating	3.61	3.61
02/14/2023	Check	7081	River City Fire Equipment		Annual fire equipment inspection	8 First Northern Bank - operating	156.36	159.97
02/23/2023	Expense		CostCo		gas for lawn mower; XX6573 CHK PURCHASE 02/23 11:22 XX6573 CHK PURCHASE 02/23 11:22 COSTCO GAS #100 WOODLA	8 First Northern Bank - operating	21.14	181.11
<b>Total for 68750 General Maintenance &amp; Supplies</b>							<b>\$181.11</b>	
68751 City Services								
02/23/2023	Expense		City of Davis		February city services bill; CITY OF DAVIS UT BILL 0010874500 CITY OF DAVIS UT BILL 001087450010861	8 First Northern Bank - operating	594.27	594.27
<b>Total for 68751 City Services</b>							<b>\$594.27</b>	
68752 Telephone								
02/27/2023	Expense		AT&T - Phone		ATT Payment XXXXX3001EPAYK	8 First Northern Bank - operating	123.97	123.97
<b>Total for 68752 Telephone</b>							<b>\$123.97</b>	
68754 Utilities - PG&E								
02/21/2023	Expense		PG&E (1990567673-0)		PGANDE WEB ONLINE 42641124020223	8 First Northern Bank - operating	976.37	976.37
02/22/2023	Expense		PG&E (2032234337-5)		PGANDE WEB ONLINE 42808369020323	8 First Northern Bank - operating	27.10	1,003.47
<b>Total for 68754 Utilities - PG&amp;E</b>							<b>\$1,003.47</b>	
68755 Utilities - Solar								
02/01/2023	Expense		RAYMOND JAMES & BROKERAGE		monthly payment for solar panels; RAYMOND JAMES & BROKERAGE 513454 RAYMOND JAMES & BROKERAGE 5134549000023	8 First Northern Bank - operating	350.00	350.00
<b>Total for 68755 Utilities - Solar</b>							<b>\$350.00</b>	
68757 Cleaning Services								
02/14/2023	Expense		Paychex		janitorial - Yolo EcoClean	8 First Northern Bank - operating	500.00	500.00
02/27/2023	Expense		Paychex		janitorial - Yolo EcoClean	8 First Northern Bank - operating	600.00	1,100.00
<b>Total for 68757 Cleaning Services</b>							<b>\$1,100.00</b>	
68772 Mortgage (est 2015) Interest								
02/01/2023	Expense		Thrivent Financial (Mortgage)		interest	8 First Northern Bank - operating	2,050.00	2,050.00
<b>Total for 68772 Mortgage (est 2015) Interest</b>							<b>\$2,050.00</b>	
<b>Total for 68000 Property General Maintenance</b>							<b>\$5,402.82</b>	
70000 Support Staff								
70701 Administrative Asst Pay								
02/14/2023	Expense		Paychex		office admin	8 First Northern Bank - operating	593.23	593.23

# Lutheran Church of the Incarnation

## Transaction Detail by Account

February 2023

DATE	TRANSACTION TYPE	NUM	NAME	CLASS	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
02/27/2023	Expense		Paychex		office admin	8 First Northern Bank - operating	536.22	1,129.45
<b>Total for 70701 Administrative Asst Pay</b>							<b>\$1,129.45</b>	
70703 Youth Director Salary								
02/14/2023	Expense		Paychex		youth director	8 First Northern Bank - operating	747.60	747.60
02/27/2023	Expense		Paychex		youth director	8 First Northern Bank - operating	747.60	1,495.20
<b>Total for 70703 Youth Director Salary</b>							<b>\$1,495.20</b>	
70708 Pianist/Organ Pay								
02/14/2023	Expense		Paychex		pianist/organist	8 First Northern Bank - operating	362.60	362.60
02/27/2023	Expense		Paychex		pianist/organist	8 First Northern Bank - operating	362.60	725.20
<b>Total for 70708 Pianist/Organ Pay</b>							<b>\$725.20</b>	
70710 Substitute Musician								
02/14/2023	Expense		Paychex		sub musician	8 First Northern Bank - operating	125.00	125.00
02/27/2023	Expense		Paychex		sub musician	8 First Northern Bank - operating	125.00	250.00
<b>Total for 70710 Substitute Musician</b>							<b>\$250.00</b>	
70721 Payroll Taxes								
02/15/2023	Expense		Paychex		2-15-23 payroll taxes; PAYCHEX TPS TAXES 01116500002372 PAYCHEX TPS TAXES 01116500002372X	8 First Northern Bank - operating	366.30	366.30
02/28/2023	Expense		Paychex		2-28-23 payroll taxes; PAYCHEX TPS TAXES 01290200006590 PAYCHEX TPS TAXES 01290200006590X	8 First Northern Bank - operating	346.20	712.50
<b>Total for 70721 Payroll Taxes</b>							<b>\$712.50</b>	
70722 Payroll Service Fees								
02/10/2023	Expense		Paychex		Paychex fee; AYCHEX EIB INVOICE X00868200021 PAYCHEX EIB INVOICE X00868200021348	8 First Northern Bank - operating	268.66	268.66
02/21/2023	Expense		Paychex		monthly charge for PayChex Time & Attendance module; PAYCHEX-OAB INVOICE 011996000045 PAYCHEX-OAB INVOICE 01199600004578X	8 First Northern Bank - operating	59.00	327.66
<b>Total for 70722 Payroll Service Fees</b>							<b>\$327.66</b>	
<b>Total for 70000 Support Staff</b>							<b>\$4,640.01</b>	
71000 Pastors Compensation Package								
71900 Defined Compensation								
71901 Net Salary								
02/14/2023	Expense		Paychex		pastor salary	8 First Northern Bank - operating	2,246.28	2,246.28
02/27/2023	Expense		Paychex		pastor salary	8 First Northern Bank - operating	2,246.28	4,492.56
<b>Total for 71901 Net Salary</b>							<b>\$4,492.56</b>	
71902 Elective Deductions - FSA, Pension								
02/22/2023	Expense		Portico Benefit Services		elective contributions	8 First Northern Bank - operating	910.28	910.28
<b>Total for 71902 Elective Deductions - FSA, Pension</b>							<b>\$910.28</b>	
<b>Total for 71900 Defined Compensation</b>							<b>\$5,402.84</b>	
71903 Housing Allowance								
02/14/2023	Expense		Paychex		pastor housing	8 First Northern Bank - operating	1,850.00	1,850.00
02/27/2023	Expense		Paychex		pastor housing	8 First Northern Bank - operating	1,850.00	3,700.00
<b>Total for 71903 Housing Allowance</b>							<b>\$3,700.00</b>	
71904 Benefits- Retirement								
02/22/2023	Expense		Portico Benefit		employer paid retirement	8 First Northern Bank -	910.28	910.28


# Lutheran Church of the Incarnation

Transaction Detail by Account

February 2023

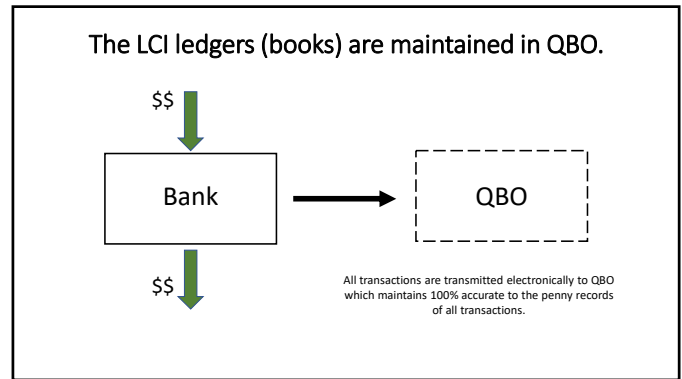
DATE	TRANSACTION TYPE	NUM	NAME	CLASS	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
			Services			operating		
<b>Total for 71904 Benefits- Retirement</b>							<b>\$910.28</b>	
71906 Benefits- Disability								
02/22/2023	Expense		Portico Benefit Services		disability	8 First Northern Bank - operating	81.93	81.93
<b>Total for 71906 Benefits- Disability</b>							<b>\$81.93</b>	
71910 Benefits- Basic Group Life								
02/22/2023	Expense		Portico Benefit Services		group life	8 First Northern Bank - operating	72.82	72.82
<b>Total for 71910 Benefits- Basic Group Life</b>							<b>\$72.82</b>	
71911 Professional Reimbursements								
02/16/2023	Check	7080	Daniel Smith		Pastor's reimbursements; see attachment for detail	8 First Northern Bank - operating	132.34	132.34
<b>Total for 71911 Professional Reimbursements</b>							<b>\$132.34</b>	
<b>Total for 71000 Pastors Compensation Package</b>							<b>\$10,300.21</b>	

QuickBooks  
Online  
(QBO)  
&  
LCI  
Ledgers

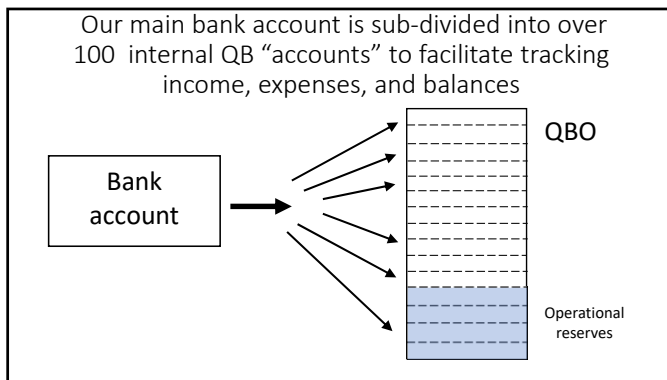


March 14, 2023

1



2



3

The Treasurer:

- Assigns the expense or income to the correct internal account
- Uploads all supporting documentation

4

Thus, complete records are maintained in the QBO ledger itself.

At the completion of each month the QBO ledgers are reconciled with the bank statement balance.

5

With our QBO plan we can give view-only access to several people at once.

- Ideal way to have ledgers/transactions monitored "continually".
- Also makes "audits" easy.

6



SYNOD GIVING  
2/14/2023

**Action: approve increase in Synod giving to 5.5% (Option 1) for the 2023 calendar year. Consider further increases for the 2024 budget.**

Motion options for increased giving:

*Option 1:*

*The percentage of General Fund giving that is designated as Mission Support for the Sierra Pacific Synod will increase from the current 2.75% to 5.5%. Payments will continue to be made on a quarterly basis.*

*Option 2:*

*The percentage of General Fund giving that is designated as Mission Support for the Sierra Pacific Synod will increase from the current 2.75% to 7.5%. Payments will continue to be made on a quarterly basis.*

*Option 3:*

*The percentage of General Fund giving that is designated as Mission Support for the Sierra Pacific Synod will increase from the current 2.75% to 10%. Payments will continue to be made on a quarterly basis.*

Background: There has been an ongoing conversation regarding the percentage of general fund giving that is designated for Mission Support for the Sierra Pacific Synod. Historically, the percentage has ranged between 4-8% but at the onset of the pandemic we agreed as a Council to cut the then-current rate in half, from 5.5% to 2.75%. With LCI now running a healthy surplus, this motion is coming before the council to choose how much we should increase our percentage of giving.

Note that the current Congregational Council has the authority to increase the giving to 5.5% within the current or 2023 budget. A higher increase requires Congregational vote and therefore recommended for consideration for the 2024 budget and Council that convenes following the May 2023 Congregation Voting Meeting.

## **Treasurer Duties**

**Contact: Jeff de Ropp, jsderopp@att.net**

Assign all expenses and income from LCI bank accounts to correct QuickBooks (QB) internal accounts and store with appropriate supporting documentation such as invoices, receipts, expense reports, or giving statements.

Pay necessary expenses & bills in timely fashion. Pay as many transactions electronically and by auto-payment as possible and record in QB with supporting documentation.

Monitor expenses made by staff and volunteers; record and store in QB with supporting documentation.

Monitor & record donations made via PayPal. Transfer balance to LCI bank account monthly. Prepare monthly report on PayPal donations for LCI Financial Secretary.

Run biweekly payroll. Monitor payroll taxes. Make sure W-2s and 1099s are issued (electronically). Stay up to date on state labor laws as they effect employee pay. Run annual payroll audit for workman's compensation insurance provider.

Produce monthly reports for the Council and congregation listing bank account balances, internal account balances, and actual income & expenses vs budgeted year-to-date. Use budget data to flag Council of any concerns regarding over-spending or reduced income. Send monthly reports out in the Wednesday "Update" LCI bulk email.

Attend monthly Executive Committee Meetings. If not a Council member, attend monthly Council meetings as needed.

Reconcile monthly bank statements with QB ledgers.

Produce annual report of expenses/income/balances for LCI Annual Report.

Assemble the next year LCI budget.

Work with pastor to enroll annually in Portico benefits; monitor & pay monthly Portico invoices. Adjust pastor salary appropriate to change in any payroll employee withholding he selects.

Provide financial data for the annual Parochial Report to the Synod.

Submit annual forms to County Assessor to maintain property tax exemption. Denote in QB ledgers all business property expenses and report to the county on appropriate form.

File 990-T federal income tax return and corresponding state return.

Pay state sales (use) taxes if not collected at time of purchase.

Stay up to date on federal & state tax and reporting laws as they effect churches.

Assist volunteers to monitor QB ledgers and bank statements and in addition make sure an annual layperson audit of the ledgers is completed per the LCI Constitution.

Submit to the CA Secretary of State LCI's Statement of Information (SI-100) every two years or when officers change. This can be done on-line. Also, when officers change this should be reported to our bank (First Northern) so they know who has signature authority.

Give appropriate donations to the Sierra Pacific Synod. This is currently done quarterly.

## **Vice-President Duties**

Perform the duties of the President in their absence, including presiding at Executive Committee and Council meetings.

Serve on the Personnel Committee (PC). Background: This duty is specified in the Continuing Resolutions of November 8, 2016 and December 11, 2018. At times we have had a Personnel Committee that the VP did not participate in, but since 2020 the VP has been Chair and sole member of the PC.

Duties of Personnel Committee Chair, alone or with a committee:

Perform annual employee appraisals of staff (except the pastor). Update position descriptions annually as needed.

Draft and finalize job descriptions and salary levels for new/open positions, working with the pastor and/or other involved parties. Ensure pay is in compliance with federal/state law.

Lead the search for and recruitment of new job candidates. Organize and participate in interviews.

Draft and finalize offer letters for President's signature.

Ensure all legal requirements such as background checks and W-4 and I-9 documents are completed for new hires. Help with on-boarding process.

Help support employees. Lead efforts to deal with any difficult employee situations.

Ensure biannual state mandated sexual harassment prevention training by all staff is completed.

Conduct periodic review/update of LCI Employee Manual.

Stay up to date on federal & state labor laws and keep LCI in compliance with these laws.

LCI Council Spring Retreat Agenda  
Davis Lutheran Church Fellowship Hall  
March 18, 2023  
9:30 am – 1:30 pm

Purpose: Review Ministry areas including “current” chair roles and time commitment with a focus to fostering a healthy environment for volunteers with achievable goals.

Objectives:

- Share points of grief & celebration to assist in moving forward to achieve the retreat purpose
- Review and identify areas for improvement in the LCI Ministry Organizational structure
- Define the elements of a successfully operating LCI Ministry/committee
- Clarify Council responsibilities to support LCI ministries
- Identify next steps for sharing outcomes with incoming Council, Ministry/Committee Chairs, and Congregation

**9: 30 am REFRESHMENTS & FELLOWSHIP**

**9:45 am Retreat Activities**

1. Welcome – Carol
2. Devotion – Pastor Dan (20 mins)
3. LCI Ministry Organization
  - a. Past & current structure: Pastor Dan (20 mins)
    - i. What is the structure and what was the intent?
    - ii. What is working and what could be strengthened?
    - iii. Purpose as a place for discipleship and fellowship
  - b. Legislative Structure: Vern (30 mins)
    - i. What is essential to LCI’s Mission
    - ii. Benefits & Challenges
    - iii. Reflect and identify priority areas in the legislative structure: What are we doing well and what are we missing?
  - c. Vern: Elements of a successfully operating ministry/committee (10 mins)
  - d. Carol: Feedback from current LCI organization leaders (15 mins)
  - e. Carol: Conclusions—group will identify key items to remember (15 mins)

**11:45 Lunch**

**12:15 Resume Retreat**

LCI Council Spring Retreat Agenda  
Davis Lutheran Church Fellowship Hall  
March 18, 2023  
9:30 am – 1:30 pm

4. Committee Leaders & Members

- a. Role of Time and Abilities in Stewardship: Vern (20 mins)
  - i. Discipleship
  - ii. Fellowship
- b. Organizational necessities to facilitate movement from “interest” to “involvement” to “leadership”: Vern? (10 mins)
- c. Council Support of Ministries & Committees: Pastor Dan (20 mins)

5. Summarize Day: Carol (15 mins)

- a. Achievements
- b. Misses: prioritize for follow-up & eliminate those no longer necessary.

6. Evaluation: Carol

7. Closing Prayer: Pastor Dan

1:30 Completion

2:30 Meet at LCI to greet Synod Council

### Job Description for a Council President:

The Congregation Council is the governing board of LCI, which represents the ownership of the Congregation in its mission of Christian witness and service. It is the legislative authority of the Congregation between the Meetings of the Congregation. Its purpose is to clarify and communicate the mission of the organization, engage executive and other staff in its management and to assess the resources available for the Congregation to achieve its mission.

#### Tasks and duties:

1. Attend and preside over the Regular Meetings of Council (at LCI second Tuesday of the month).
2. Attend and preside over the Executive Committee Meetings scheduled a minimum of 7 calendar days and no more than 14 calendar days before the scheduled Council meeting. Executive consists of the officers (President, VP, Secretary and Treasurer). It sets the agenda for Council and discusses high-level policy matters. Attendance by the Financial Secretary is recommended but not required.
3. Assist the Council Secretary in preparing Council and Congregation agendas. Ensure that agenda materials are provided electronically to Executive Committee and Council members at 3-4 days prior to meeting; ensure agenda is posted for the Congregation in advance of Council meeting and posted to the LCI website following approval of the minutes each month.
4. Preside over the Congregation Meeting – LCI usually has two per year, one in the fall and one in the spring.
5. Communicate with the congregation regularly through announcements, Wednesday e-mail updates, meetings and other forums in coordination with the Pastor and Executive Committee members about LCI ministry, mission, goals and priorities.
6. Direct comments and concerns to staff responsible for ministry areas.
7. Routinely communicate with Pastor in planning and communication; recommend weekly.
8. As the chief Congregation Officer:
  - a. Regularly communication with the Treasurer regarding out of the ordinary requests for reimbursement and billings. The majority of routine payments now occur electronically and their review is under Treasurer.
  - b. Execute contracts on behalf of the Congregation following Council approval.
9. Act as point person for Applegate Preschool for contract terms, their execution, and renewal.

#### Qualities required:

1. Good communication skills using various mediums.
2. Gifted in administration and organization.
3. Committed to the church, to development of faith and spirituality, and supportive of the congregation with time, talent and treasure.
4. Ability to work with other people, and to work through interpersonal conflict when it arises.
5. Willingness to work closely with the pastor on long-term visioning and direction for the congregation.

## March '23 Stewardship Report

A recurring theme you will hear from me is that stewardship is a year-round ministry, and not just an annual response program in the fall. In our Adult Forum book study on “Ask, Thank, Tell” we discussed the chapter *Ask: Making the Pie Larger*.

Among the pearls of wisdom from that chapter is this one:

*“The plain truth is that most members of your congregation are not finished giving when they have placed their envelope in the offering plate on Sunday morning. They will receive many additional requests for gifts from many different organizations, **and they will respond generously** to several of those requests. It only makes sense that some of those additional opportunities to give should come through your congregation”.*

A second pearl of wisdom stated this truth:

*“Sometimes congregational (stewardship) leaders are reluctant to offer additional opportunities for people to give through the congregation. The fear is that if people give in a variety of ways, this will reduce the amount people give through regular offering of the congregation. **The experience of the vast majority of congregations is that this simply does not happen**.”*

Those two statements are worth their weight in gold! In looking at the chapter “Making the Pie Larger” the text talked about several different types of giving besides regular giving. Among them were the following:

- **Mission of the month:** This is very similar to our Monthly Ministry Partner program, in which we lift up a local ministry partner that our congregation supports like LSS or PLTS etc.
- **Regular appeals:** This would be like the Amour program that LCI used to support. This was our home building ministry in Mexico which this congregation supported with both funds and volunteers. Also we involved the whole congregation with the annual dinner and auction in support of this effort. In my opinion, as we move out of the covid pandemic era, there remains a huge legacy that we could build upon.
- **Special needs:** This area would include our efforts at responding to disasters such as the recent earthquake in Turkey, through the **ELCA Disaster Response** program. . It also includes our **ELCA World Hunger Appeal**. In both these ministries these agencies of the church are our arms and legs carrying out our common ministries. Besides these two known ministries of the wider church, the ELCA also promotes a program called **Good Gifts**, which is a catalogue of a wide variety of mission support ideas for Christmas gift giving. (This is what Synod and Churchwide do for/with us). LCI’s appeal for a new HVAC system also falls under this category.

In addition to those types of giving from “Regular Income” there is also several types of giving from Accumulated Assets. Among them were:

- **Capital Fund Appeals:** Our recent Sanctuary Renovation was achieved through this kind of appeal.
- **Endowment Funds:** Perhaps one of the best kept secrets of LCI is that we do have an endowment fund! My encouragement to this ministry is that they make it a “Monthly Ministry Program” in the future so that it can be publicized and supported.



Last month I shared with you that we are now planning on a quarterly worship service with the goal of lifting up these ministries that we share with both churchwide and synod.

As we move forward it is my strong desire to put together a strong stewardship committee that will take seriously the task of year round stewardship ministry and the ultimate goal of helping believers grow closer to the Lord of the Church through their own growth in discipleship as stewards of God's mercies.