

Lutheran Church of the Incarnation Council Meeting Minutes

September 12, 2023, 7:00 pm

Council Member Roster: Tim Paulson (2026), Vern Holmes (2025), Kathryn Schnaible (2026), Jenny Fortuna (2025), ~~Karl Larson (2024), Bob Kerr (2025)~~, Kenny Doss (2026), Ralph Holderbein (2024), Karen Slabaugh (2024), Pr. Dan Smith, and ~~Rob Williamson~~

A. Introduction: Tim (5 min)

All new Council members provide a picture and brief bio for the LCI website.

B. Opening Prayer & Study: Pastor Dan (10 min)

C. Faith Story: Tim (10 min)

D. Pastor's Report: Pastor Dan (10 min) Attached.

E. Approval of August Council meeting minutes: Jenny (2 min) Attached. Kathryn Motion to Approve; Ralph Second; Vote 7-0-0.

F. Council Action Items: (20 min)

- 1) Kathryn - Summer 2023 Financial Statements (June, July, and August). Attached. Tim Motion to Approve; Jenny Second; Vote 7-0-0.
- 2) Kathryn - Pastor Dan Smith Cost of Health Insurance Comparisons. Preference is to stay with Nele's insurance and offset tax. Attached. Kathryn Motion to Approve; Vern Second; Vote 7-0-0.
- 3) Kathryn - Discussion of Intern Salary. Tim Motion to Approve paying Rob Williamson a stipend of \$2,000 per month for Aug-Dec 2023; Kathryn Second; Vote 7-0-0.
- 4) Kathryn - 2024 Budget Draft. Attached. Council instructed to review DRAFT budget and provide comments/edits. Include Pastoral Intern Rob stipend (Jan-July 2024), and monthly landscape services.
- 5) Vern - Encourage giving to Monthly Ministry Partners as a church-wide effort (not individually online). Carbahal is already writing a check to the monthly ministry partner each month. Provide additional giving directions on slides and in bulletin to spread the word.
- 6) Pastor's Sabbatical: Sept-Nov 2024. Tim Motion to Approve forming a committee and a budget by November Council meeting; Kathryn Second; Vote 7-0-0.

G. President's Report: Tim (10 min)

Spoke about his philosophy as a "bill of responsibility" not a "bill of rights." Build a sense of community with ownership to LCI as "our house". We as a church are responsible for caring for our house.

H. Committee and other Reports (10 min)

- 1) Treasurer's Report (Kathryn): See above.
- 2) Stewardship Committee Report (Vern Holmes, Chair)
Congregation Ministry Fair - Sept 24
Stewardship Dinner & Dessert Auction - Oct 14, need volunteers to help with food
- 3) Jenny to reach out to Pillar Chairs about providing a scheduled update throughout the year.

J. Other Business: (20 mins)

- 1) Council Retreat Debrief. Summary attached. Tim & Pastor Dan to present 3 goals at Stewardship Dinner on Oct 14. Also to provide summary in bulletin.
- 2) Exterior Sanctuary lights have a bad controller. John Huegli to request a quote to fix it. Ralph to investigate solution.
- 3) Grounds committee is requesting support to hire a semi-annual clean-up crew to keep yard work manageable. Kathryn to provide line item for 2024 budget.
- 4) Synod Assembly in Burlingame: Sept 15-17 (Kathryn Schnaible, Tim Paulson, Pastor Dan, and Rob Williamson)
- 5) John Moren Memorial Lunch - October 1, need volunteers to help with food

Next Executive Council Meeting = October 3 at 7pm

Jenny to send out Agenda = October 8

Next Council Meeting = October 10 at 7pm

Pastor's Report to Council

Lutheran Church of the Incarnation

Pastor Dan Smith; August 8, 2023

Information Items:

Report of "Summer's on the Lawn" – Concert on the Lawn, Friday, Sep. 1 – it was well received; we had a crowd of about 25 people, mostly from the congregation, but also from the community. Many of our LCI musicians worked hard to produce this, and it is the kind of programming that is promising going forward – perhaps involving other musicians at and around LCI to share their talents.

Fall LCI program: I will be teaching a class on *The Cross and the Lynching Tree* as part of adult forum, starting Oct. 1. This is a challenging but important book confronting racism in America and in the church. I encourage you to attend if you are interested. I am still interested in teaching a mid-week Bible study if there is interest, but I have not heard back from folks yet who would be willing to commit.

Confirmation: I am preparing one confirmand for Confirmation on Oct. 29

Worship/Music leadership: this is an ongoing work; Jeff Schulz has asked for and received the month of September off. Karen Slinkard (W&M chair) and I have substitutes arranged through the end of the month. The plan beyond that is yet to be determined.

John Moren memorial gathering: will be Sunday, Oct. 1 at 12:00 noon. We kind of need help with the reception aspect of this: food, etc. Marvie Paulson has talked to me about this, and members of Executive as well. Thanks for your input; this is an important opportunity for folks from the church and community to come together and commend John to God's care, in a somewhat casual setting, which is what the family requested.

In the wider church:

- **Synod Assembly is September 15-17, 2023** (this coming weekend) in Burlingame. Thanks again to our two lay voting members – Tim Paulson and Kathryn Schnaible, who will be attending with me and Pastoral Intern Rob Williamson. Please keep us in your prayers, as we will be electing a new Bishop.

LCI Council Retreat Summary
August 19, 2023

On Saturday, August 19 the LCI Congregation Council retreated at Davis Lutheran Church from 9am-3pm. The morning session included a devotion and an exercise to build a sense of teamwork among Council members by talking about the qualities and characteristics of good teams, and some reflection on what a congregation actually is – as opposed the “the church” in general. It also included some teaching about church structure, the role of congregations in the wider church, and the role and tasks of the Congregation Council as a governing body. The afternoon session focused on the formation of *areas of focus* for our local ministry in the coming year. It began with an exercise about where Council members see the Spirit most alive in our congregation, and how to build on these strengths for the sake of our mission. There was plenty of discussion of various options, and ultimately we settled on three main goals or areas of focus for our life together in the coming year:

1. Increase visibility & engagement with the community.
2. Increase attendance at worship & other programs.
3. Improve operational and financial efficiencies.

The next steps will be to map out a plan to communicate these areas of focus to the wider congregation and get feedback; to clarify objectives and strategies for how to carry these out, and how we will evaluate what we actually accomplished. It should also make clear to church members how they can get involved to support these areas of focus. We will also continue the work that has been ongoing, such as finding chairs for our ministry areas and to continue to clarify how we understand them and how they should be put into practice.

We hope and pray for our congregation that God would bless our future endeavors, for the sake of the gospel and to share Christ’s light in our community, and we are all committed as a body to support making that happen.

Blessings and Peace,
Pastor Dan (on behalf of the LCI Council)

Pastor Sabbatical

BACKGROUND: LCI granted Pastor Dan a sabbatical in the summer of 2017 following his first 6 years of service. It is common practice within the ELCA and its member Synods to grant sabbaticals of up to three months after each six years of employment. Thus, following this practice Pastor Dan is due for a sabbatical in 2024.

FINANCES: The standard practice within the ELCA is that full salary and benefits are maintained during the sabbatical. Sufficient funds must also be allocated in the LCI budget line 70711 “Pulpit Supply” to cover all the Sundays that Pastor Dan will be gone. The current Sierra Pacific Synod rate for pulpit supply is \$300 for one service, but the rate generally increases over time so the new effective rate should be verified when the 2024 budget is assembled.

It is also a practice to invite Congregational members to volunteer to lead worship for some of this time and to welcome giving and other fundraising activities to support the pastor’s sabbatical (travel costs, etc.)

COUNCIL EXPECTATIONS:

- Pastor Dan will submit a Sabbatical plan to the Council including the start and end dates and personal/professional development goals with supporting activities.
- Sabbatical should not take place during a time when Pastor Dan is mentoring the intern we are calling to serve with us in 2023-24.
- Following the sabbatical, Pastor Dan will provide a summary of the experience to the Congregation.

	<u>Health Ins. Reimb.</u>	<u>Gross Up to Cover Taxes</u>	<u>Total Cost</u>
Annual	17,000	7,330	24,330
Monthly	1,417	611	2,028

<u>Self Employment Tax</u>	<u>Federal Tax</u>	<u>CA Tax</u>	<u>Total Tax</u>
92.35%			
15.30%			
<u>14.13%</u>	12.00%	4.00%	<u>30.13%</u>

Increase in Cash Compensation to Dan	17,000	
	<u>30.13%</u>	
	5,122	5,122
	<u>30.13%</u>	
	1,543	1,543
	<u>30.13%</u>	
	465	465
	<u>30.13%</u>	
	140	140
	<u>30.13%</u>	
	42	42
	<u>30.13%</u>	
	13	13
	<u>30.13%</u>	
	4	4
	<u>30.13%</u>	
	1	1
Est. Gross Up to Cover Taxes		<u><u>7,330</u></u>

Benefit Costs Calculator

ELCA Traditional Benefits Program

INPUT SUMMARY ∨

Plan Options

Plan Year

2024

Health Benefit Option

All Options

Synod, Seminary, or Churchwide Ministry

Sierra Pacific Synod

Calculation Basics

Calculations as of

8/31/2023 at 3:51 pm

Total Defined Compensation

\$92,234.00

Health Coverage

Member Health Coverage

ELCA-Primary

Member Birth Date

7/12/1973

Spouse Health Coverage

ELCA-Primary

Children Health Coverage

ELCA-Primary

Special Circumstances

Does your plan member have a spouse who is also sponsored in the ELCA Traditional Benefits Program by an employer?

No

Number of Employers

1

Retirement Contributions

Employer Retirement Contribution Percentage

10%

Housing Equity Retirement Contribution

\$0

PLATINUM+



Rate	Benefit	Monthly	Annual
63.60%	Health	\$3,641.00	\$43,692.00
	Employer HSA Contribution	N/A	N/A
10%	Retirement	\$768.62	\$9,223.44
0%	Housing Equity	\$0	\$0
0.60%	Disability	\$46.12	\$553.44
0.40%	Basic Group Life	\$30.74	\$368.88
	Total Benefit Contribution	\$4,486.48	\$53,837.76
	Total Defined Compensation	\$7,686.17	\$92,234.00

Health Contribution

Based on health coverages, total defined compensation, plan member age, and geographic location, **63.60% of total defined compensation** or

- minimum \$2,690.00 per month
- maximum \$3,641.00 per month

This calculator is for your own use as an estimate only; it is not an offer or a contract for these services. This calculator is not a form and is not submitted to Portico Benefit Services. The actual amount your organization is billed is based on Portico Benefit Services' calculation. The calculation result depends on the information you entered. Any changes in compensation or benefit levels will affect future results.

This calculation does not include amounts that an employee elects to have withheld from the employee's paychecks such as health plan buy up; Flexible Spending Accounts (FSA), Health Savings Accounts (HSA), and retirement plan contributions; and supplemental or dependent life insurance premiums.

The Traditional Benefits Program (also known as the ELCA Pension and Other Benefits Program) is a bundled-coverage program that provides a single comprehensive set of wellness-oriented benefits to members. Members of the Traditional Benefits Program are enrolled in the following four plans:

- ELCA Medical and Dental Benefits Plan (with optional ELCA Flexible Benefits Plan enrollment for FSA and HSA benefits)
- ELCA Retirement Plan
- ELCA Survivor Benefits Plan
- ELCA Disability Benefits Plan

GOLD+



Rate	Benefit	Monthly	Annual
56.50%	Health	\$3,236.00	\$38,832.00
	Employer HSA Contribution	N/A	N/A
10%	Retirement	\$768.62	\$9,223.44
0%	Housing Equity	\$0	\$0
0.60%	Disability	\$46.12	\$553.44
0.40%	Basic Group Life	\$30.74	\$368.88
	Total Benefit Contribution	\$4,081.48	\$48,977.76
	Total Defined Compensation	\$7,686.17	\$92,234.00

Health Contribution

Based on health coverages, total defined compensation, plan member age, and geographic location, **56.50% of total defined compensation** or

- minimum \$2,391.00 per month
- maximum \$3,236.00 per month

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- ELCA Retirement Plan
- ELCA Survivor Benefits Plan
- ELCA Disability Benefits Plan

SILVER+ SHOWS ALL 3 EMPLOYER HSA LEVELS ▼

Silver+, HSA Level A (\$900 Single / \$1,800 Family)

Rate	Benefit	Monthly	Annual
50.90%	Health	\$2,913.00	\$34,956.00
	Employer HSA Contribution	\$150.00	\$1,800.00
10%	Retirement	\$768.62	\$9,223.44
0%	Housing Equity	\$0	\$0
0.60%	Disability	\$46.12	\$553.44
0.40%	Basic Group Life	\$30.74	\$368.88
	Total Benefit Contribution	\$3,908.48	\$46,901.76
	Total Defined Compensation	\$7,686.17	\$92,234.00



These results do not include any one-time employer HSA contributions. If your organization will include a one-time HSA contribution, billed in January, add that amount to the total contribution.

Health Contribution

Based on health coverages, total defined compensation, plan member age, and geographic location, **50.90% of total defined compensation** or

- minimum \$2,152.00 per month
- maximum \$2,913.00 per month

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- ELCA Survivor Benefits Plan
- ELCA Disability Benefits Plan

Silver+, HSA Level B (\$600 Single / \$1,200 Family)

Rate	Benefit	Monthly	Annual
50.90%	Health	\$2,913.00	\$34,956.00
	Employer HSA Contribution	\$100.00	\$1,200.00
10%	Retirement	\$768.62	\$9,223.44
0%	Housing Equity	\$0	\$0
0.60%	Disability	\$46.12	\$553.44
0.40%	Basic Group Life	\$30.74	\$368.88
	Total Benefit Contribution	\$3,858.48	\$46,301.76
	Total Defined Compensation	\$7,686.17	\$92,234.00



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- ELCA Survivor Benefits Plan
- ELCA Disability Benefits Plan

Silver+, HSA Level C \$0 No contribution

Rate	Benefit	Monthly	Annual
50.90%	Health	\$2,913.00	\$34,956.00
	Employer HSA Contribution	\$0	\$0
10%	Retirement	\$768.62	\$9,223.44
0%	Housing Equity	\$0	\$0
0.60%	Disability	\$46.12	\$553.44
0.40%	Basic Group Life	\$30.74	\$368.88
	Total Benefit Contribution	\$3,758.48	\$45,101.76
	Total Defined Compensation	\$7,686.17	\$92,234.00



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BRONZE+ SHOWS ALL 3 EMPLOYER HSA LEVELS ∨

Bronze+, HSA Level A (\$900 Single / \$1,800 Family)

Rate	Benefit	Monthly	Annual
45.20%	Health	\$2,589.00	\$31,068.00
	Employer HSA Contribution	\$150.00	\$1,800.00
10%	Retirement	\$768.62	\$9,223.44
0%	Housing Equity	\$0	\$0
0.60%	Disability	\$46.12	\$553.44
0.40%	Basic Group Life	\$30.74	\$368.88
	Total Benefit Contribution	\$3,584.48	\$43,013.76
	Total Defined Compensation	\$7,686.17	\$92,234.00



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Health Contribution

Based on health coverages, total defined compensation, plan member age, and geographic location, **45.20% of total defined compensation** or

- minimum \$1,913.00 per month
- maximum \$2,589.00 per month

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Bronze+, HSA Level B (\$600 Single / \$1,200 Family)

Rate	Benefit	Monthly	Annual
45.20%	Health	\$2,589.00	\$31,068.00
	Employer HSA Contribution	\$100.00	\$1,200.00
10%	Retirement	\$768.62	\$9,223.44
0%	Housing Equity	\$0	\$0
0.60%	Disability	\$46.12	\$553.44
0.40%	Basic Group Life	\$30.74	\$368.88
	Total Benefit Contribution	\$3,534.48	\$42,413.76

Rate	Benefit	Monthly	Annual
	Total Defined Compensation	\$7,686.17	\$92,234.00



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- minimum \$1,913.00 per month
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Bronze+, HSA Level C \$0 No contribution

Rate	Benefit	Monthly	Annual
45.20%	Health	\$2,589.00	\$31,068.00
	Employer HSA Contribution	\$0	\$0
10%	Retirement	\$768.62	\$9,223.44
0%	Housing Equity	\$0	\$0

Rate	Benefit	Monthly	Annual
0.60%	Disability	\$46.12	\$553.44
0.40%	Basic Group Life	\$30.74	\$368.88
	Total Benefit Contribution	\$3,434.48	\$41,213.76
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A Ministry of the ELCA

Plan member rights under the plans are governed by the plan documents, which are the full, legal descriptions of the plans. If any of the information on this page is inconsistent with the corresponding plan document, the plan document is the controlling document.

Lutheran Church of the Incarnation

Davis, Yolo County, CA 95616

SIC Code: 8661 - Religious Organizations

MEDICAL - Effective Date: 7/1/2023 - Monthly (12 pay periods)

Carrier Network Plan	Plan Type	Deductible	Office Visits (PCP/Specialist) *	Inpatient Hospital Services *	Out-of-Pocket Max	RX Tiers 1/2/3/4	Ped Dent	EE in area	EE Rate	Dep Rate	Total Rate
Western Health Advan HMO Gateway 4010 Gold 80 HMO	HMO	\$1,000/ \$2,000 embedded	\$40 (ded waived)	\$500/day, 5 days max	\$7,800/ \$15,600 embedded; includes ded	\$500/\$1,000 (2-4); \$10/\$50/\$75/20%	Emb	1/1	563.14	1,147.39	\$1,710.53
Western Health Advan HMO Capital 250 Gold 80 HMO	HMO	\$250/ \$500 embedded	\$35/\$55 (ded waived)	\$600/day, 5 days max	\$7,800/ \$15,600 embedded; includes ded	\$15/\$40/\$70/20%	Emb	1/1	597.98	1,218.38	\$1,816.36
Western Health Advan HMO Gateway 70 Platinum 90 HMO	HMO	\$0/\$0	\$20	30%	\$4,000/ \$8,000 embedded	\$5/\$30/\$50/20%	Emb	1/1	621.48	1,266.28	\$1,887.76
Western Health Advan HMO Gateway 30 Platinum 90 HMO	HMO	\$0/\$0	\$30	\$300/day, 3 days max	\$4,000/ \$8,000 embedded	\$5/\$30/\$50/20%	Emb	1/1	632.83	1,289.40	\$1,922.23
Western Health Advan HMO Gateway 20 Platinum 90 HMO	HMO	\$0/\$0	\$20	0%	\$4,000/ \$8,000 embedded	\$5/\$30/\$50/20%	Emb	1/1	646.30	1,316.85	\$1,963.15
Western Health Advan HMO Capital 20 Platinum 90 HMO	HMO	\$0/\$0	\$20/\$30	\$250/day, 5 days max	\$4,500/ \$9,000 embedded	\$5/\$20/\$30/10%	Emb	1/1	665.97	1,356.93	\$2,022.90
UnitedHealthcare Core Core Gold 5/1500/70% (CV-PV)	PPO	\$1,500/ \$3,000 embedded	\$5/\$80 (ded waived)	\$250 + 30%	\$8,800/ \$17,600 embedded	\$300/\$600 Ded (2-4); \$5/\$50/\$100/25%	Emb	1/1	838.82	1,709.11	\$2,547.93
Cigna + Oscar CA LocalPlus Cigna+Oscar LocalPlus Gold \$1350	PPO	\$1,350/ \$2,700	\$45 (ded waived)	20%	\$8,550/ \$17,100	\$300/\$600 Ded (2-4); \$15/\$45/\$90/30%	Emb	1/1	846.91	1,725.59	\$2,572.50
UnitedHealthcare Core Core Gold 35/1000/80% (CV-QI)	PPO	\$1,000/ \$2,000 embedded	\$35/\$70 (ded waived)	\$250 + 20%	\$8,500/ \$17,000 embedded	\$300/\$600 Ded (2-4); \$15/\$55/\$95/25%	Emb	1/1	853.51	1,739.04	\$2,592.55

* Unless stated, all services are subject to deductible.

Final rates are determined by the Carrier. This quote is not valid without the separate general disclaimer.

Dependent children 21-25 years old are rated as adults. Dependent children may become ineligible for coverage on their 26th birthday; effective date of change may vary by carrier.

Create Date: 6/2/2023

Sorted by: Premium(Ascending)

Quote Id: 4643-6711

Lutheran Church of the Incarnation

Davis, Yolo County, CA 95616

SIC Code: 8661 - Religious Organizations

MEDICAL - Effective Date: 7/1/2023 - Monthly (12 pay periods)

Carrier Network Plan	Plan Type	Deductible	Office Visits (PCP/Specialist) *	Inpatient Hospital Services *	Out-of-Pocket Max	RX Tiers 1/2/3/4	Ped Dent	EE in area	EE Rate	Dep Rate	Total Rate
Cigna + Oscar CA LocalPlus Cigna+Oscar LocalPlus Gold \$0	PPO	\$0/\$0	\$35/\$55	\$750/day, 5 days max	\$8,950/ \$17,900	\$15/\$40/\$90/30%	Emb	1/1	874.09	1,780.97	\$2,655.06
Cigna + Oscar CA LocalPlus Cigna+Oscar LocalPlus Gold \$500	PPO	\$500/ \$1,000	\$40 (ded waived)	25%	\$8,700/ \$17,400	\$250/\$500 Ded (2-4); \$15/\$45/\$90/30%	Emb	1/1	875.50	1,783.85	\$2,659.35
UnitedHealthcare Core Core Gold 35/500/80% (CV-QH)	PPO	\$500/ \$1,000 embedded	\$35/\$70 (ded waived)	\$250 + 20%	\$8,500/ \$17,000 embedded	\$300/\$600 Ded (2-4); \$15/\$55/\$95/25%	Emb	1/1	877.74	1,788.40	\$2,666.14
UnitedHealthcare Core Core Gold 30/70% (CV-QF)	PPO	\$0/\$0	\$30/\$60	30%	\$8,500/ \$17,000 embedded	\$150/\$300 Ded (2-4); \$15/\$55/\$95/25%	Emb	1/1	888.52	1,810.37	\$2,698.89
Cigna + Oscar CA LocalPlus Cigna+Oscar LocalPlus Platinum \$500	PPO	\$500/ \$1,000	\$20 (ded waived)	15%	\$3,750/ \$7,500	\$10/\$35/\$75/10%	Emb	1/1	982.82	2,002.50	\$2,985.32
Cigna + Oscar CA LocalPlus Cigna+Oscar LocalPlus Platinum \$250	PPO	\$250/ \$500	\$15/\$30 (ded waived)	10%	\$4,750/ \$9,500	\$5/\$30/\$50/10%	Emb	1/1	999.76	2,037.03	\$3,036.79
UnitedHealthcare Core Core Platinum 15/250/80% (CV-QB)	PPO	\$250/ \$500 embedded	\$15/\$30 (ded waived)	20%	\$3,600/ \$7,200 embedded; includes ded	\$10/\$40/\$85/25%	Emb	1/1	1,010.84	2,059.60	\$3,070.44
Cigna + Oscar CA LocalPlus Cigna+Oscar LocalPlus Platinum \$0/\$10	PPO	\$0/\$0	\$10/\$30	\$250/day, 5 days max	\$4,850/ \$9,700	\$5/\$30/\$50/10%	Emb	1/1	1,016.44	2,071.01	\$3,087.45

* Unless stated, all services are subject to deductible.

Final rates are determined by the Carrier. This quote is not valid without the separate general disclaimer.

Dependent children 21-25 years old are rated as adults. Dependent children may become ineligible for coverage on their 26th birthday; effective date of change may vary by carrier.

Create Date: 6/2/2023

Sorted by: Premium(Ascending)

Quote Id: 4643-6711

Lutheran Church of the Incarnation

Davis, Yolo County, CA 95616

SIC Code: 8661 - Religious Organizations

MEDICAL - Effective Date: 7/1/2023 - Monthly (12 pay periods)

Carrier Network Plan	Plan Type	Deductible	Office Visits (PCP/Specialist) *	Inpatient Hospital Services *	Out-of-Pocket Max	RX Tiers 1/2/3/4	Ped Dent	EE in area	EE Rate	Dep Rate	Total Rate
UnitedHealthcare Core Core Platinum 5/250/80% (CV-QE)	PPO	\$250/ \$500 embedded	\$5/\$50 (ded waived)	20%	\$3,500/ \$7,000 embedded	\$5/\$40/\$85/25%	Emb	1/1	1,018.53	2,075.28	\$3,093.81
Cigna + Oscar CA LocalPlus Cigna+Oscar LocalPlus Platinum \$0/\$20	PPO	\$0/\$0	\$20/\$30	\$250/day, 5 days max	\$4,500/ \$9,000	\$5/\$20/\$30/10%	Emb	1/1	1,050.24	2,139.89	\$3,190.13
UnitedHealthcare Core Core Platinum 15/90% (CV-QA)	PPO	\$0/\$0	\$15/\$30	10%	\$3,600/ \$7,200 embedded	\$10/\$40/\$85/25%	Emb	1/1	1,073.26	2,186.79	\$3,260.05

* Unless stated, all services are subject to deductible.

Final rates are determined by the Carrier. This quote is not valid without the separate general disclaimer.

Dependent children 21-25 years old are rated as adults. Dependent children may become ineligible for coverage on their 26th birthday; effective date of change may vary by carrier.

Create Date: 6/2/2023

Sorted by: Premium(Ascending)

Quote Id: 4643-6711

Lutheran Church of the Incarnation

Balance Sheet

As of August 31, 2023

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1 First Northern Bank	0.00
4 MM - First Northern Bank	69,138.97
8 First Northern Bank - operating	102,423.48
PayPal Account	0.00
Total Bank Accounts	\$171,562.45
Total Current Assets	\$171,562.45
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	\$2,719,638.28
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	0.00
Total Accounts Payable	\$0.00
Other Current Liabilities	
20115 Special Benevolences	1,700.00
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	\$1,700.00
Total Current Liabilities	\$1,700.00
Long-Term Liabilities	
20754 Mortgage	0.00
20755 AOB Bad Debt	0.00
20769 Organ Fund	0.00
20774 Mortgage - regular	473,902.63
20775 Mortgage - Facility Renovation	162.47
27200 Other Liabilities	0.00
Total Long-Term Liabilities	\$474,065.10
Total Liabilities	\$475,765.10

Lutheran Church of the Incarnation

Balance Sheet

As of August 31, 2023

	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	0.00
20301 Pastor's Discretionary Fund	3,182.92
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	4,213.01
20552 Youth	0.00
20614 Hospitality	1,361.36
20615 50th Anniversary	0.00
20759 Major Maintenance Reserve	72,997.10
20760 Columbarium Fund	38,461.65
20761 Columbarium Niche Purch-Exp	0.00
20771 Facilities Renovation	0.00
20776 Sanctuary Renovation	276.65
20777 Property Infrastructure Reserve	0.00
24150 Operating Reserve	0.00
24151 Endowment Fund	30,112.67
30000 Opening Bal Equity	110.00
32000 Unrestricted Net Assets	2,126,522.41
Net Income	-40,844.06
Total Equity	\$2,243,873.18
TOTAL LIABILITIES AND EQUITY	\$2,719,638.28

Lutheran Church of the Incarnation

Profit and Loss

August 2023

	TOTAL
Income	
Total Income	
GROSS PROFIT	\$0.00
Expenses	
64000 Learning	
64500 Sunday School	97.00
Total 64000 Learning	97.00
68000 Property General Maintenance	17.24
68753 Fire System	652.00
68754 Utilities - PG&E	502.92
Total 68000 Property General Maintenance	1,172.16
Total Expenses	\$1,269.16
NET OPERATING INCOME	\$ -1,269.16
NET INCOME	\$ -1,269.16

Lutheran Church of the Incarnation

Balance Sheet As of July 31, 2023

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1 First Northern Bank	0.00
4 MM - First Northern Bank	69,138.97
8 First Northern Bank - operating	103,692.64
PayPal Account	0.00
Total Bank Accounts	\$172,831.61
Total Current Assets	\$172,831.61
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	\$2,720,907.44
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	0.00
Total Accounts Payable	\$0.00
Other Current Liabilities	
20115 Special Benevolences	1,700.00
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	\$1,700.00
Total Current Liabilities	\$1,700.00
Long-Term Liabilities	
20754 Mortgage	0.00
20755 AOB Bad Debt	0.00
20769 Organ Fund	0.00
20774 Mortgage - regular	473,902.63
20775 Mortgage - Facility Renovation	162.47
27200 Other Liabilities	0.00
Total Long-Term Liabilities	\$474,065.10
Total Liabilities	\$475,765.10

Lutheran Church of the Incarnation

Balance Sheet

As of July 31, 2023

	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	0.00
20301 Pastor's Discretionary Fund	3,182.92
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	4,213.01
20552 Youth	0.00
20614 Hospitality	1,361.36
20615 50th Anniversary	0.00
20759 Major Maintenance Reserve	72,997.10
20760 Columbarium Fund	38,461.65
20761 Columbarium Niche Purch-Exp	0.00
20771 Facilities Renovation	0.00
20776 Sanctuary Renovation	276.65
20777 Property Infrastructure Reserve	0.00
24150 Operating Reserve	0.00
24151 Endowment Fund	30,112.67
30000 Opening Bal Equity	110.00
32000 Unrestricted Net Assets	2,126,522.41
Net Income	-39,574.90
Total Equity	\$2,245,142.34
TOTAL LIABILITIES AND EQUITY	\$2,720,907.44

Lutheran Church of the Incarnation

Profit and Loss

July 2023

	TOTAL
Income	
41000 Income	
41100 Offerings	3,014.29
Total 41000 Income	3,014.29
Total Income	\$3,014.29
GROSS PROFIT	\$3,014.29
Expenses	
64000 Learning	
64500 Sunday School	4.00
Total 64000 Learning	4.00
65000 Congregational Events	
65612 Professional Leadership Conference	954.88
Total 65000 Congregational Events	954.88
67000 Administration	
67700 Office Supplies & Equipment	455.92
Total 67000 Administration	455.92
68000 Property General Maintenance	29.80
68750 General Maintenance & Supplies	54.29
68751 City Services	1,087.53
68752 Telephone	246.99
68754 Utilities - PG&E	213.81
68755 Utilities - Solar	350.00
68772 Mortgage (est 2015) Interest	2,028.35
Total 68000 Property General Maintenance	4,010.77
70000 Support Staff	
70721 Payroll Taxes	13,153.01
70722 Payroll Service Fees	59.00
Total 70000 Support Staff	13,212.01
71000 Pastors Compensation Package	
71900 Defined Compensation	
71902 Elective Deductions - FSA, Pension	910.28
Total 71900 Defined Compensation	910.28
71904 Benefits- Retirement	910.28
71906 Benefits- Disability	81.93
71910 Benefits- Basic Group Life	72.82
Total 71000 Pastors Compensation Package	1,975.31
Total Expenses	\$20,612.89
NET OPERATING INCOME	\$ -17,598.60
NET INCOME	\$ -17,598.60

Lutheran Church of the Incarnation

Profit and Loss

August 2023

	TOTAL
Income	
Total Income	
GROSS PROFIT	\$0.00
Expenses	
64000 Learning	
64500 Sunday School	97.00
Total 64000 Learning	97.00
68000 Property General Maintenance	17.24
68753 Fire System	652.00
68754 Utilities - PG&E	502.92
Total 68000 Property General Maintenance	1,172.16
Total Expenses	\$1,269.16
NET OPERATING INCOME	\$ -1,269.16
NET INCOME	\$ -1,269.16

Lutheran Church of the Incarnation

Balance Sheet

As of June 30, 2023

	TOTAL	
	AS OF JUN 30, 2023	AS OF DEC 31, 2022 (PP)
ASSETS		
Current Assets		
Bank Accounts		
4 MM - First Northern Bank	69,138.97	68,449.43
8 First Northern Bank - operating	116,559.19	143,243.06
PayPal Account	6,046.70	
Total Bank Accounts	\$191,744.86	\$211,692.49
Total Current Assets	\$191,744.86	\$211,692.49
Fixed Assets		
10000 Land	418,822.93	418,822.93
11000 Church Building	319,896.49	319,896.49
12000 Fellowship Hall	1,749,202.30	1,749,202.30
15000 Personal Property	60,154.11	60,154.11
Total Fixed Assets	\$2,548,075.83	\$2,548,075.83
TOTAL ASSETS	\$2,739,820.69	\$2,759,768.32
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
20115 Special Benevolences	1,700.00	0.00
Total Other Current Liabilities	\$1,700.00	\$0.00
Total Current Liabilities	\$1,700.00	\$0.00
Long-Term Liabilities		
20774 Mortgage - regular	474,929.28	481,002.50
20775 Mortgage - Facility Renovation	162.47	162.47
Total Long-Term Liabilities	\$475,091.75	\$481,164.97
Total Liabilities	\$476,791.75	\$481,164.97
Equity		
20213 Worship/Music Reserve	3,203.44	3,203.44
20301 Pastor's Discretionary Fund	3,182.92	3,182.92
20500 Youth / Day Camp / Mt. Cross	4,276.03	4,276.03
20551 Mission Trip Fund	4,213.01	4,213.01
20614 Hospitality	1,361.36	1,361.36
20759 Major Maintenance Reserve	72,997.10	66,313.10
20760 Columbarium Fund	38,461.65	38,399.19
20776 Sanctuary Renovation	564.65	971.65
24151 Endowment Fund	30,112.67	30,050.24
30000 Opening Bal Equity	110.00	110.00
32000 Unrestricted Net Assets	2,126,522.41	2,126,522.41

Lutheran Church of the Incarnation

Balance Sheet

As of June 30, 2023

	TOTAL	
	AS OF JUN 30, 2023	AS OF DEC 31, 2022 (PP)
Net Income	-21,976.30	
Total Equity	\$2,263,028.94	\$2,278,603.35
TOTAL LIABILITIES AND EQUITY	\$2,739,820.69	\$2,759,768.32

Lutheran Church of the Incarnation

Profit and Loss

June 2023

	TOTAL	
	JUN 2023	JAN - JUN, 2023 (YTD)
Income		
41000 Income		
41100 Offerings	16,602.70	109,502.10
41400 Other Misc Income	560.00	2,435.78
Total 41000 Income	17,162.70	111,937.88
Total Income	\$17,162.70	\$111,937.88
GROSS PROFIT	\$17,162.70	\$111,937.88
Expenses		
60000 Benevolence Funds		
60100 Synod Mission Support		8,662.50
Total 60000 Benevolence Funds		8,662.50
61000 Worship		
61200 Altar Supplies		81.85
61202 Music Licenses & Worship Supplies		326.95
61203 Rooted Service		6.99
61215 Devotional Booklets	12.34	92.30
Total 61000 Worship	12.34	508.09
62000 Witness		
62301 Pastor Outreach	9.78	162.47
Total 62000 Witness	9.78	162.47
64000 Learning		
64500 Sunday School		184.49
64502 Adult Education-Bible Studies		54.80
64551 Youth - LCI Activities		30.98
Total 64000 Learning		270.27
65000 Congregational Events		
65601 Council Retreat		81.45
65612 Professional Leadership Conference	150.00	500.00
Total 65000 Congregational Events	150.00	581.45
67000 Administration		
67700 Office Supplies & Equipment	504.08	3,229.86
67701 Postage		48.00
67703 Social Media & Advertising		165.00
67704 Bookkeeper	600.00	600.00
Total 67000 Administration	1,104.08	4,042.86
68000 Property General Maintenance		52.27
68750 General Maintenance & Supplies		2,210.86
68751 City Services	244.00	3,861.68
68752 Telephone	123.47	742.32
68754 Utilities - PG&E	213.82	4,154.76

Lutheran Church of the Incarnation

Profit and Loss

June 2023

	TOTAL	
	JUN 2023	JAN - JUN, 2023 (YTD)
68755 Utilities - Solar	350.00	2,100.00
68757 Cleaning Services	1,000.00	6,200.00
68772 Mortgage (est 2015) Interest	2,028.35	12,256.78
Total 68000 Property General Maintenance	3,959.64	31,578.67
70000 Support Staff		
70701 Administrative Asst Pay	1,117.40	6,686.63
70703 Youth Director Salary	1,635.00	9,250.80
70708 Pianist/Organ Pay	654.75	4,229.94
70710 Substitute Musician		250.00
70720 Workers Compensation Insurance	980.00	980.00
70721 Payroll Taxes	550.07	3,513.50
70722 Payroll Service Fees	480.16	1,306.14
Total 70000 Support Staff	5,417.38	26,217.01
71000 Pastors Compensation Package		
71900 Defined Compensation		
71901 Net Salary	4,492.56	26,955.36
71902 Elective Deductions - FSA, Pension	910.28	5,461.68
Total 71900 Defined Compensation	5,402.84	32,417.04
71903 Housing Allowance	3,700.00	22,200.00
71904 Benefits- Retirement	910.28	5,461.68
71906 Benefits- Disability	81.93	491.58
71910 Benefits- Basic Group Life	72.82	436.92
71911 Professional Reimbursements		883.64
Total 71000 Pastors Compensation Package	10,167.87	61,890.86
Total Expenses	\$20,821.09	\$133,914.18
NET OPERATING INCOME	\$ -3,658.39	\$ -21,976.30
Other Expenses		
Payroll Clearing	0.00	0.00
Total Other Expenses	\$0.00	\$0.00
NET OTHER INCOME	\$0.00	\$0.00
NET INCOME	\$ -3,658.39	\$ -21,976.30

**Lutheran Church of the Incarnation
2024 Budget Draft**

Expenses	2022 Budget	2023 Budget	Actual Jan-Aug 2023	% of budget spent thru 08/15/2023	2024 Budget	Increase or Decrease	Comment
60000 Synod							
60100 Synod Mission Support	9,500.00	17,325.00		0.0%	17,325.00	0.00	increased to 5.5% of 315K on 3-14-23 by Council
Total 60000 Budgeted Synod Support	9,500.00	17,325.00	8,662.50	50.0%	17,325.00	0.00	
61000 Worship							
61200 Worship/Altar Care	1,500.00	1,500.00	81.85	5.5%	1,500.00	0.00	
61202 Worship Resources	2,000.00	2,000.00	326.95	16.3%	2,000.00	0.00	
61203 Rooted Service	600.00	600.00	6.99	1.2%	600.00	0.00	
61204 Chancel Choir	350.00	350.00	0.00	0.0%	350.00	0.00	
61209 Special Music	600.00	600.00		0.0%	0.00	-600.00	
61213 Organ and Piano Maintenance	400.00	400.00		0.0%	400.00	0.00	
61215 Devotional Booklets	180.00	180.00	92.30	51.3%	0.00	-180.00	
Total 61000 Worship	5,630.00	5,630.00		0.0%	4850.00	-780.00	
62000 Witness							
62300 Social Justice Committee	725.00	825.00		0.0%	825.00	0.00	
62301 Pastor Outreach	800.00	800.00	162.47	20.3%	800.00	0.00	
Total 62000 Witness	1,525.00	1,625.00	162.47	10.0%	1625.00	0.00	
64000 Learning							
64500 Sunday School	750.00	750.00	285.49	38.1%	750.00	0.00	includes background checks
64501 Confirmation Ministry	440.00	400.00	0.00	0.0%	0.00	-400.00	
64505 Membership Classes	100.00	100.00	0.00	0.0%	100.00	0.00	
64506 Elementary Retreat	550.00	550.00	0.00	0.0%	0.00	-550.00	
64502 Adult Education-Bible Studies	150.00	150.00	54.80	36.5%	150.00	0.00	
64504 Lutheran College Scholarships	0.00	0.00	0.00		0.00	0.00	Currently no youth at Lutheran college
64551 Youth - LCI Activities	4,765.00	4765.00	30.98	0.7%	0.00	-4,765.00	variety of items included in this line. See Lindsey for detail.
Total 64000 Learning	6,755.00	6,715.00	371.27	5.5%	1,000.00	-5715.00	
65000 Congregational Events							
65600 Synod Assembly	1500.00	1500.00	2,133.00	142.2%	1500.00	0.00	adjust to actual
65603 Congregational Events	750.00	750.00	81.45	10.9%	750.00	0.00	
65605 Hospitality	750.00	750.00		0.0%	750.00	0.00	
65612 Pr. Prof Leadership	500.00	500.00	1,454.88	291.0%	1500.00	1000.00	
Total 65000 Congregational Events	3,500.00	3,500.00	3,669.33	104.8%	4,500.00	1000.00	
66000 Stewardship							
66652 Stewardship Development	500.00	200.00	0.00	0.00%	200.00	0.00	not used in last 3 years; Vern suggests 200

Total 66000 Stewardship	500.00	200.00	0.00	0.00%	200.00	0.00	
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67000 Administration							
67700 Office Supplies and Equipment	7000.00	7000.00	3,685.78	52.7%	7,000.00	0.00	
67701 Postage	500.00	500.00	48.00	9.6%	500.00	0.00	
67703 Social Media and Advertising	2000.00	2000.00	165.00	8.3%	2,000.00	0.00	
67704 Bookkeeper		5250.00	600.00		7,200.00	1,950.00	
Total 67000 Administration	9,500.00	14,750.00	4,498.78	30.5%	16,700.00	1,950.00	

68000 Property General Maintenance							
68750 General Maintenance/Supplies	5,800.00	5,800.00	2,265.15	39.1%	5,800.00	0.00	
68751 City Services (incl. water)	12,500.00	11,000.00	4,949.21	45.0%	11,000.00	0.00	adjust to actual (less water being used)
68752 Telephone	1,500.00	1,500.00	989.31	66.0%	1,500.00	0.00	
68753 Fire System	800.00	800.00	652.00	81.5%	800.00	0.00	
68754 Utilities (PGE)	3,300.00	2,800.00	4,658.37	166.4%	2,800.00	0.00	adjust to actual
68755 Utilities (Solar)	4,800.00	4,200.00	2,450.00	58.3%	4,200.00	0.00	re-paying Kolarik solar loan; payments decreased in 2022
68756 Property Insurance	7,200.00	5,333.00		0.0%	5,333.00	0.00	new insurance carrier
68757 Cleaning Services	9,000.00	14,000.00	6,200.00	44.3%	14,000.00	0.00	custodian now cleaning full campus at \$250/wk (minus Applegate area)
20774 & 68772 Mortgage principal & interest	36,660.00	36,660.00	14,285.13	39.0%	36,660.00	0.00	
Total 68000 Property General Maintenance	81,560.00	82,093.00	36,449.17	44.4%	82,093.00	0.00	

70000 Support Staff							
70701 Administrative Asst Pay (net)	10,000.00	17,038.00	6,686.63	39.2%	17,038.00	0.00	13,000/yr gross salary + 5417 for more admin as of Aug.1
70703 Youth Director Salary (net)	17,883.60	17,903.52	9,250.80	51.7%	17,903.52	0.00	19,620yr/ gross salary
70706 Music Director Pay (net) GONE	21,876.00	0.00		#DIV/0!	0.00	0.00	24,000/yr gross salary
70708 Church musician (net) NEW	0.00	9,125.00	4,229.94		9,125.00	0.00	10,000/yr gross salary est.
70709 Cantor Pay	0.00	0.00	0.00		0.00	0.00	volunteer
70710 Substitute Musician	900.00	900.00	500.00	55.6%	900.00	0.00	adjust to actual
70711 Pulpit Supply/Guests	2,450.00	3,900.00	2,400.00	61.5%	3,900.00	0.00	adjust to actual
70712 Pastoral Intern	0.00	5,000.00	0.00		16,000.00	11,000.00	NEW by Council action 3-14-23
70720 Workers Compensation Insurance	2,000.00	1,600.00	980.00	61.3%	1,600.00	0.00	adjust to actual
70721 Payroll Taxes	9,000.00	10,500.00	16,666.51	158.7%	10,500.00	0.00	adjust to actual
70722 Payroll Service Fees	1,800.00	2,400.00	1,365.14	56.9%	2,400.00	0.00	adjust to actual
Support Staff Total	65,909.60	68,366.52	42,079.02	61.5%	79,366.52	11,000.00	

71000 Pastors Compensation Package							
71900 Net Salary	64,834.00	64,834.00	26,955.36	51.4%	64,834.00	0.00	
71900A Elective Deductions: FSA, Pension			6,371.96				
71901 Housing Allowance	44,400.00	44,400.00	22,200.00	50.0%	44,400.00	0.00	
71904 Benefits: Retirement	10,923.36	10,923.36	6,371.96	58.3%	10,923.36	0.00	
71905 Benefits: Health	0.00	0.00	0.00		0.00	0.00	

71906 Benefits: Disability	1,420.08	983.16	573.51	58.3%	983.16	0.00	
71910 Benefits: Basic Group Life	983.16	873.84	509.74	58.3%	873.84	0.00	
71911 Professional Reimbursements	3,000.00	3,000.00	883.64	29.5%	3,000.00	0.00	
Total 71000 Pastors Compensation Package	125,560.60	125,014.36	63,866.17	51.1%	125,014.36	0.00	

Total of 70000 & 71000	191,470.20	193,380.88	105,945.19	54.8%	204,380.88	11,000.00	
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Total Expenses (Budgeted or Actual)	309,940.20	325,218.88	159,758.71	49.1%	332,673.88	7,455.00	
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Target for 8 months is 66.67%



THIS IS THE 2024 DRAFT BUDGET

Lutheran Church of the Incarnation Council Meeting Agenda

August 8, 2023, 7:00 pm

Council Member Roster: Tim Paulson (2026), Vern Holmes (2025), Kathryn Schnaible (2026), Jenny Fortuna (2025), Karl Larson (2024), Bob Kerr (2025), Kenny Doss (2026), Ralph Holderbein (2024), Karen Slabaugh (2024), Pr. Dan Smith, and Rob Williamson

A. Introduction: Tim

Reminder to read the Constitution and provide a picture and brief bio for the LCI website.

B. Opening Prayer: Pastor Dan

Utmost for His Highest reading and Church Behavioral Covenant.

C. Faith Story: Jenny

Sept - Bob

D. Pastor's Report

See attached.

E. Approval of June Council meeting minutes: Jenny

See attached. Forward to Lindsey to post on website after approval.

F. Council Action Items:

Welcome Rob Williamson - Rite of Beginning August 13 followed by reception.

G. President's Report: Tim

- 1) Council Retreat: Davis Lutheran Church on Saturday Aug 19 from 9am - 3pm
- 2) Lunch: Nugget Sandwiches (Jenny to order and pick up)

H. Committee and other Reports:

- 1) Treasurer's Report (Kathryn): Estimated audit costs were \$6k-\$10k, which council agreed was too high. We will continue with lay member audit every year. Training to be lead by Jeff de Ropp.
- 2) Stewardship Committee Report (Vern Holmes, Chair). See attached.
 - Congregational Ministry Fair & Breakfast - Sept 24
 - Stewardship Sunday - Oct 8
 - Stewardship Dinner & Desert Auction - Oct 14
 - Commitment Sunday - Oct 15
- 3) Vice President's Report (Vern Holmes). See attached.

J. Other Business:

- 1) Review the work of the Visitation Ministers and Prayer Chain (Pastor Dan)
- 2) Kathryn to present options for Pastor Dan's Tax Bill - September
- 3) Congregational Budget Meeting Planning for October - Vern, Marcia, Kathryn
- 4) Synod Assembly in Burlingame: Sept 15-17 (Kathryn Schnaible & Tim Paulson)
- 5) Pastor's Compensation Package: Kathryn Schnaible to present options - October
- 6) Pastor's Sabbatical - Fall 2024.

Pastor's Report to Council

Lutheran Church of the Incarnation

Pastor Dan Smith; August 8, 2023

Information Items:

"Summer's on the Lawn" – this program of summer events began in 2021, to create community in a safe environment, and was modestly successful. It continued last year with a movie and a two concerts (July and Sep). In 2023, there was a campfire in July (cancelled due to weather; a movie last Friday (Aug. 4), and a **Concert on the Lawn, Friday, Sep. 8 in the evening** (exact time TBD; probably around 5:30 or 6:00pm). Many of our LCI musicians are preparing, and we hope you can join us. (Note if the weather is cold or rainy, we will likely move inside, to the Fellowship Hall or possibly Sanctuary.) Stay tuned for more info about this...

Fall LCI program: I am currently working on adult forum classes this fall; always looking for people who might be interested in teaching... I will continue to help with the choir and music program as well, and would be interested in teaching a mid-week Bible study if there is interest.

Vacation: I had reported that the week of July 24-31 was to be a week of vacation, but it turned out to be essentially a time of sick leave as I recovered from kidney stone surgery. With your blessing, I would like to take another week of actual vacation in the fall or possibly after Christmas. I will make a more specific request in the near future.

In the wider church:

- **Synod Assembly is September 15-17, 2023** in Burlingame, and there will be a Bishop's election. Thanks to our two lay voting members – Tim Paulson and Kathryn Schnaible, who will be attending with me. Please keep them in your prayers.
- FYI: I have been asked to teach a course at PLTS this fall, as part of my service to the wider church. It will be mostly online, with some in-person meetings in Berkeley. Note that any class meetings would be Mondays, which is my day off at LCI.

Special Discussion Item: Internship (executive session)

Rob Williamson preached July 30 (filling in), and began his internship with us officially on Aug. 1. As a pastoral intern, Rob is considered a member of the LCI staff for the year, but is also a "deployed student" from PLTS. (Thus we are part of the seminary community by extension and vice-versa.) Note that we will have a special ***service of welcome on August 13 during worship, followed by a reception afterwards.*** Please join us and greet Rob and his wife Rebecca when you get a chance. Rob will also have the support and guidance of the congregation, primarily through an Internship Lay Committee (chaired by Marvie Paulson), which will meet with him monthly. *Rob's primary purpose as intern is to learn and grow in his pastoral identity under my supervision as a pastor* – helping with worship leadership, preaching, teaching, pastoral care, administration, etc. As such, he will be serving the congregation in a real sense. In light of all this, I would like to take a few minutes in our Council meeting (in executive session) to discuss a few business matters related to internship.

Lutheran Church of the Incarnation Council Meeting Agenda

June 13, 2023, 7:00 pm

Council Member Roster: Tim Paulson (2026), Vern Holmes (2025), Kathryn Schnaible (2026), Jenny Fortuna (2025), Karl Larson (2024), Bob Kerr (2025), Kenny Doss (2026), Ralph Holderbein (2024), Karen Slabaugh (2024), and Pr. Dan Smith

A. Introduction: Vern in lieu of Tim (10 min)

- 1) All Council members encouraged to read the Constitution.
- 2) All new Council members asked to provide a picture and brief bio for the LCI website.
- 3) Mailboxes are updated with new officer's names.

B. Opening Prayer & Study: Pastor Dan (20 min)

- 1) Behavioral Covenant

C. Pastor's Report:(10 min)

- 1) See attached. Kathryn Schnaible volunteered to go to Synod Assembly in September.

D. Approval of May Council meeting minutes: Jenny (1 min)

- 1) See attached. Motion by Jenny Fortuna, 2nd by Bob Kerr, and Approved 8-0-0.

F. Council Action Items: Kathryn (5 min)

- 1) Voted to provide a gift of \$1,000 to PLTS to defray costs of the Internship program. Motion by Kathryn Schnaible, 2nd by Bob Kerr, and Approved 8-0-0.

G. President's Report: Vern in lieu of Tim (15 min)

- 1) JUNE 4: Interfaith Housing Justice Davis wrote a letter to the Davis City Council requesting support of a tax proposition for the next general election so that we can start addressing our housing crisis. The Social Justice Committee was asking for the support of this letter by LCI. Tim made the motion; Vern 2nd; Approved by the Executive Committee 5-0-0. See attached.
- 2) LCI Council retreat to be at Davis Lutheran Church on Saturday, August 19. Time TBD. Retreat Planning Committee: Tim Paulson, Pastor Dan, and Vern Holmes. Plan to complete the path already set by previous Council. Summary from March 2023 attached.
- 3) Executive Council Meetings will be held in person in the Library after church, two Sundays before the next meeting. Please provide reports and action items to be included in the following Council meeting by this time. Council meetings will be held 2nd Tuesday of each month. The agenda will be distributed 2 days prior to give time to read and be ready to discuss.
- 4) Future Council Meetings will begin with members sharing faith stories.
- 5) Next Executive Committee to meet July 23 after church.
- 6) No Council meeting in July. Next Council meeting August 8 @ LCI 7pm.

H. Committee and other Reports (10 min)

- 1) Treasurer's Report (Kathryn Schnaible):
Discuss changing the Constitution. Currently set for lay-members of LCI to audit bookkeeping. Proposal is to change audit to a 3rd party every other year. Audit to be prepared by Carbahal. Council agreed this was a good idea. Kathryn to provide costs to the Council in August.
- 2) Stewardship Committee Report (Vern Holmes, Chair)
Attached
- 3) Internship Committee Report (Marvie Paulson, Chair)
- 4) Liturgical Furnishings Committee Report (Bob Willse, Chair)

- 5) PILLAR CHAIR: Social Justice Committee Report (Ellen Kolarik, Chair)
Ellen Kolarik requested that "Council agrees to review statements of advocacy submitted by the Social Justice Committee at their regularly scheduled meetings for possible signature by the church body." Council agrees. Exec Committee will meet when issues are time sensitive.
- 6) PILLAR CHAIR: Worship & Music Committee Report (Karen Slinkard, Chair)
- 7) PILLAR CHAIR: Learning Committee Report (TBD)
- 8) PILLAR CHAIR: Congregational Life Committee Report (TBD)

J. Other Discussion Items:

- 1) Christine Bruhn requested permission to accept a donation made by Peter Hernes. He would like to donate Carol Klippstein's fabric collection to the LCI quilters. The collection consists of more than 480 lbs of fabric and is valued at approx \$15,700. The Executive Committee Approved the acceptance of the donation via email on June 14.
- 2) Kathryn to present options for Pastor Dan's Tax Bill - August 8, 2023.
- 3) Council Overnight Retreat - Fall 2023.
- 4) Congregational Dinner followed by Stakeholder's Meeting - Fall 2023.
- 5) Pastor's Compensation Package - Kathryn Schnaible to present options (October 2023).
- 6) Pastor's Sabbatical - Fall 2024.

Council Retreat Recap
Pr. Dan Smith
3/21/2023

On March 18, 2023, the LCI Council held a one-day retreat at Davis Lutheran Church. This had been planned as a mid-year check-in, with the following goals: to ground ourselves spiritually, looking back over the past several years both to grieve losses and stressors that have challenged us (through a global pandemic), and to celebrate successes (such as the completion of a sanctuary renovation); and to consider our structure as a congregation going forward. Here are some specific outcomes and milestones to which the Council prayerfully committed itself and our congregation going forward:

- It considered what a successfully operating Ministry Areas would look like such as:
 - Each would have a *chair* responsible for ministries under that Pillar
 - Chair has a functioning committee of 3-5 people
 - Chair & committee develop a collaboration and long-term plan
 - Chair/members have *term limits* – and chair would be actively training someone to replace them
- As further *Milestones* – goals to be accomplished by the congregation in the near future by a certain date and time, it proposed the following for the incoming Council to consider:
 - It reaffirmed our current structure of our four Ministry Areas (aka ministry “Pillars”): Worship & Music; Education & Spiritual Formation (formerly Learning); Social Justice (formerly Witness & Service); and Congregational Life (Formerly Community Life). This is our basic structure going forward for accomplishing our mission of sharing Christ’s Light in our community.
 - Aimed to fill all Pillar Chairs by Jan. 1, 2024; and in order to do so, do the following:
 - Define what the chair is – and what *onramp* and *offramp* is for service
 - Define how chairs relate to Council
 - Aimed to define “Congregational Life” by Sep. 1, 2023. The Council felt there was a special need in the wider congregation for fellowship, so this was an area that deserved special attention.
 - Aimed to gather the Pillar Chairs when they are filled (no later than Jan. 31, 2024) for the purpose of: *listening, sharing and calendaring events*.

There was a general recognition that the congregation has been through a difficult time, and that there was a need for spiritual care toward one another; that Council members can lead in showing concern for members of the congregation who have not been active, reaching out to them to invite them to worship, fellowship and/or involvement in the life of the congregation. However, we recognized the important difference between *governance* and *ministry*. Generally speaking *governance* is the Council’s work – i.e. defining the mission of the organization, outlining its policies and assessing the resources needed to accomplish its mission – while the actual execution of the mission is the work of staff and lay volunteers in partnership.

It is our hope and prayer that this time in retreat will be blessed by God’s Spirit and enliven the congregation toward structural and spiritual renewal at LCI.

LCI August Council Meeting
Vice President Report

We have welcomed our intern Rob Williamson into the congregation.

Congregations who have interns are in a unique position to learn and benefit from one involved current theological education. The intern is in a position to place that education into a congregational setting where further learning and growth will take place. It is a symbiotic relationship with both congregation and intern being blessed through the process.

Rob is an employee of the congregation only in terms of his stipend. He has gone through a background check and has also been given a copy of our staff handbook, and is expected to comply with all behavioral expectations.

However, Rob is not an employee in terms of job description, pay scale, etc. He is a Student Intern of Pacific Lutheran Theological Seminary, with whom LCI has entered into an Intern Supervising relationship. PLTS in consultation with Rob and Pastor Dan (Rob's official supervisor) will agree upon a service agreement that will guide his learning and service for the duration of his time with us. The congregation has gathered an internship committee, headed by Marvie Paulson, which will serve as a support group for Rob.

Submitted by Vern Holmes
Vice Pres. LCI

Stewardship Committee Report August 2023

This year's stewardship theme verse will be Matthew 5:13-18.



"You are the salt of the earth; but if salt has lost its taste, how can its saltiness be restored? It is no longer good for anything, but is thrown out and trampled under foot. "You are the light of the world. A city built on a hill cannot be hid. No one after lighting a lamp puts it under the bushel basket, but on the lampstand, and it gives light to all in the house. Matt 5:13-15

This year's campaign will be done in two parts. Time and Abilities work will be done with a Congregational Ministry Fair and Continental Breakfast where members will be invited to fill out 2024 Time and Abilities sheets. This will take place during the Forum Hour on Sunday September 24th.

Financial Commitments will be accomplished via a Stewardship Dinner and Desert Auction on Saturday October 14th. The dinner will be a celebration of community life. This will be our first dinner event since before the pandemic. The emphasis will be on community building. A strong effort will be on engaging the whole congregation.

There will be mailings and temple talks throughout the campaign period of Sept -Oct. This year we will focus on why do we ask for estimates of giving or encourage pledging.

Stewardship Sunday will be October 8th (Pending approval) and we will receive commitments on Sunday October 15th (Pending Approval). Follow up work will be conducted over the weeks of Oct 15th and Oct 22nd. With the end of the campaign and final reports on October 29th.

Key dates are:

- Congregational Ministry Fair scheduled for September 24th.
- Stewardship Sunday October 8th (Pending)
- Stewardship Dinner and Desert Auction on October 14th.
- Commitment Sunday October 15th. (Pending)

Submitted by Vern Holmes, Stewardship Chair