

Lutheran Church of the Incarnation Council Meeting Minutes

October 13, 2021, 7:00 pm

Council Member Roster: Jeff de Ropp (2023), Ed Green (2023), David Hartley (2022), Carol Huegli (2023), Karl Larson (2022), Becky Linvill (2022), Pr. Dan Smith

Zoom Meeting

<https://us02web.zoom.us/j/87154752605?pwd=R0NNWUtTd1pZMUVKS1d2N0F2a0JaUT09>

Meeting ID: 871 5475 2605

Password: 690950

One tap mobile:

+16699006833, 871 5475 2605 #,1#,690950 # US (San Jose)

- A. Introduction: Carol
 - I. Devotion: Pastor Dan

- B. LCI Renewal: Pastor Dan
 - I. Five Practices, Chapter 6: Discussion with Thought Questions

- C. Pastor's Report (see attached)

- D. Approval of September Council minutes: Becky
 - Approved by unanimous vote.

- E. September Treasurer's Report: Karl
 - Budget surplus is \$7.7K.

- F. President's Report
 - 1) Annual budget preparation process:
 - a) Special Council meeting 11/3 7pm
 - b) Budget Forum by Zoom: Sunday 11/21 noon
 - c) Annual meeting by Zoom: Sunday 12/12 noon
 - 2) Planned congregational meetings

- G. Committee and other Reports
 - 1) Sanctuary Renovation: Ed; see attached
 - 2) Social Justice: Becky; see attached

Pastor's Report

LCI Council, October 13, 2021

Pr. Dan Smith

Action Item:

Accept into membership Rev. Bob and Joan Willse of Vacaville. Bob is the retired pastor of Shepherd of the Hills and he and Joan have been worshipping with us regularly the past few months. We received their Letter of Transfer last week from Rev. Scot Sorenson, interim pastor of Shepherd of the Hills. Bob and Joan will be a huge asset to our ministry.

Other items:

Adult Forums I am teaching/will teach:

Using the Enneagram for Self-Discovery and Spiritual Growth – adult forum at 10:30am on Sunday mornings; about 12 participants, a wonderful group. The Enneagram is a powerful tool for self-awareness and growth in faith.

Sharing our Faith Stories – coming up Nov. 14 – Dec. 19. This is intended to help members and friends of the congregation learn more about Jesus, his ministry, to explore their faith in Christ, beliefs and values as a Christian, and practice sharing their faith stories with others – intended to support our goal from the January retreat.

- Ongoing pastoral visitation; monthly consultations with the Visitation Ministers.
- Teaching Confirmation Sunday evenings with Lindsey Burns, in partnership with Davis Lutheran.
- Calls to guests and visitors

In the wider church:

I am on the Synod steering committee for professional coaching, as a “level 2” trained coach for creation care. Part of my work at this retreat is to promote coaching in the synod. I am also helping lead the music.

Lutheran Church of the Incarnation Balance Sheet

As of September 30, 2021

Bank Accounts

4 MM - First Northern Bank	68,617.41
8 First Northern Bank - operating	307,162.07
Total Bank Accounts	\$ 375,779.48

Obligations

20115 MMPs	627.50
60100 Synod support	2,414.66

Operating Reserves

20117 Memorial Fund	11,881.41
20213 Worship/Music Reserve	1,781.12
20214 Flower Fund	996.09
20301 Pastor's Discretionary Fund	3,097.14
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	44,361.05
20776 Sanctuary Renovation	224,119.67
20777 Property Infrastructure Reserve	347.68
Total Operating Reserves	\$ 296,434.56

Protected Reserves

20760 Columbarium Fund	38,596.64
24151 Endowment Fund	30,020.77
Total Protected Reserves	\$ 68,617.41

Total of all bank accounts	375,779.48
Less all reserves & obligations	368,094.13
Operating cash surplus	7,685.35

Mortgage Principal Balance	495,512.75
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Undesignated Income

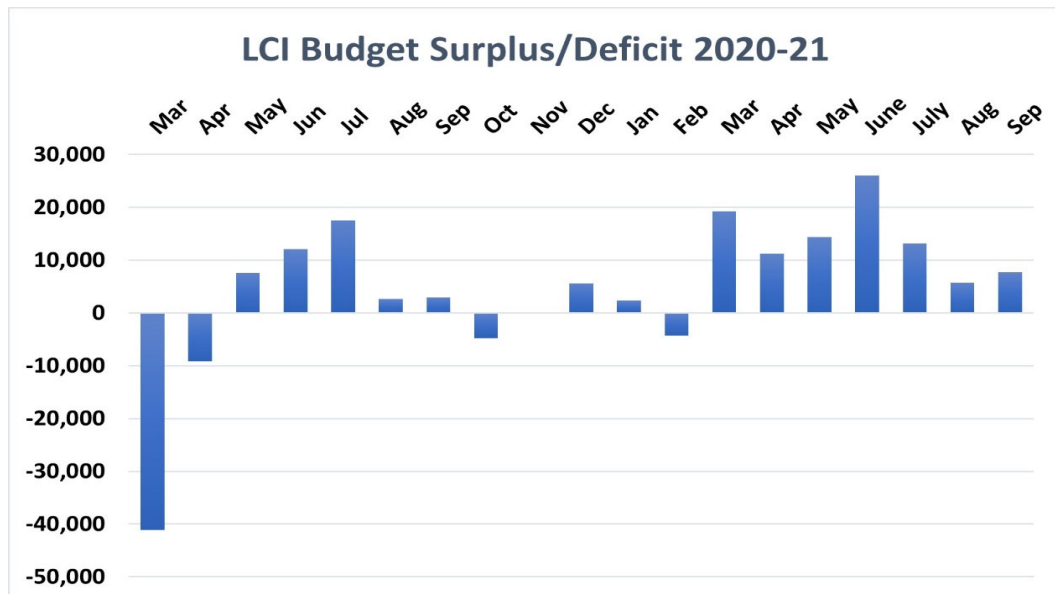
Sep 2021 YTD

41000 Income

41100 Envelope Offerings	23,909.30	149,802.36
41200 Loose Offerings		44,534.40
41310 Rents Applegate Nursery	1,751.00	13,259.00
41320 Rents Other	100.00	900.00
Total 41000 Income	25,760.30	208,495.76

Designated for Operating Reserves	6,271.53	147,313.99
Designated for Protected Reserves	2.26	20.57
Designated for MMPs	0.00	1,045.00
Total designated income	6,273.79	148,379.56

Total Income 32,034.09 356,875.32



Lutheran Church of the Incarnati

Spending vs Budget 1-1-21 to 9-30-21

	Actual	Budget	%
Expenses			
60000 Benevolence Funds			
60100 Synod Mission Support	9,052.61		
Total 60000 Benevolence Funds	9,052.61	19,250.00	47.0
61000 Worship			
61200 Altar Supplies	226.94		
61202 Music Licenses etc	891.40		
61203 Rooted services	26.05		
61208 Liturgical Arts	200.00		
61215 Devotional Booklets	315.91		
Total 61000 Worship	1,660.30	8,080.00	20.5
6200 Witness			
62300 Social Justice Committee	300.00		
62301 Pastor Outreach	7.90		
Total 62000 Witness	307.90	1,750.00	17.6
64000 Learning			
64500 Sunday School	252.12		
64502 Adult Education-Bible Studies	150.30		
64551 Youth - LCI Activities	576.17		
Total 64000 Learning	978.59	4,450.00	22.0
65000 Congregational Events			
65600 Synod Assembly	300.00		
65603 Congregational Events	167.92		
Total 65000 Congregational Events	467.92	3,500.00	13.4
66000 Stewardship			
Total 66000 Stewardship	0.00	950.00	0.0
67000 Administration			
67700 Office Supplies & Equipment	2,963.19		
67703 Social Media & Advertising	180.00		
67704 Bookkeeper	230.00		
Total 67000 Administration	3,373.19	8,900.00	37.9
68000 Property General Maintenance			
68750 General Maintenance & Supplies	2,878.64		
68751 City Services	8,812.71		
68752 Telephone	1,107.60		
68753 Fire System	807.55		
68754 Utilities - PG&E	1,885.43		
68755 Utilities - Solar	3,600.00		
68756 Property Insurance	5,190.00		
68757 Cleaning Services	2,860.00		
20774 & 68772 Mortgage	27,495.00		
Total 68000 Property General Maintenance	54,636.93	83,100.00	65.7

	Actual	Budget	%
70000 Support Staff			
70701 Administrative Asst Pay	3,352.57		
70703 Youth Director Salary	13,412.72		
70706 Music Director Pay	16,407.00		
70710 Substitute Musician	127.61		
70711 Substitute Pastor	1,375.00		
70720 Workman's Comp	823.00		
70721 Payroll Taxes	6,943.05		
70722 Payroll Service Fees	1,277.94		
Total 70000 Support Staff	43,718.89	67,520.00	64.7
71000 Pastors Compensation Package			
71900 Defined Compensation			
71901 Net Salary	26,839.08		
71902 Elective Deductions	7,234.74		
Total 71900 Defined Compensation	34,073.82		
Benefits			
71903 Housing Allowance	33,300.00		
71904 Benefits- Retirement	6,699.87		
71905 Benefits- Health	27,900.00		
71906 Benefits- Disability	1,005.03		
71910 Benefits- Basic Group Life	468.99		
71911 Professional Reimbursements	70.16		
Total 71000 Pastors Compensation	103,517.87	140,430.52	73.7
Total Expenses from general funds	217,714.20		
Expenses charged to PPP funds	23,822		
Grand Total Expenses	241,536.20	337,930.52	71.5

Target after 9 months is 75% of budget spent.



Stewardship — Sanctuary Renovation Update— 9/29/21

Status of Project — Task Force continuing to work diligently

- Demolition and floor prep completed, finishing floor target Dec 4
- Bid sheet developed, 4 candidate builders contacted
- Currently finishing building permit documentation with Architect, Electrical & Structural engineering consultants.
- Availability of engineering consultants significantly delayed project but its now resolved.
- Architect targetting this month for delivery of permit request to city.
- Pandemic driven construction costs have increased ca. 20%

Project Principals — No new debt, renovation priorities (ie. Floor, lighting, etc.) tailored to available funds. Balance the books!

Construction Candidates Being Alerted of Project

- Sedillo Co., Jackson, CJB and Liebig

Summary of Funding to Date

— Total to date:	\$263,013
— Expenses to date:	<u>43,815</u>
— Current Balance:	\$220,276

Sources of Funding— 51 pledges totalled \$127,540

	<u>Giving To Date</u>	vs	<u>Goal</u>	vs	<u>Potential</u>
— Pledge giving — — — — —	\$98,513		\$127,540		\$150,000
— Match giving — — — — —	<u>\$100,000</u>		<u>127,540</u>		<u>150,000</u>
Sub Total	198,513		254,080		300,000
— Starting Balance 10/31/19	<u>64,500</u>		<u>64,500</u>		<u>64,540</u>
Total	\$263,013		\$318,580		\$364,540

Potential—\$51,487 will secure total matching pledge of \$150,000
3 months remain in original two year pledge program (12/31/21)

HVAC — Steve Slinkard, Property Chair, addressing options for repair or replacement of equipment. Focused is on balancing cost, cleaner air and efficiency.

Social Justice Committee
Minutes
9/28/21

Participants: Ellen Kolarik, Lee Grayson, Vern Holmes

- 1) **Permission to Feel- Part III p. 121-241** : Lee lead final discussion on expressing and regulating emotion and shared ideas about how we might use this information both in our personal lives as well as when designing group events when we hope to help move people to action.
- 2) **Social Justice committee outreach (Vern):** The invitation letter to join our Social Justice ministry will be part of the stewardship program and will be offered as an option for individuals who wish to include a social justice element in their action plan for stewardship for 2022. The invitation meshes well with the stewardship program and the council has included social justice as part of its annual goals.

Information only

- 3) **Interfaith Housing Justice Davis (IHJD):** Councilman Carson spoke at the last IHJD meeting 9/21/21 presenting his take on where the city of Davis currently stands on affordable housing and shared his high-level plan for next steps. He and Will Arnold are putting together a ballot proposition for 2022 with the following 3 elements:
 1. Extending the exemption which expires 2025 which allows the city to build affordable housing units without a city-wide referendum as demanded by the State Article 34
 2. Creating a funding stream for the Housing Trust Fund via a property transfer tax
 3. Revising the language of J/R/D to allow affordable housing to be built without a referendum.

Notes from the meeting are available to any interested party. Contact Ellen pesko@sbcglobal.net

Information only

- 4) **Advocacy:**
 1. Advocacy in Quarantine (LOPP) Lee shared that there have been no A in Q meetings in October due to the disruption in the legislative process created by the recall election for Governor Newsom. Lee emphasized that the cost of the recall election went well beyond dollars. Most of the bills with a progressive agenda were converted into 2-year bills to increase the chances that they would be assessed and supported by a sympathetic governor. This means that social justice advocates have lost an entire year of legislative work and little to no progress in our social justice agenda will be made this year.
 2. Vern is working with the LCI office staff to create a blurb regarding advocacy options with the ELCA.
 3. LCI is in solidarity with Davis United Methodist Church on AB1487, AB1304, AB838 and SCA2 (see attachments below). Social Justice Committee of LCI is the signatore.
 4. Interfaith Housing Justice – Ellen shared that IHJD is now collecting signatures for a statement on the Definition of a First Time Homebuyer to be sent to council and the Davis Enterprise and circulating a letter for individual support on requesting landlords desist from

excluding the formerly homeless as apartment residents (see attachments below) (Editor's note: both of these documents are now undergoing some minor edits with some suggestions made after our meeting.)

Information only

- 5) **Homeless Shelter for 2021-2022 season (Ellen):** The congregant setting for housing the shelter is no longer a viable option given Covid. The CalWorks project was approved for the 2 empty buildings on the Pacifico site. This site will therefore not be available as a non-congregant homeless shelter for the 2021-2022 cold weather season as was hoped. The Davis Homelessness Alliance is now exploring another potential option but no details have been released as yet.

Information only

- 6) **God's Work, Our Hands Sunday 9/12/21:** Completed work at 3 sites

- Belfry (Craig Lundgren): 8 volunteers power washed the house, repaired the sprinkler system, weeded and cleaned up the surrounding area and the side gutter, put some tree bark in the planters and cleaned the walls inside the chapel.
- Homestead (Marilyn Moyle): Homestead is a residential permanent housing program for adults with mental health issues. Workday deferred to 9/24/21 although one volunteer did substantial prework sanding and priming banisters for painting. 8 volunteers worked together to remove a pile of lumber and metal debris from yard, wash multiple first floor window on the outside and completed the final coat of paint on the railings lining the 2 walkways
- Collection for 4th and Hope (Lee Grayson):
Foot Powder: 23
Razors: 66
Shampoo: 26
Conditioner: 19
Deodorant: 37
Hand Sanitizer: 26
Bath Towels: 19
Hand Towels: 10
Wash Cloths: 10
Level 3 Surgical Masks: 9 Boxes
Toothbrushes: 150
Floss: 142
Toothpaste: 146
Bars of Soap: 4
Children's Activities: 12

Lee noted that the 4th and Hope collection insured that our seniors and less physically abled could participate in the GWOH program. She recommended we include some form of collection for a non-profit next year.

Information only

- 7) **How to be an AntiRacist** – The Davis community book project is sponsoring a discussion group focused specifically on the book in 3 sessions: 11/9, 12/1 and 2/2. However, our group (Vern, Ellen and Lee) feels that we do not need to time our recommendation to read this book to the city-wide book group. Rather, we should explore with Pastor Dan the idea of interweaving

the book into one or more sermons which are related to Social Justice to draw in members to explore this topic. Those interested in a book group would be directed to Vern, Ellen and/or Lee during the announcements. We would host a one session non scripted open discussion opportunity (probably via zoom) in December and suggest a group experience/trip to the Mondavi when Ibram Kendi speaks 2/2/22.

Action Plan: Reach out to Dan to explore this idea.

- 8) **Food for Fairness Summit (Vern):** The event is the 3rd week in October and is 3 days.
Action Plan: Vern will write a report of the event and circulate (note Vern will be traveling most of October and November)
- 9) **Monthly Ministry Partners:** During the year of 2021, follow through by MMP champions was spotty. This was certainly a consequence of the upset caused by Covid in our Sunday worship program. However, in-person services have resumed so now is the time to revive this program for 2022. We need to solicit MMP champions during the month of October and then create the 2022 MMP schedule in the November meeting so that the plan can be circulated in December. Ellen suggested that we assign someone to monitor the MMP calendar to remind champions to organize presentations/temple talks in a timely fashion.

Ellen noted that she plans to change the November 2021 MMP of IRWS to HEART and select a speaker date. Ellen also shared her hope to offer Opening Doors as an MMP for 2022 with the timing to be coordinated with any other collection oriented events to prevent “collection” burnout.

Action Plan:

Ellen: Find or recreate the previous form used for individuals to request a MMP for the next few Sundays in October.

Ellen: Create a blurb for the Wednesday 3 Things

Group: Set an end date for submission that will allow our group to select and create a calendar for MMP during the November SJ meeting.

Vern: Agrees to oversee the 2022 calendar providing heads up reminders to the appropriate champion regarding their upcoming MMP

- 10) **Update Social Justice Webpage:** tabled for a future meeting

Next meeting Tuesday 10/12/21 at 7pm on Zoom

Respectfully submitted,
Ellen Kolarik