

Lutheran Church of the Incarnation Council Meeting Minutes

February 11, 2025, 7:00 pm

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

A. Introduction: Tim

B. Opening Prayer & Devotion: Pastor Dan

C. Team Building: What is your New Year's Resolution?

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

E. Approval of January Council meeting minutes: Jenny

Emailed on 1/12 & 2/9. Motion: Tim; 2nd: Bob; Vote 9-0-0.

Jenny to send to Lindsey to post to the website.

F. Council Action Items:

1) A member of the congregation would like to contribute funds to buy live-stream equipment to support our outreach efforts. Council agreed that a dedicated camera would be beneficial to keeping the system set up for volunteers to operate (instead of a personal iphone). More research to follow by Ralph & Mark to figure out what exactly is needed.

2) Bob Wilse needs a contract for the 12 weeks he will be filling in for Pastor Dan while he is on sabbatical. Kathryn to follow up.

3) HEART Safe Parking Pilot Program update. Council's first priority is to accommodate unhoused students in Davis. Bob made contact with Robb Davis with UC Davis. He is excited about our focus to support this effort. He will work with Ellen to identify qualified unhoused undergraduates and graduate students. Council is willing to step out with courage to make this program work.

4) Karen contacted the Davis fire department. An annual test, inspection, and monitoring are required. Tim to inquire with St. Martin's to see what they do since they also have fire sprinklers in their sanctuary. We have time to figure this out before making a firm commitment to Tri-Signal.

G. Committee Reports:

1) Treasurer's Report attached.

2) Liturgical Furnishings Report - New banners in the works (special fundraiser)

H. Other Business:

1) Shrove Tuesday on March 4 at LCI

2) Lent mid-week soup suppers at DLC

3) Refresh LCI Marquee with changeable letters & lights (ongoing)

4) Bonhoeffer Conference hosted by LCI on April 5-6

5) Term limits ending in May. Schedule Electing Meeting in May.

Next Executive Council Meeting = March 6 at 7pm

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

Next Council Meeting = March 11 at 7pm

Pastor's Report

Feb. 11, 2025

Lutheran Church of the Incarnation

Pastor Dan Smith

Action Items:

Do we want to continue livestreaming and recording the services? If so, we will need to take action to make it happen. A family in the church would like to give a “sizable” donation toward whatever equipment is needed, and I said I would bring this to Council. We have had inconsistent recording of services in the past few months. I am willing to work on this a bit, but I need some help figuring out what we need.

Information Items:

Lent planning – Ash Wed is March 5 this year; DLC, DUMC, St. Martin's Episcopal and the Belfry are collaborating for Lent. Ash Wed we will have our usual 7pm service, but we are planning some midday activities – a labyrinth walk and “ashes to go” – more details to come. All churches will participate in our midweek Lent soup suppers and Holden Evening Prayer, which will be at Davis Lutheran this year.

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

Sabbatical: we're getting close... I will teach a class in Lent on faith journeys to communicate with the congregation what I plan to do and how this can be a common project. I am grateful to Abajh Singh, who has helped record a video like seven years ago. However, we have hit a snag and could use some help with next steps if anyone is available – please let me know if you can help. Also, Bob Willse, who will cover for me, has requested a contract with the congregation of work expected, pay, etc.

Update: Celebration of Abraham - we had 96 in attendance and a lovely afternoon of speakers and table conversation. One person mentioned that the acoustics made it difficult to understand people – I noticed this too. Perhaps we could work on a plan to improve acoustics in the FH.

In the wider church: The Bishop's Convocation is in early March; I have finished my translation project with Baylor University Press is now complete! I still have some review to complete, but it should still come out sometime in 2026.

As always, I am available for pastoral care visits for you or for others when requested. Just send me an email and we can set a time.

Lutheran Church of Incarnation

Balance Sheet

As of January 31, 2025

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1 First Northern Bank	0.00
4 MM - First Northern Bank	69,580.51
8 First Northern Bank - operating	138,718.80
PayPal Account	0.00
Total Bank Accounts	\$208,299.31
Total Current Assets	\$208,299.31
Fixed Assets	
10000 Land	418,822.93
11000 Church Building	319,896.49
12000 Fellowship Hall	1,749,202.30
15000 Personal Property	60,154.11
Total Fixed Assets	\$2,548,075.83
TOTAL ASSETS	\$2,756,375.14
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	820.00
Total Accounts Payable	\$820.00
Other Current Liabilities	
20115 Special Benevolences	0.00
20602 Lutheran Magazine	0.00
20605A Fair Trade Coffee Project	0.00
24000 Payroll Liabilities	0.00
24502A Crossways	0.00
26650 Offering Envelopes	0.00
26652A Food & Faith	0.00
Total Other Current Liabilities	\$0.00
Total Current Liabilities	\$820.00
Long-Term Liabilities	
20754 Mortgage	0.00
20755 AOB Bad Debt	0.00
20769 Organ Fund	0.00
20774 Mortgage - regular	454,656.67
20775 Mortgage - Facility Renovation	162.47
27200 Other Liabilities	0.00
Total Long-Term Liabilities	\$454,819.14
Total Liabilities	\$455,639.14

Lutheran Church of Incarnation

Balance Sheet

As of January 31, 2025

	TOTAL
Equity	
20117 Memorial Fund	0.00
20212 Sanctuary A/V project 2022	0.00
20213 Worship/Music Reserve	3,203.44
20214 Flower Fund	-219.89
20301 Pastor's Discretionary Fund	3,250.04
20401 Emergency Fund	0.00
20402 Caregivers Fund	0.00
20500 Youth / Day Camp / Mt. Cross	4,276.03
20508 Day Camp Reserve Fund	-820.00
20509 Nursery Supplies & Equipment	0.00
20551 Mission Trip Fund	4,233.01
20552 Youth	0.00
20614 Hospitality	1,361.36
20615 50th Anniversary	0.00
20759 Major Maintenance Reserve	83,861.10
20760 Columbarium Fund	38,682.47
20761 Columbarium Niche Purch-Exp	0.00
20771 Facilities Renovation	0.00
20776 Sanctuary Renovation	379.65
20777 Property Infrastructure Reserve	195.00
24150 Operating Reserve	0.00
24151 Endowment Fund	30,333.39
30000 Opening Bal Equity	110.00
32000 Unrestricted Net Assets	2,146,475.23
AMOR Scholarships	2,390.00
Net Income	-16,974.83
Total Equity	\$2,300,736.00
TOTAL LIABILITIES AND EQUITY	\$2,756,375.14

Lutheran Church of Incarnation

Profit and Loss

January 2025

	TOTAL
Income	
41000 Income	
41100 Offerings	5,331.70
41310 Rents Applegate Nursery	2,106.00
41320 Rents Other	125.00
41400 Other Misc Income	27.77
Total 41000 Income	7,590.47
Total Income	\$7,590.47
GROSS PROFIT	\$7,590.47
Expenses	
61000 Worship	
61200 Altar Supplies	41.56
Total 61000 Worship	41.56
62000 Witness	
62301 Pastor Outreach	119.02
Total 62000 Witness	119.02
67000 Administration	
67700 Office Supplies & Equipment	997.41
67703 Social Media & Advertising	170.00
67704 Bookkeeper	1,957.00
Total 67000 Administration	3,124.41
68000 Property General Maintenance	500.00
68750 General Maintenance & Supplies	104.00
68751 City Services	842.86
68752 Telephone	157.11
68753 Fire System	1,037.00
68754 Utilities - PG&E	920.16
68755 Utilities - Solar	350.00
68756 Property Insurance	350.00
68757 Cleaning Services	1,000.00
68772 Mortgage (est 2015) Interest	1,946.50
Total 68000 Property General Maintenance	7,207.63
70000 Support Staff	
70701 Administrative Asst Pay	1,220.00
70703 Youth Director Salary	1,635.00
70708 Pianist/Organ Pay	1,052.25
70721 Payroll Taxes	361.43
70722 Payroll Service Fees	200.50
Total 70000 Support Staff	4,469.18

Lutheran Church of Incarnation

Profit and Loss

January 2025

	TOTAL
71000 Pastors Compensation Package	
71900 Defined Compensation	
71901 Net Salary	4,492.56
71902 Elective Deductions - FSA, Pension	455.14
Total 71900 Defined Compensation	4,947.70
71903 Housing Allowance	3,700.00
71904 Benefits- Retirement	955.80
71906 Benefits- Disability	0.00
71910 Benefits- Basic Group Life	0.00
Total 71000 Pastors Compensation Package	9,603.50
Total Expenses	\$24,565.30
NET OPERATING INCOME	\$ -16,974.83
NET INCOME	\$ -16,974.83

Lutheran Church of Incarnation

Balance Sheet

As of February 10, 2025

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1 First Northern Bank	-820.00
4 MM - First Northern Bank	69,580.51
8 First Northern Bank - operating	160,049.78
PayPal Account	0.00
Total Bank Accounts	\$228,810.29
Total Current Assets	\$228,810.29
Fixed Assets	
10000 Land	418,822.93
11000 Church Building	319,896.49
12000 Fellowship Hall	1,749,202.30
15000 Personal Property	60,154.11
Total Fixed Assets	\$2,548,075.83
TOTAL ASSETS	\$2,776,886.12
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	1,910.94
Total Accounts Payable	\$1,910.94
Other Current Liabilities	
20115 Special Benevolences	0.00
20602 Lutheran Magazine	0.00
20605A Fair Trade Coffee Project	0.00
24000 Payroll Liabilities	0.00
24502A Crossways	0.00
26650 Offering Envelopes	0.00
26652A Food & Faith	0.00
Total Other Current Liabilities	\$0.00
Total Current Liabilities	\$1,910.94
Long-Term Liabilities	
20754 Mortgage	0.00
20755 AOB Bad Debt	0.00
20769 Organ Fund	0.00
20774 Mortgage - regular	454,656.67
20775 Mortgage - Facility Renovation	162.47
27200 Other Liabilities	0.00
Total Long-Term Liabilities	\$454,819.14
Total Liabilities	\$456,730.08

Lutheran Church of Incarnation

Balance Sheet

As of February 10, 2025

	TOTAL
Equity	
20117 Memorial Fund	0.00
20212 Sanctuary A/V project 2022	0.00
20213 Worship/Music Reserve	3,203.44
20214 Flower Fund	-219.89
20301 Pastor's Discretionary Fund	3,250.04
20401 Emergency Fund	0.00
20402 Caregivers Fund	0.00
20500 Youth / Day Camp / Mt. Cross	4,276.03
20508 Day Camp Reserve Fund	-820.00
20509 Nursery Supplies & Equipment	0.00
20551 Mission Trip Fund	4,233.01
20552 Youth	0.00
20614 Hospitality	1,361.36
20615 50th Anniversary	0.00
20759 Major Maintenance Reserve	83,861.10
20760 Columbarium Fund	38,682.47
20761 Columbarium Niche Purch-Exp	0.00
20771 Facilities Renovation	0.00
20776 Sanctuary Renovation	379.65
20777 Property Infrastructure Reserve	195.00
24150 Operating Reserve	0.00
24151 Endowment Fund	30,333.39
30000 Opening Bal Equity	110.00
32000 Unrestricted Net Assets	2,146,475.23
AMOR Scholarships	2,390.00
Net Income	2,445.21
Total Equity	\$2,320,156.04
TOTAL LIABILITIES AND EQUITY	\$2,776,886.12