

# Lutheran Church of the Incarnation Council Meeting Minutes

November 11, 2025 at 6:30 pm

Council Member Roster: Tim Paulson – President (2026), Karen Slabaugh – Vice President (2027), Kathryn Schnaible – Treasurer (2026), Kenny Doss – Secretary (2026), Ralph Holderbein (2027), Mark Bandstra (2027), Judy Hull (2028), Adam Zufall (Filling 2028 Vacancy Through 2026), Dan Walker (2028), and Pr. Dan Smith

## 1. Introduction: Tim (6:37pm)

- Tim called the meeting to order.

## 2. Approval of Meeting Agenda: Kenny (6:38pm)

- a. Voting Item – Requested Action: Approved agenda as written
- Kenny made a motion to approve the agenda as written. Second: Tim. Vote 10-0. Motion passes

## 3. Prayer/Devotion: Pastor Dan (6:39pm)

- Pastor Dan led the Council in prayer

## 4. Pastor's Report: Pastor Dan (6:39pm)

- a. Review written report
- Discussion regarding which holidays LCI staff have paid time off. Judy to review LCI employee handbook regarding this matter and other employee matters.

## 5. Deliberation and Approval of 2026 Congregation Budget (6:55pm)

- a. Deliberation for proposed 2026 Congregation Budget
- Kenny proposed an increase to the budget line item 68753 – Fire System to account for increased quantity of fire suppression system tests required in 2026.
- After this proposed increase was found acceptable to Council, the final budget for 2025 was observed to be \$364,856.29
- b. Voting Item – Requested Action: Approve the prepared 2026 Congregation Budget. Request adoption of budget by Congregation
- Tim made a motion to approve 2026 budget of \$364,856.29 prepared by Council and recommend approval by congregation. Second: Dan W. Vote 10-0. Motion passes

## 6. Treasurer's Report (7:53pm)

- a. Review budget preparation timeline for annual congregational meeting in November
  - i. *Stewardship Outreach: September-October - COMPLETE*
  - ii. *Commitment Sunday: October 12 - COMPLETE*
  - iii. *Council Meeting to Discuss Draft Budget: October 14 - COMPLETE*
  - iv. *Special Council Budget Meeting: October 22 at 6:30pm - COMPLETE*
  - v. *Budget Forum: November 2 - COMPLETE*
  - vi. Council Vote On Final Budget: November 11
  - vii. Annual Congregation Meeting to Approve Budget: November 16
- b. Review financial reports

## 7. Approval of October Council Meeting Minutes: Kenny (7:54pm)

- a. Emailed on 11/9 for council review. Post on website after approval.
- i. Voting Item – Requested Action: Approve minutes as written
- Tim made a motion to approve the minutes as written. Second: Karen. Vote 10-0. Motion passes.

## 8. President's Report: Tim (7:55pm)

- a. AED Update (Tim/Dan W.)
- Dan W. to continue research into obtaining an AED (automated external defibrillator) for the LCI property and report back during December Council meeting.

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

November 11, 2025 at 6:30 pm

### **9. Other Reports (7:57pm)**

- a. Camera/Wifi Update (Mark/Ralph)
- Ralph reported that the new camera is expected to be installed tomorrow (November 12)
- Mark reported the new mesh network is installed and operating. The gateway still needs to be replaced prior to removing the old network connection.
- b. Property Committee Updates (Kenny)
  - i. Property fire system inspections update
- To be scheduled no later than January 2026
  - ii. Gutter cleaning
- Discussion regarding an individual who previously cleaned gutters at LCI property to clean them again this year.
  - iii. Front door alignment issues
- Front door does not latch properly and may not be aligned. Ralph to take a look at the door.
  - iv. PG&E work on electrical boxes
- Markings around the property indicate underground utilities have been located for potential future work around the east side of the property near Arthur Street.
- c. Other General Liaison Reports (Education, Worship/Music, Hospitality, Social Justice, Stewardship)
- Social Justice: Monthly Ministry Partners are being finalized for 2026. Safe Parking Program is coming along.

### **10. Other Business:**

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

### **11. Meeting Adjourned at 8:15pm**

**Next Executive Committee Council Meeting = December 2 at 6:00pm**

- Please provide agenda topics to Secretary by this date

**Secretary to send out/publish agenda = December 7**

- Please provide all supplementary materials to Secretary by this date

**Next Council Meeting = December 9 at 6:30pm**

## **Pastor's Report**

LCI, Nov. 2025

Pr. Dan Smith

### Information Items:

- As reported last month, I continue to schedule pastoral visits with all members and friends of LCI. I am about halfway through those on the active roster, although I have had quite a few people decline visits, more than I expected.
- Pub Theology has met a few times at Calicraft at the University Mall; we have had good groups and good conversation around the broad topic of hope in challenging times. The next meeting is Nov. 18, and we continue 1<sup>st</sup> and 3<sup>rd</sup> Tuesdays at 7:00.
- There is (slow) progress toward a Taize service at LCI – Sara Postlewaite from the Verbum Dei order in SF may visit Davis in the next month or so to help us organize a service. Again, please let me know if you are interested in helping with this.

### In the wider church/community:

- The Synod Budget was approved Nov. 1 (Sat) – it's actually balanced! There was enthusiasm for new initiatives in our synod, and a desire to re-connect and rebuild. The Bishop's Convocation Nov. 3-5, which I attended, was an expression of this effort.
- I have been in touch with Regina Banks, and she is very excited to start her internship at LCI in February. We plan to meet in early December and get ourselves organized.

**Lutheran Church of the Incarnation**  
**2026 Budget Draft**

Expenses	2024 Budget	2025 Budget	Actual Jan-Oct 2025	% of budget spent thru 11/11/2025	2026 Budget	Increase or Decrease
<b>60000 Synod</b>						
60100 Synod Mission Support	17,325.00	19,693.00	10,000.00	50.8%	19,693.00	0.00
<b>Total 60000 Budgeted Synod Support</b>	<b>17,325.00</b>	<b>19,693.00</b>	<b>0.00</b>	<b>0.0%</b>	<b>19,693.00</b>	<b>0.00</b>

<b>61000 Worship</b>						
61200 Worship/Altar Care	1,500.00	1,500.00	532.32	35.5%	1,500.00	0.00
61202 Worship Resources	2,000.00	2,000.00	216.00	10.8%	2,580.00	580.00
61203 Rooted Service	600.00	600.00	7.22	1.2%	700.00	100.00
61213 Organ and Piano Maintenance	400.00	400.00		0.0%	0.00	-400.00
61215 Devotional Booklets	180.00	180.00	150.00	83.3%	0.00	-180.00
<b>Total 61000 Worship</b>	<b>4,680.00</b>	<b>4,680.00</b>		<b>0.0%</b>	<b>4780.00</b>	<b>100.00</b>

<b>62000 Witness</b>						
62300 Social Justice Committee	725.00	0.00	0.00	#DIV/0!	3000.00	3,000.00
62301 Pastor Outreach	800.00	800.00	759.94	95.0%	1000.00	200.00
<b>Total 62000 Witness</b>	<b>1,525.00</b>	<b>800.00</b>	<b>759.94</b>	<b>95.0%</b>	<b>4000.00</b>	<b>3,200.00</b>

<b>64000 Learning</b>						
64500 Sunday School	750.00	750.00	260.99	34.8%	50.00	-700.00
64501 Confirmation Ministry	440.00	400.00	73.65	18.4%	200.00	-200.00
64505 Membership Classes	100.00	100.00	0.00	0.0%	100.00	0.00
64502 Adult Education-Bible Studies	150.00	150.00	0.00	0.0%	150.00	0.00
65550 Internship Learning	0.00	0.00	0.00	0.0%	500.00	500.00
64551 Youth - LCI Activities-DPYC	4,765.00	1630.00	147.94	9.1%	1590.00	-40.00
<b>Total 64000 Learning</b>	<b>6,205.00</b>	<b>3,030.00</b>	<b>482.58</b>	<b>15.9%</b>	<b>2,590.00</b>	<b>-440.00</b>

<b>65000 Congregational Events</b>						
65600 Synod Assembly	1500.00	1500.00	2,133.00	142.2%	2500.00	1000.00
65601 Council Retreat	0.00	500.00	372.19	74.4%	500.00	656.00
65603 Congregational Events	750.00	750.00	1,472.74	196.4%	750.00	0.00
65605 Hospitality	750.00	750.00	125.22	16.7%	750.00	0.00
65612 Pr. Prof Leadership	500.00	500.00	510.00	102.0%	550.00	50.00
<b>Total 65000 Congregational Events</b>	<b>3,500.00</b>	<b>4,000.00</b>	<b>2,480.15</b>	<b>62.0%</b>	<b>5,050.00</b>	<b>1050.00</b>

<b>66000 Stewardship</b>						
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Request of Lindsey  
I don't have any record of the expense  
folded in to Worship Resources

Gift from Moren Estate

request of Lindsey  
request of Lindsey  
request of Lindsey

66000 Stewardship	0.00	0.00	0.00	#REF!	300.00	300.00
66652 Stewardship Development	500.00	200.00	135.81			
<b>Total 66000 Stewardship</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>#DIV/0!</b>	<b>300.00</b>	<b>300.00</b>

I have written checks in excess of this amount  
Contact Sue about how recorded in QB

<b>67000 Administration</b>						
67700 Office Supplies and Equipment	7000.00	7000.00	7,786.01	111.2%	7,250.00	250.00
67701 Postage	500.00	500.00	0.00	0.0%	0.00	-500.00
67703 Social Media and Advertising	2000.00	500.00	340.00	68.0%	1,200.00	700.00
67704 Bookkeeper	5250.00	9000.00	7,608.46	34.0%	9,000.00	0.00
<b>Total 67000 Administration</b>	<b>9,500.00</b>	<b>17,000.00</b>	<b>15,734.47</b>	<b>92.6%</b>	<b>17,450.00</b>	<b>450.00</b>

eliminate category and roll in with office supplies

<b>68000 Property General Maintenance</b>						
68750 General Maintenance/Supplies	5,800.00	5,800.00	10,285.02	177.3%	11,800.00	6,000.00
68751 City Services (incl. water)	12,500.00	11,000.00	8,834.58	80.3%	11,000.00	0.00
68752 Telecommunications	1,500.00	1,500.00	1,551.43	103.4%	2,000.00	500.00
68753 Fire System	800.00	800.00	1,330.31	166.3%	800.00	0.00
68754 Utilities (PGE)	3,300.00	2,800.00	7,180.69	256.5%	7,500.00	4,700.00
68755 Utilities (Solar)	4,800.00	4,200.00	3,500.00	83.3%	4,200.00	0.00
68756 Property Insurance	7,200.00	5,333.00	5,806.00	108.9%	8,698.00	3,365.00
68757 Cleaning Services	14,000.00	14,000.00	9,000.00	64.3%	14,000.00	0.00
20774 & 68772 Mortgage principal & interest	36,660.00	36,660.00	19,244.58	52.5%	36,660.00	0.00
<b>Total 68000 Property General Maintenance</b>	<b>86,560.00</b>	<b>82,093.00</b>	<b>66,732.61</b>	<b>81.3%</b>	<b>96,658.00</b>	<b>14,565.00</b>

this includes 500/mo for Danny

actuals from phone call to Church Mutual

<b>70000 Support Staff</b>						
70701 Administrative Asst Pay (net)	10,000.00	17,038.00	11,695.50	68.6%	18,478.00	1,440.00
70703 Youth Director Salary (net)	17,883.60	17,903.52	14,715.00	82.2%	17,903.52	0.00
70708 Church musician (net) NEW	0.00	9,125.00	8,175.75	53.0%	9,125.00	0.00
70709 Cantor Pay	0.00	5,200.00	2,000.00	0.0%	5,200.00	0.00
70710 Substitute Musician	900.00	900.00	500.00	55.6%	900.00	0.00
70711 Pulpit Supply/Guests	2,450.00	3,900.00	14,100.00	361.5%	3,900.00	0.00
70712 Pastoral Intern	14,000.00	0.00	0.00	0.0%	3,000.00	3,000.00
70720 Workers Compensation Insurance	2,000.00	1,600.00	1,006.00	62.9%	1,600.00	0.00
70721 Payroll Taxes	9,000.00	10,500.00	2,854.62	27.2%	10,500.00	0.00
70722 Payroll Service Fees	1,800.00	2,400.00	2,231.13	93.0%	2,400.00	0.00
<b>Support Staff Total</b>	<b>58,033.60</b>	<b>68,566.52</b>	<b>57,278.00</b>	<b>83.5%</b>	<b>73,006.52</b>	<b>4,440.00</b>

Add 2.5% COLA

Add 2.5% COLA

10k unbudgeted expense for pastoral svcs

71000 Pastors Compensation Package						
71900 Net Salary	64,834.00	64,834.00	40,433.04	69.4%	66,454.85	1620.85
71900A Elective Deductions: FSA, Pension			4,551.40			
71901/71903 Housing Allowance	44,400.00	44,400.00	33,300.00	75.0%	44,400.00	0.00
71904 Benefits: Retirement	10,923.36	10,923.36	9,102.80	83.3%	10,923.36	0.00
71905 Benefits: Health	0.00	0.00	0.00		5,893.56	5893.56
71906 Benefits: Disability	1,420.08	983.16	273.10	27.8%	983.16	0.00
71908 Books & Periodicals+Cont Ed	0.00	0.00	100.98		0.00	0.00
71910 Benefits: Basic Group Life	983.16	873.84	182.10	20.8%	873.84	0.00
71911 Professional Reimbursements	3,000.00	3,000.00	1,963.00	65.4%	3,000.00	0.00
71912 Tax Offsets (Gross Up)	7,330.00	7,500.00	0.00	0.0%	7,500.00	0.00
<b>Total 71000 Pastors Compensation Package</b>	<b>125,560.60</b>	<b>125,014.36</b>	<b>89,906.42</b>	<b>71.9%</b>	<b>140,028.77</b>	<b>15014.41</b>
<b>Total of 70000 &amp; 71000</b>	<b>183,594.20</b>	<b>193,580.88</b>	<b>147,184.42</b>	<b>76.0%</b>	<b>213,035.29</b>	<b>19,454.41</b>
<b>Total Expenses (Budgeted or Actual)</b>	<b>312,889.20</b>	<b>324,876.88</b>	<b>306,540.17</b>	<b>94.4%</b>	<b>363,556.29</b>	<b>38,679.41</b>
 <div style="background-color: #00FFFF; color: black; padding: 10px; text-align: center;"> <b>This is the 2026 Draft Budget</b> </div>						

2.5% COLA

Offset for premium increase

relocate these, add in Discretionary

**Balance Sheet**  
**Lutheran Church of the Incarnation**  
**As of October 31, 2025**

DISTRIBUTION ACCOUNT	TOTAL
<b>Assets</b>	
<b>Current Assets</b>	
<b>Bank Accounts</b>	
1 First Northern Bank	0.00
4 MM - First Northern Bank	69,766.78
8 First Northern Bank - operating	204,536.09
PayPal Account	0.00
<b>Total for Bank Accounts</b>	<b>\$274,302.87</b>
<b>Total for Current Assets</b>	<b>\$274,302.87</b>
<b>Fixed Assets</b>	
10000 Land	418,822.93
11000 Church Building	319,896.49
12000 Fellowship Hall	1,749,202.30
15000 Personal Property	60,154.11
<b>Total for Fixed Assets</b>	<b>\$2,548,075.83</b>
<b>Total for Assets</b>	<b>\$2,822,378.70</b>
<b>Liabilities and Equity</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Accounts Payable</b>	
20000 Accounts Payable	0.00
<b>Total for Accounts Payable</b>	<b>\$0.00</b>
<b>Other Current Liabilities</b>	
20115 Special Benevolences	0.00
20602 Lutheran Magazine	0.00
20605A Fair Trade Coffee Project	0.00
24000 Payroll Liabilities	0.00
24502A Crossways	0.00
26650 Offering Envelopes	0.00
26652A Food & Faith	0.00
<b>Total for Other Current Liabilities</b>	<b>\$0.00</b>
<b>Total for Current Liabilities</b>	<b>\$0.00</b>

**Balance Sheet**  
**Lutheran Church of the Incarnation**  
**As of October 31, 2025**

DISTRIBUTION ACCOUNT	TOTAL
Long-term Liabilities	
20754 Mortgage	0.00
20755 AOB Bad Debt	0.00
20769 Organ Fund	0.00
20774 Mortgage - regular	444,459.75
20775 Mortgage - Facility Renovation	0.00
27200 Other Liabilities	0.00
<b>Total for Long-term Liabilities</b>	<b>\$444,459.75</b>
<b>Total for Liabilities</b>	<b>\$444,459.75</b>
Equity	
20117 Memorial Fund	0.00
20212 Sanctuary A/V project 2022	0.00
20213 Worship/Music Reserve	3,203.44
20214 Flower Fund	-219.89
20301 Pastor's Discretionary Fund	110.96
20401 Emergency Fund	0.00
20402 Caregivers Fund	0.00
20500 Youth / Day Camp / Mt. Cross	4,276.03
20508 Day Camp Reserve Fund	0.00
20509 Nursery Supplies & Equipment	0.00
20551 Mission Trip Fund	4,233.01
20552 Youth	0.00
20614 Hospitality	1,361.36
20615 50th Anniversary	0.00
20759 Major Maintenance Reserve	80,434.10
20760 Columbarium Fund	43,525.62
20761 Columbarium Niche Purch-Exp	-234.00
20771 Facilities Renovation	0.00
20776 Sanctuary Renovation	379.65
20777 Property Infrastructure Reserve	195.00
24150 Operating Reserve	0.00
24151 Endowment Fund	30,426.51
30000 Opening Bal Equity	110.00
AMOR Scholarships	2,390.00
Banners	5,655.00
32000 Unrestricted Net Assets	2,146,637.70
Net Income	55,434.46
<b>Total for Equity</b>	<b>\$2,377,918.95</b>
<b>Total for Liabilities and Equity</b>	<b>\$2,822,378.70</b>

**Profit and Loss**  
**Lutheran Church of the Incarnation**  
October 1-31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Income	
41000 Income	
41100 Offerings	7,245.14
<b>Total for 41000 Income</b>	<b>\$7,245.14</b>
<b>Total for Income</b>	<b>\$7,245.14</b>
<b>Gross Profit</b>	<b>\$7,245.14</b>
Expenses	
68000 Property General Maintenance	
68750 General Maintenance & Supplies	500.00
68754 Utilities - PG&E	800.94
68755 Utilities - Solar	350.00
68772 Mortgage (est 2015) Interest	1,903.15
<b>Total for 68000 Property General Maintenance</b>	<b>\$3,554.09</b>
71000 Pastors Compensation Package	
71900 Defined Compensation	
71902 Elective Deductions - FSA, Pension	455.14
<b>Total for 71900 Defined Compensation</b>	<b>\$455.14</b>
71904 Benefits- Retirement	910.28
71906 Benefits- Disability	27.31
71909 Continuing Education	75.00
71910 Benefits- Basic Group Life	18.21
<b>Total for 71000 Pastors Compensation Package</b>	<b>\$1,485.94</b>
<b>Total for Expenses</b>	<b>\$5,040.03</b>
<b>Net Operating Income</b>	<b>\$2,205.11</b>
<b>Net Other Income</b>	
<b>Net Income</b>	<b>\$2,205.11</b>

**Balance Sheet**  
**Lutheran Church of the Incarnation**  
As of November 11, 2025

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<b>Assets</b>	
<b>Current Assets</b>	
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<b>Total for Current Assets</b>	<b>\$274,302.87</b>
<b>Fixed Assets</b>	
10000 Land	418,822.93
11000 Church Building	319,896.49
12000 Fellowship Hall	1,749,202.30
15000 Personal Property	60,154.11
<b>Total for Fixed Assets</b>	<b>\$2,548,075.83</b>
<b>Total for Assets</b>	<b>\$2,822,378.70</b>
<b>Liabilities and Equity</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Accounts Payable</b>	
20000 Accounts Payable	1,410.94
<b>Total for Accounts Payable</b>	<b>\$1,410.94</b>
<b>Other Current Liabilities</b>	
20115 Special Benevolences	0.00
20602 Lutheran Magazine	0.00
20605A Fair Trade Coffee Project	0.00
24000 Payroll Liabilities	0.00
24502A Crossways	0.00
26650 Offering Envelopes	0.00
26652A Food & Faith	0.00
<b>Total for Other Current Liabilities</b>	<b>\$0.00</b>
<b>Total for Current Liabilities</b>	<b>\$1,410.94</b>

**Balance Sheet**  
**Lutheran Church of the Incarnation**  
As of November 11, 2025

DISTRIBUTION ACCOUNT	TOTAL
Long-term Liabilities	
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20755 AOB Bad Debt	0.00
20769 Organ Fund	0.00
20774 Mortgage - regular	444,459.75
20775 Mortgage - Facility Renovation	0.00
27200 Other Liabilities	0.00
<b>Total for Long-term Liabilities</b>	<b>\$444,459.75</b>
<b>Total for Liabilities</b>	<b>\$445,870.69</b>
Equity	
20117 Memorial Fund	0.00
20212 Sanctuary A/V project 2022	0.00
20213 Worship/Music Reserve	3,203.44
20214 Flower Fund	-219.89
20301 Pastor's Discretionary Fund	110.96
20401 Emergency Fund	0.00
20402 Caregivers Fund	0.00
20500 Youth / Day Camp / Mt. Cross	4,276.03
20508 Day Camp Reserve Fund	0.00
20509 Nursery Supplies & Equipment	0.00
20551 Mission Trip Fund	4,233.01
20552 Youth	0.00
20614 Hospitality	1,361.36
20615 50th Anniversary	0.00
20759 Major Maintenance Reserve	80,434.10
20760 Columbarium Fund	43,525.62
20761 Columbarium Niche Purch-Exp	-234.00
20771 Facilities Renovation	0.00
20776 Sanctuary Renovation	379.65
20777 Property Infrastructure Reserve	195.00
24150 Operating Reserve	0.00
24151 Endowment Fund	30,426.51
30000 Opening Bal Equity	110.00
AMOR Scholarships	2,390.00
Banners	5,655.00
32000 Unrestricted Net Assets	2,146,637.70
Net Income	54,023.52
<b>Total for Equity</b>	<b>\$2,376,508.01</b>
<b>Total for Liabilities and Equity</b>	<b>\$2,822,378.70</b>

**Profit and Loss**  
**Lutheran Church of the Incarnation**  
 January 1-November 11, 2025

DISTRIBUTION ACCOUNT	TOTAL
Income	
41000 Income	253,606.99
41100 Offerings	16,944.00
41310 Rents Applegate Nursery	4,873.00
41320 Rents Other	1,969.96
41400 Other Misc Income	\$277,393.95
<b>Total for 41000 Income</b>	<b>\$277,393.95</b>
<b>Total for Income</b>	<b>\$277,393.95</b>
<b>Gross Profit</b>	<b>\$277,393.95</b>
Expenses	
61000 Worship	532.32
61200 Altar Supplies	4,100.00
61201 Pulpit Supply/Guests	216.00
61202 Music Licenses & Worship Supplies	7.22
61203 Rooted Service	\$4,855.54
<b>Total for 61000 Worship</b>	<b>\$759.94</b>
62000 Witness	260.99
62301 Pastor Outreach	147.94
<b>Total for 62000 Witness</b>	<b>\$408.93</b>
64000 Learning	372.19
64500 Sunday School	1,472.74
64551 Youth - LCI Activities	125.22
<b>Total for 65000 Congregational Events</b>	<b>\$2,480.15</b>
65601 Council Retreat	510.00
65603 Congregational Events	235.41
65605 Hospitality	7,786.01
65612 Professional Leadership Conference	340.00
<b>Total for 67000 Administration</b>	<b>\$15,734.47</b>
66000 Stewardship	8,834.58
67000 Administration	1,551.43
67700 Office Supplies & Equipment	1,330.31
67703 Social Media & Advertising	1,330.31
67704 Bookkeeper	1,330.31
68000 Property General Maintenance	1,330.31
68750 General Maintenance & Supplies	1,330.31
68751 City Services	1,330.31
68752 Telephone	1,330.31
68753 Fire System	1,330.31

**Profit and Loss**  
**Lutheran Church of the Incarnation**  
**January 1-November 11, 2025**

DISTRIBUTION ACCOUNT	TOTAL
68754 Utilities - PG&E	7,180.69
68755 Utilities - Solar	3,500.00
68756 Property Insurance	0.00
68757 Cleaning Services	9,000.00
68772 Mortgage (est 2015) Interest	19,244.58
<b>Total for 68000 Property General Maintenance</b>	<b>\$60,926.61</b>
70000 Support Staff	
70701 Administrative Asst Pay	11,695.50
70703 Youth Director Salary	14,715.00
70708 Pianist/Organ Pay	8,175.75
70709 Cantor Pay	2,000.00
70711 Substitute Pastor	4,000.00
70720 Workers Compensation Insurance	1,006.00
70721 Payroll Taxes	2,854.62
70722 Payroll Service Fees	2,231.13
<b>Total for 70000 Support Staff</b>	<b>\$46,678.00</b>
71000 Pastors Compensation Package	
71900 Defined Compensation	
71901 Net Salary	40,433.04
71902 Elective Deductions - FSA, Pension	5,006.54
<b>Total for 71900 Defined Compensation</b>	<b>\$45,439.58</b>
71903 Housing Allowance	33,300.00
71904 Benefits- Retirement	10,013.08
71906 Benefits- Disability	300.41
71909 Continuing Education	75.00
71910 Benefits- Basic Group Life	200.31
71911 Professional Reimbursements	1,963.00
<b>Total for 71000 Pastors Compensation Package</b>	<b>\$91,291.38</b>
<b>Total for Expenses</b>	<b>\$223,370.43</b>
<b>Net Operating Income</b>	<b>\$54,023.52</b>
<b>Net Other Income</b>	
<b>Net Income</b>	<b>\$54,023.52</b>

# Sweetwater

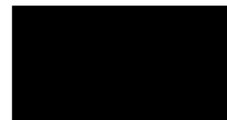
5501 US HWY 30 W  
Fort Wayne, IN 46818  
(800) 222-4700  
[Sweetwater.com](http://Sweetwater.com)

Order Number 47560796  
Order Date 11/05/2025  
Ship Date 11/06/2025  
Delivery Method FedEx Ground (Home)  
Customer Number 3320691

Bill To:



Ship To:



Qty	Item	Description	Total
1	PT20XSEGYG3	PTZOptics Move SE 20X PTZ Camera (Grey)	\$1,349.00
1	HCM1BK	PTZOptics HCM-1-BK Small Wall Mount (Black)	\$90.00
1	HDSDI50	Pro Co 50' HD-SDI RG6 BNC Cable	\$132.99
1	SDItoHDMI3G	Blackmagic Design SDI to HDMI 3G Micro Converter w/ PSU SN: 13509316	\$79.00

Your Sales Engineer is Jcsh Pippin:

Dear Ralph,

If you ever have any questions or concerns, please do not hesitate to contact me at (800) 222-4700 x1749 or [josh\\_pippin@sweetwater.com](mailto:josh_pippin@sweetwater.com).  
24-hour Product Support is also available at [Sweetwater.com/Sweetcare](http://Sweetwater.com/Sweetcare), or with our in-house SweetCare Center by phone at (800) 222-4700 (M - F 9am - 6pm, Sat 9am - 5pm).

#### Sweetwater's Return Guidelines:

It's our goal to earn your trust and create a relationship with you for the long term by standing behind what we sell. We promise to deal with you fairly and reasonably, we hope you will be fair and reasonable with us as well. So, if for some reason you are not satisfied with your purchase, we will gladly accept your timely return of eligible items. To make a return, simply contact your Sales Engineer to start the process. For additional information on returns, please visit [Sweetwater.com/help/](http://Sweetwater.com/help/).

Subtotal: \$1,650.99

Shipping & Handling: \$26.11

Free Shipping Promo: \$-26.11

Tax: \$152.72

Total: \$1,803.71

Payment: \$-1,803.71

Balance Due: \$0.00

#### Payment Via

\$1,803.71