

Lutheran Church of the Incarnation Council Meeting Agenda

May 12, 2026 at 6:30 pm

Council Member Roster: Tim Paulson – President (2026), Karen Slabaugh – Vice President (2027), Kathryn Schnaible (2026), ~~Kenny Doss – Secretary (2026)~~, Ralph Holderbein (2027), Mark Bandstra – Temporary Secretary (2027), --Vacant-- (2028), Adam Zufall (Filling 2028 Vacancy Through 2026), Dan Walker (2028), and Pr. Dan Smith
Scheduled Attendees: Regina Banks – Pastoral Intern, ~~Courtney Doss – Treasurer~~

1. Introduction: Tim

- a. Kenny and Courtney absent from meeting

2. Approval of Meeting Agenda: Mark

- a. Voting Item – Requested Action: Approve agenda as written

3. Prayer/Devotion: Pastor Dan

4. LCI Safe Parking Program Update: Ellen Kolarik

5. Pastor's Report: Pastor Dan

- a. Review written report

6. Treasurer's Report

- a. Review financial reports

7. President's Report: Tim

- a. AED Purchase/Install – Confirm Complete
- b. Council member terms ending May 2026 or vacant: Tim, Kathryn, Kenny, Adam, and Judy
 - i. Review Nominating Committee Report
 - ii. Voting Item – Recommendation to elect candidates to the Congregation Council.
Requested Action: Recommend candidates identified in the nominating committee report to be elected to Congregation Council by the LCI congregation
 - iii. Electing Congregational Meeting – May 17
 1. Confirm Councilmember roles for election (i.e. creation of ballots, sign-in sheets, counting of ballots, reporting results, etc.)
 - iv. Election of Officers after Electing Meeting (LCI Constitution C11.01)
 1. Officers are President, Vice President, Secretary, Treasurer, Financial Secretary
 - v. New Officers/Council Members begin service June 2026
- c. Pre-planning for Council retreat (typically held in August)
- d. Discuss future Council and Executive Committee meetings (times, dates, etc.)

8. Hiring of New LCI Employee

- a. Voting Item – Deliberation and action to hire Church Musician and approve compensation.
Requested Action: Hire LuAnn Higgs as an LCI employee to the position of Church Musician.

9. Approval of April Council Meeting Minutes: Kenny

- a. Emailed on 5/10 for council review. Post on website after approval.
 - i. Voting Item – Requested Action: Approve minutes as written

10. Other Reports:

- a. Property Committee Updates (Tim)
 - i. Installation of Communion Railing
 - ii. New Landscaping Operations Update After Approval of Additional Funds
- b. Other General Liaison Reports (Education, Worship/Music, Hospitality, Social Justice, Stewardship)

11. Other Business:

- a. Continue to post Council agendas/minutes on LCI website
- b. Sunday Property Closer for May: Kenny

Lutheran Church of the Incarnation Council Meeting Agenda

May 12, 2026 at 6:30 pm

Next Executive Committee Council Meeting = TBD (typically first Tuesday of the Month)

Next Council Meeting = TBD (typically second Tuesday of the Month)

Treasurer's Report

May 2026

I will be absent from the May meeting but available by phone/email with questions. I will be present at the June meeting.

- 1) LCI received a few designated offerings this month:
 - o \$5000 donated for property maintenance to address Danny's increase for this year. Payment for added cleanup (April/May/June) will be from this donation.
 - o \$5867.83 donated for Sanctuary A/V. This was not for a specific purchase - it's been directed to reserve for now.
 - o \$500 donated for the computer purchase (offset the total cost of \$1690, Lindsey has purchased the computer)
- 2) I researched three options for donations to LCI: Paypal Charity (current platform), Tithe.ly Giving, and Vanco Grow. The areas that I looked into were ease of use for donors, cost to LCI (monthly fees and as a percentage of donation), and corporate responsibility.

Vanco and Tithe.ly are both mission-focused on supporting churches or non-profits. However, they are still owned by private equity firms (i.e., they are not non-profit or charity-focused in their business profits).

Paypal is publicly-traded but majority owned by investment firms Vanguard and Blackrock. The initial owners of Paypal (Musk, Thiel, Sacks) no longer profit from Paypal. Paypal users often are targeted by scams, phishing, etc. due to the nature of the platform and Paypal's history of lack of support in resolving fraud.

I would like feedback from Council on whether you have interest in further exploring either of the more church-focused platforms or would prefer to stay with PayPal. If there is an interest of council, I would get more detailed information from the vendor(s) and also get more input from others at LCI (Paul Kolarik, others?) before we make a change.

Vanco Grow

No monthly fees, each transaction is charged the following:

Debit/Credit Card Rate: 2.90% + \$0.45/transaction

ACH Processing Rate: 1.00% + \$0.45/transaction

AMEX: 3.99% + \$0.45/transaction

Options to give (free): App, QR Code, URL, Embed code, etc.

No login/account required to give via URL

Add text-to-give for \$10/month

Option for donor to cover fees – *this may offset the marginally higher cost per transaction*

<https://www.vancopayments.com/egiving/pricing>

Tithe.ly Giving

No monthly fees, each transaction is charged the following:

Credit/Debit: 2.9% + \$0.30 per transaction

ACH/Bank: 1% + \$0.30 per transaction

AMEX: 3.5% + \$0.30 per transaction

Options to give (free): App, QR Code, URL, Embed code, Kiosk link, etc

No login/account required to give via URL

Text-to-Give (Standalone: \$19/month)

Option for donor to cover fees – *this may offset the marginally higher cost per transaction*

<https://gettithe.ly/best/online-giving-for-churches>

Paypal - Charity Account

No monthly fees, each transaction is charged the following:

Credit/Debit/Paypal: 1.99% + \$0.49/transaction

AMEX: added \$0.15/transaction

ACH: 1%

Venmo: 1.9% + \$0.10/transaction ***unclear if this is in addition to Paypal fees*

Options to give (free): App, Embed code, QR code, etc

- 3) I am continuing work on a budget report that can easily be shared with the congregation. I'm hoping to be able to share this with the congregation in the next 1-2 months. Until then, the Council minutes posted on the website include this report that interested members can review. One of the larger efforts that I'm doing to support this budget report is reconciling accounts – I feel this needs to be prioritized and completed prior to sharing a report more broadly.
- 4) Synod records and ours confirm that our 2025 contributions to the Synod did not match with the budgeted amount. The approved budget included \$19,693 in Synod support but only \$10,000 was made by LCI for 2025. The contribution records are

further complicated because the 2024 contribution was not made until October 2025. I would like confirmation from the Council that we should make a contribution in the amount of \$9,693 to the Synod retroactively (from reserves) for 2025 OR some background that supports not making this planned contribution that was approved by the congregation. This is not urgent, so if it warrants some discussion or background understanding on my part, we can push to the June meeting.

- 5) State/Federal/County Reporting: Sue and I have been working through submittal of all required forms and documents (Tax Forms and Business/Property-Related), and completing these by the required deadlines. Nothing noteworthy to share here, just wanted you all to be aware that this is being completed!

Lutheran Church of the Incarnation

2026 Budget vs Actual

Date: 5/8/2026

Category	2026 Budget	Actual Jan 2026	Actual Feb 2026	Actual Mar 2026	Actual Apr 2026	Actual thru 4/30/2026	% of budget spent to date
Income							
41000 Income							
41100 Offerings		32,499	28,957	17,569	26,400	105,426	
41310 Rents Applegate Nursery		2,210	2,210	2,210	2,210	8,840	
41320 Rents Other		340	326	168	340	1,174	
41400 Other Misc Income		21	156	162	-	339	
Total 41000 Income	364,856	35,070	31,649	20,109	28,950	115,778	

Expenses							
60000 Synod Support							
60100 Synod Mission Support	19,693	-	-	10,000	-	10,000	51%
Total 60000 Synod Support	19,693	-	-	10,000	-	10,000	51%

61000 Worship							
61200 Worship/Altar Care	1,500	-	267	-	72	339	23%
61202 Worship Resources	2,580	-	-	21	224	245	10%
61203 Rooted Service	700	7	-	-	-	7	1%
Total 61000 Worship	4,780	7	267	21	296	591	12%

62000 Witness							
62300 Social Justice Committee	3,000	-	-	-	-	-	0%
62301 Pastor Outreach	1,000	54	32	203	179	469	47%
Total 62000 Witness	4,000	54	32	203	179	469	12%

64000 Learning							
64500 Sunday School	50	-	-	-	-	-	0%
64501 Confirmation Ministry	200	-	-	25	-	25	12%
64505 Membership Classes	100	-	-	-	-	-	0%
64502 Adult Education-Bible Studies	150	-	-	-	-	-	0%
65550 Internship Learning	500	-	-	-	-	-	0%
64551 Youth - LCI Activities-DPYC	1,590	117	-	20	57	193	12%
Total 64000 Learning	2,590	117	-	45	57	218	8%

65000 Congregational Events							
65600 Synod Assembly	2,500	-	-	-	65	65	3%
65601 Council Retreat	500	-	-	-	-	-	0%
65603 Congregational Events	750	-	-	-	-	-	0%
65605 Hospitality	750	-	-	-	-	-	0%
65612 Pr. Prof Leadership	550	-	-	-	-	-	0%
Total 65000 Congregational Events	5,050	-	-	-	65	65	1%

66000 Stewardship							
66000 Stewardship	300	-	-	-	-	-	0%
Total 66000 Stewardship	300	-	-	-	-	-	0%

67000 Administration							
67700 Office Supplies & Equipment	7,250	763	563	824	457	2,687	37%
67703 Social Media & Advertising	1,200	-	195	-	873	1,068	89%
67704 Bookkeeper	9,000	1,050	890	1,510	1,045	4,495	50%
Total 67000 Administration	17,450	1,813	1,648	2,334	2,375	8,250	47%

68000 Property General Maintenance							
68750 General Maintenance & Supplies	5,800	153	1,344	358	156	2,011	35%
68751 City Services	11,000	984	1,314	1,144	743	4,186	38%
68752 Telephone	2,000	168	168	198	189	723	36%
68753 Fire System	2,100	1,452	-	1,615	-	3,067	146%
68754 Utilities - PG&E	7,500	1,266	1,400	867	229	3,762	50%
68755 Utilities - Solar	4,200	350	350	350	350	1,400	33%
68756 Property Insurance	8,698	8,703	(595)	-	-	8,108	93%
68757 Cleaning Services	14,000	1,000	1,000	825	1,050	3,875	28%
20774 & 68772 Mortgage principal & interest	36,660	3,055	3,055	3,055	3,055	12,220	33%
68780 Landscaping	6,000	-	500	500	500	1,500	25%
Total 68000 Property General Maintenance	97,958	17,131	8,537	8,911	6,273	40,852	42%

70000 Support Staff							
70701 Administrative Asst Pay	18,478	1,158	1,204	1,302	1,353	5,017	27%
70703 Youth Director Salary	17,904	1,676	1,676	1,676	1,676	6,704	37%
70708 Church musician (net)	9,125	305	488	-	-	793	9%
70709 Cantor Pay	5,200	-	-	1,200	-	1,200	23%
70710 Substitute Musician	900	-	-	1,400	-	1,400	156%
70711 Pulpit Supply/Guests	3,900	-	-	-	-	-	0%
70712 Pastoral Intern	3,000	-	-	-	1,158	1,158	39%
70720 Workers Compensation Insurance	1,600	-	-	-	-	-	0%
70721 Payroll Taxes	10,500	290	312	248	232	1,082	10%
70722 Payroll Service Fees	2,400	325	623	361	136	1,445	60%
Total 70000 Support Staff	73,007	3,754	4,303	6,187	4,554	18,798	26%

71000 Pastors Compensation Package							
71901 Net Salary	66,455	5,060	5,060	5,060	5,060	20,240	30%
71902 Elective Deductions - FSA, Pension							
71903 Housing Allowance	44,400	3,700	3,700	3,700	3,700	14,800	33%
71904 Benefits- Retirement	10,923	910	910	910	910	3,641	33%
71905 Benefits- Health	5,894	-	-	-	-	-	0%
71906 Benefits- Disability	983	27	27	27	27	109	11%
71908 Books & Periodicals+Cont Ed	-	-	-	-	-	-	-
71910 Benefits- Basic Group Life	874	18	18	18	18	73	8%
71911 Professional Reimbursements	3,000	701	29	1,241	-	1,971	66%
71912 Tax Offsets (Gross Up)	7,500	-	-	-	-	-	0%
Total 71000 Pastors Compensation Package	140,029	10,417	9,745	10,957	9,716	40,834	29%

Total Expenses	364,856	33,295	24,531	38,658	23,515	120,078	33%
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Special Benevolences							MMP
Our Savior's Lutheran Church		100	-	-	-	100	-
HEART of Davis		-	120	100	-	220	Jan-26
NorCal Resist		-	-	700	-	700	Feb-26
ELCA World Hunger		-	-	100	800	900	Mar-26
Food Bank of Yolo County		2,084	-	-	-	2,084	Christmas
Lutheran Disaster Response		-	500	170	-	670	-
Navajo Lutheran Mission		500	-	-	-	500	-
ELCA Disaster Relief		-	-	-	200	200	-
Meals on Wheels Yolo County		-	-	-	-	-	Apr-26

Lutheran Church of the Incarnation

Balance Sheet

As of Apr 30, 2026

	TOTAL
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Assets	
Current Assets	
Bank Accounts	
1 First Northern Bank	0.00
4 MM - First Northern Bank	69,905.27
8 First Northern Bank - operating	223,443.13
PayPal Account	0.00
Total for Bank Accounts	\$293,348.40
Total for Current Assets	\$293,348.40
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 for Fixed Assets	\$2,548,075.83
Total for Assets	\$2,841,424.23
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Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	2,919.38
Total for Accounts Payable	\$2,919.38
Other Current Liabilities	
20115 Special Benevolences	2,244.00
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 for Other Current Liabilities	\$2,244.00
Total for Current Liabilities	\$5,163.38
Long-term Liabilities	
20754 Mortgage	0.00
20755 AOB Bad Debt	0.00
20769 Organ Fund	0.00
20774 Mortgage - regular	437,449.52
20775 Mortgage - Facility Renovation	0.00
27200 Other Liabilities	0.00
Total for Long-term Liabilities	\$437,449.52
Total for Liabilities	\$442,612.90

Lutheran Church of the Incarnation

Balance Sheet

As of Apr 30, 2026

	TOTAL
Equity	
20117 Memorial Fund	0.00
20212 Sanctuary A/V project 2022	0.00
20213 Worship/Music Reserve	12,071.27
20214 Flower Fund	-207.89
20301 Pastor's Discretionary Fund	2,595.27
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	110,135.28
20760 Columbarium Fund	43,360.87
20761 Columbarium Niche Purch-Exp	0.00
20771 Facilities Renovation	0.00
20776 Sanctuary Renovation	379.65
20777 Property Infrastructure Reserve	195.00
21000 Moren Fund	
21100 Moren Social Justice Fund	15,000.00
21150 Moren Synod Mission Fund	5,000.00
21200 Moren Highway Cleanup Fund	2,000.00
21250 Moren Sanctuary Banner Fund	1,722.50
21300 Moren Quilting Supplies Fund	2,595.36
21350 Moren General Maintenance Fund	10,000.00
Total for 21000 Moren Fund	\$36,317.86
24150 Operating Reserve	0.00
24151 Endowment Fund	30,495.75
30000 Opening Bal Equity	110.00
AMOR Scholarships	2,390.00
Banners	100.00
32000 Unrestricted Net Assets	2,150,600.61
Net Income	397.26
Total for Equity	\$2,398,811.33
Total for Liabilities and Equity	\$2,841,424.23

Lutheran Church of the Incarnation

Profit and Loss

January 1-April 30, 2026

	TOTAL
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Income	
41000 Income	
41100 Offerings	105,425.52
41310 Rents Applegate Nursery	8,840.00
41320 Rents Other	1,174.00
41400 Other Misc Income	338.61
Total for 41000 Income	\$115,778.13
Total for Income	\$115,778.13
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Gross Profit	\$115,778.13
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Expenses	
60000 Benevolence Funds	
60100 Synod Mission Support	10,000.00
Total for 60000 Benevolence Funds	\$10,000.00
61000 Worship	
61200 Altar Supplies	338.70
61202 Music Licenses & Worship Supplies	245.20
61203 Rooted Service	7.00
Total for 61000 Worship	\$590.90
62000 Witness	
62301 Pastor Outreach	468.59
Total for 62000 Witness	\$468.59
64000 Learning	
64501 Confirmation Ministry	24.99
64551 Youth - LCI Activities	193.49
Total for 64000 Learning	\$218.48
65000 Congregational Events	
65600 Synod Assembly	65.00
Total for 65000 Congregational Events	\$65.00
67000 Administration	
67700 Office Supplies & Equipment	2,607.41
67701 Postage	79.96
67703 Social Media & Advertising	1,067.70
67704 Bookkeeper	4,494.72
Total for 67000 Administration	\$8,249.79
68000 Property General Maintenance	
68750 General Maintenance & Supplies	2,011.47
68751 City Services	4,185.68
68752 Telephone	722.76
68753 Fire System	3,067.00
68754 Utilities - PG&E	3,762.17
68755 Utilities - Solar	1,400.00
68756 Property Insurance	8,108.00
68757 Cleaning Services	3,875.00
68772 Mortgage (est 2015) Interest	7,523.35

Lutheran Church of the Incarnation

Profit and Loss

January 1-April 30, 2026

	TOTAL
68780 Landscaping	1,500.00
Total for 68000 Property General Maintenance	\$36,155.43
70000 Support Staff	
70701 Administrative Asst Pay	5,017.37
70703 Youth Director Salary	6,703.52
70708 Pianist/Organ Pay	793.00
70709 Cantor Pay	1,200.00
70710 Substitute Musician	1,400.00
70712 Pastoral Intern Salary	1,157.88
70721 Payroll Taxes	1,081.99
70722 Payroll Service Fees	1,444.57
Total for 70000 Support Staff	\$18,798.33
71000 Pastors Compensation Package	
71900 Defined Compensation	
71901 Net Salary	18,419.52
71902 Elective Deductions - FSA, Pension	1,820.56
Total for 71900 Defined Compensation	\$20,240.08
71903 Housing Allowance	14,800.00
71904 Benefits- Retirement	3,641.12
71906 Benefits- Disability	109.24
71910 Benefits- Basic Group Life	72.84
71911 Professional Reimbursements	1,971.07
Total for 71000 Pastors Compensation Package	\$40,834.35
Total for Expenses	\$115,380.87
Net Operating Income	\$397.26
Net Other Income	
Net Income	\$397.26