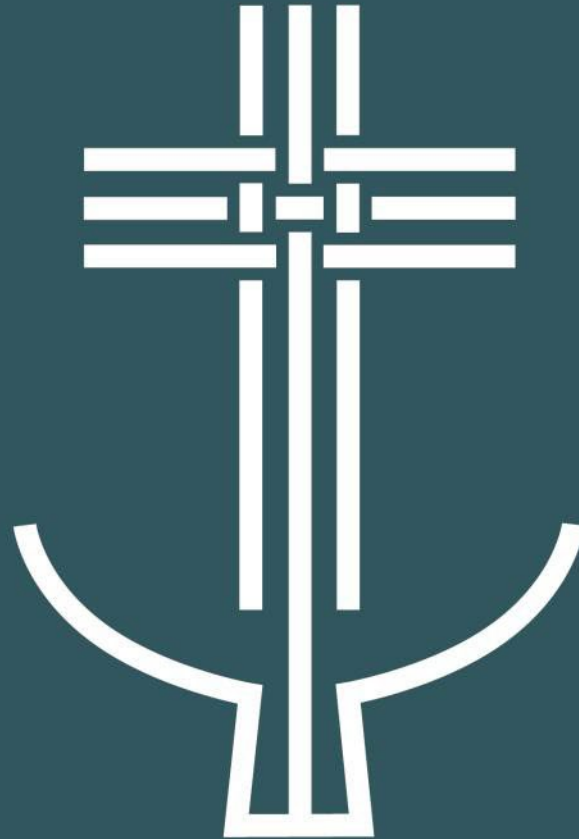


A RECONCILING IN CHRIST COMMUNITY



LUTHERAN CHURCH OF THE
INCARNATION

Sharing Christ's Light Daily

Annual Report of the
Congregation 2023

Lutheran Church of the Incarnation

2023 Annual Report

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Sharing Christ’s Light Daily

Lutheran Church of the Incarnation
Fifty-Eighth Annual Meeting of the Congregation
Sunday, November 12, 11:15 am
Fellowship Hall

Mission: Sharing Christ's Light Daily

Vision: We are seeking to be an inclusive, multigenerational congregation living in the grace of God and a sanctuary that equips us for service in the community while bringing the good news to all.

Council Roster: Pr. Dan Smith, Tim Paulson, Vern Holmes, Jenny Fortuna, Kathryn Schnaible, Karl Larson, Bob Kerr, Karen Slabaugh & Ralph Holderbein

Opening Prayer: Pastor Dan Smith

1. President's Report: Tim Paulson (10 mins)
2. Treasurer's Report & Presentation of 2024 Budget: Kathryn Schnaible (5 mins)
3. Vote to Adopt 2024 LCI Congregational Budget of \$329,678.88 (5 mins)
4. Other Reports (10 mins)

Closing Prayer: Pastor Dan

Pastor's Report
LCI Annual Congregation Meeting
November 12, 2023
Rev. Dr. Dan Smith

2023 has been a time of growth and recommitment to our ministry in the gospel. Worship attendance has picked up, and we continue to be in a strong position financially. That is all good news; we have grounds to be hopeful, and yet we must remain vigilant about our mission and its support. In many ways it is still a difficult time to be church. I am deeply grateful for the support and hard work of so many dedicated lay leaders, including on Council and in other positions, as well as our incredible staff – Lindsey Burns, who is both our Ministry Coordinator and Youth and Family Minister, Jeff Schulz, our Church Musician and our new Pastoral Intern, Rob Williamson, who has been a fantastic addition (temporarily) to our church staff.

The Council retreated twice in 2023; in March and in August, and affirmed certain priorities, which have been previously communicated. The most recent retreat (in August) included the following areas of focus for the coming year: 1) to increase visibility and engagement with the community, 2) to increase attendance at worship and other programs, and 3) to improve our operational and financial efficiencies. Special thanks to Tim Paulson, who has taken on the role of Congregation President, and to the rest of our Executive Committee, who have dedicated themselves to our mission and ministry as officers of the congregation: Rev. Vern Holmes (VP), Jenny Fortuna (Secretary), Kathryn Schnaible (Treasurer) and Marcia Holmes (Financial Secretary).

As pastor and “resident theologian”, I am continuing to focus on preaching, teaching and pastoral care, and to partner with the Council and lay leaders to help keep LCI healthy and focused on its missional goals as an organization. That includes *relational* as well as organizational health. And for the rest of this academic year, I will continue to mentor and supervise Rob as intern. The Council and I are working on a plan for a pastoral sabbatical for next year – we will keep you updated as that progresses.

Otherwise, I want to give thanks for each one of you, for your participation in our common ministry in Christ's name. Please know that I am here for you if you have any special pastoral care needs.

Yours in Christ,
Pastor Dan

Youth & Family Report 2023

We continued this year as one of rebirth and renewal for many programs at Lutheran Church of the Incarnation. Sunday school, youth group and adult education are just a few of the programs that were severely affected by COVID.

AB506, which was a new law put in place about a year and a half ago, forced us to look at the safe church policy we already had in place and put some better safeguards in place for some of our most vulnerable. In partnership with Ministry Safe and the help of Joan Marquand-Willse, Jeff de Ropp, Carol Huegli, Jenny Fortuna and Suzanne O'Keefe we put together a policy manual, online video training and a more comprehensive background and fingerprinting process for all those working with children in our congregation. At Rally Day in 2022, we had a mobile fingerprinting company on site and we had a great turn out. Thanks to all who were willing to help. Each classroom setting we have now needs to have 2 background checked adults present at all times. We have a head teacher and an assistant. The assistant role is new and can be as involved as you want it to be. We have some assistance who enjoy rolling up their sleeves and getting glue and glitter on their hands and we have some that enjoy sitting back and just watching our children in their faith journeys. We need YOUR help. If you are able to either teach or be an assistant we would love to have you.

Sunday school took on a new format in fall of 2023. With our numbers shrinking we opted for a "pull-out" Sunday school program in which children leave worship after the kids talk and go into the Sunday school room for class and rejoin the service at communion. So far things have been working well and we have had positive feedback from families. A huge thank you to Suzanne O'Keefe, our Sunday school coordinator, Jenny Fortuna, Sue Fitzgerald, Travis Burns and Suzanne (again) for teaching our young people. Also thank you to our new assistants this year, Kessy Paulson, Sue Fitzgerald (again), Nele Smith, Cindy Okusako and Shauna Okusako.

Youth Group continues to meet on the 1st, 3rd and 5th Sunday mornings at 9:00 am. The 2nd Sunday of the month is for odd campus activities. This last year we have spent some time learning from Rob Bell and his thought provoking video series. We have also spent some time in fellowship just reconnecting again .

Confirmation also continues and we are meeting in person on Sunday afternoons. This year we confirmed Mia Hartley on Reformation Sunday. 2022/2023 confirmation sessions covered the new testament, baptism, communion and time and abilities. We had a wonderful panel that included Jill Van Zanten along with 2 other from Davis Lutheran that shared their faith stories with our confirmands and talked to them about their professions and how they saw God working through them as a teacher, a pediatric nurse and a financial planner. The 2023/2024 school year will cover the old testament, creeds commandments and Luther and the Reformation.

Finally I would like to thank Jenny Fortuna for her service as Learning Chair for 5 years. Your dedication and love for our youth and children's programming has been felt by many and I can't tell you enough what a pleasure it has been to work with you. I also am excited to welcome

Mary Stewart as the new Learning Chair. She did a wonderful job at the ministry fair promoting our group and had some awesome crafts for our kids.

Blessings,
Lindsey Burns

As I reflect on the fall of 2023, I am grateful for all of the volunteers that keep our faith community alive and working smoothly. I also want to thank those who volunteered for Council. I appreciate all of the work that gets done that keeps LCI a pillar in our lives. LCI has a healthy operating budget thanks to your giving.

Next year will be a time for us to continue building fellowship within our congregation and our community. The Sanctuary will be a growing venue for music groups and events. We continue to review and update LCI ministry areas including chair roles and time commitment with a focus to fostering a healthy environment for volunteers. We just finished our stewardship drive and I thank all of you for your gifts of time and money.

I also want to encourage all of us to reflect on the gifts that we have been given and how those gifts can help us take responsibility for ourselves, our families, and our community. I call it a Bill Of Responsibility.

2024 will be significant for all of us as we continue to grow in our faith and our faith community.

Tim Paulson

LCI Council President.

Member & Attendance Statistics: December 1, 2022 – November 1, 2023

Members Received, 0

Baptisms, 2

Lewis Doss

Sophia Nistorenco

Members Removed, 5

Death:

John Moren

Pat Wheeler

Confirmations, 1

Mia Hartley

Memorial Garden Committals, 0

Average Sunday Attendance

| | |
|------|---------------------------------------|
| 2023 | 57 |
| 2022 | 41 in person, estimated 16 on YouTube |
| 2021 | 47 in person, estimated 12 on YouTube |
| 2020 | 50 (estimate of YouTube viewership) |
| 2019 | 91 |
| 2018 | 99 |
| 2017 | 98 |
| 2016 | 103 |

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

| Expenses | 2022 Budget | 2023 Budget | Actual Jan-Oct 2023 | % of budget spent thru 10/05/2023 | 2024 Budget | Increase or Decrease | Comment |
|---|-----------------|------------------|---------------------|-----------------------------------|------------------|----------------------|---|
| 60000 Synod | | | | | | | |
| 60100 Synod Mission Support | 9,500.00 | 17,325.00 | 17,325.00 | 100.0% | 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 | 17,325.00 | 100.0% | 17,325.00 | 0.00 | |
| 61000 Worship | | | | | | | |
| 61200 Worship/Altar Care | 1,500.00 | 1,500.00 | 93.80 | 6.3% | 1,500.00 | 0.00 | |
| 61202 Worship Resources | 2,000.00 | 2,000.00 | 1,117.90 | 55.9% | 3,000.00 | 1,000.00 | |
| 61203 Rooted Service | 600.00 | 600.00 | 6.99 | 1.2% | 0.00 | -600.00 | |
| 61204 Chancel Choir | 350.00 | 350.00 | 0.00 | 0.0% | 0.00 | -350.00 | |
| 61209 Special Music | 600.00 | 600.00 | | 0.0% | 0.00 | -600.00 | |
| 61213 Organ and Piano Maintenance | 400.00 | 400.00 | | 0.0% | 0.00 | -400.00 | |
| 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% | 4500.00 | -1,130.00 | |
| 62000 Witness | | | | | | | |
| 62300 Social Justice Committee | 725.00 | 825.00 | 0.00 | 0.0% | 0.00 | -825.00 | |
| 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% | 800.00 | -825.00 | |
| 64000 Learning | | | | | | | |
| 64500 Sunday School | 750.00 | 750.00 | 416.47 | 55.5% | 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% | 1630.00 | -3,135.00 | |
| Total 64000 Learning | 6,755.00 | 6,715.00 | 502.25 | 7.5% | 2,630.00 | -4085.00 | |
| 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 | 0.00 | 0.0% | 0.00 | -750.00 | |
| 65612 Pr. Prof Leadership | 500.00 | 500.00 | 500.00 | 100.0% | 500.00 | 0.00 | |
| Total 65000 Congregational Events | 3,500.00 | 3,500.00 | 2,714.45 | 77.6% | 2,750.00 | -750.00 | |
| 66000 Stewardship | | | | | | | |
| 66652 Stewardship Development | 500.00 | 200.00 | 265.41 | #NAME? | 200.00 | 0.00 | |

| | | | | | | | |
|--------------------------------|---------------|---------------|---------------|----------------|---------------|-------------|--|
| Total 66000 Stewardship | 500.00 | 200.00 | 265.41 | 132.71% | 200.00 | 0.00 | |
|--------------------------------|---------------|---------------|---------------|----------------|---------------|-------------|--|

| 67000 Administration | | | | | | | |
|-------------------------------------|-----------------|------------------|-----------------|--------------|------------------|-----------|--|
| 67700 Office Supplies and Equipment | 7000.00 | 7000.00 | 4,658.25 | 66.5% | 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% | 500.00 | -1,500.00 | |
| 67704 Bookkeeper | | 5250.00 | 1,820.00 | 34.0% | 9,000.00 | 3,750.00 | |
| Total 67000 Administration | 9,500.00 | 14,750.00 | 6,691.25 | 45.4% | 17,000.00 | 2,250.00 | |

| 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 | 7,109.89 | 64.6% | 11,000.00 | 0.00 | adjust to actual (less water being used) |
| 68752 Telecommunications | 1,500.00 | 1,500.00 | 1,204.90 | 80.3% | 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 | 5,335.33 | 190.5% | 2,800.00 | 0.00 | adjust to actual |
| 68755 Utilities (Solar) | 4,800.00 | 4,200.00 | 3,150.00 | 75.0% | 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, paid annually end of yr for following yr |
| 68757 Cleaning Services | 9,000.00 | 14,000.00 | 7,700.00 | 55.0% | 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 | 18,333.03 | 50.0% | 36,660.00 | 0.00 | |
| Total 68000 Property General Maintenance | 81,560.00 | 82,093.00 | 45,750.30 | 55.7% | 82,093.00 | 0.00 | |

| 70000 Support Staff | | | | | | | |
|--------------------------------------|------------------|------------------|------------------|--------------|------------------|-----------------|--|
| 70701 Administrative Asst Pay (net) | 10,000.00 | 17,038.00 | 8,836.63 | 51.9% | 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 | 12,520.80 | 69.9% | 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 | 4,882.64 | 53.0% | 9,125.00 | 0.00 | 10,000/yr gross salary est. |
| 70709 Cantor Pay | 0.00 | 0.00 | 0.00 | 0.0% | 0.00 | 0.00 | volunteer |
| 70710 Substitute Musician | 900.00 | 900.00 | 1,000.00 | 111.1% | 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 | 4,000.00 | | 14,000.00 | 9,000.00 | NEW by Council action 09-12-23 |
| 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 | 10,837.86 | 103.2% | 10,500.00 | 0.00 | adjust to actual |
| 70722 Payroll Service Fees | 1,800.00 | 2,400.00 | 1,488.10 | 62.0% | 2,400.00 | 0.00 | adjust to actual |
| Support Staff Total | 65,909.60 | 68,366.52 | 46,946.03 | 68.7% | 77,366.52 | 9,000.00 | |

| 71000 Pastors Compensation Package | | | | | | | |
|--|-----------|-----------|-----------|-------|-----------|------|--|
| 71900 Net Salary | 64,834.00 | 64,834.00 | 35,940.48 | 68.3% | 64,834.00 | 0.00 | |
| 71900A Elective Deductions: FSA, Pension | | | 8,347.27 | | | | |
| 71901 Housing Allowance | 44,400.00 | 44,400.00 | 29,600.00 | 66.7% | 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 | |
| 71912 Tax Offsets (Gross Up) | | | 7,330.00 | #DIV/0! | 7,500.00 | 7500.00 | |
| Total 71000 Pastors Compensation Package | 125,560.60 | 125,014.36 | 82,226.60 | 65.8% | 125,014.36 | 0.00 | |
| Total of 70000 & 71000 | 191,470.20 | 193,380.88 | 129,172.63 | 66.8% | 202,380.88 | 9,000.00 | |

| | | | | | | |
|--|-------------------|-------------------|---------------|---------------|-------------------|-----------------|
| Total Expenses (Budgeted or Actual) | 309,940.20 | 325,218.88 | #NAME? | #NAME? | 329,678.88 | 4,460.00 |
|--|-------------------|-------------------|---------------|---------------|-------------------|-----------------|

↑
Target for 10 months is 83.33%



**THIS IS THE 2024 FINAL
BUDGET AS APPROVED
BY COUNCIL**

Treasurer's Statement for 2023 and 2024 Budget

The proposed 2024 Budget is \$329,678.88. This is a \$4,460.00 increase from 2023 but an overall decrease of \$45,321.12 from our pre-COVID (2019) budget as we reduced expenses from 2020 to 2022 to match decreased income. Through 10 months of 2023 spending is at 66.8% of budget level (target would be no more than 83%).

As of Oct 31, 2022, we had a moderate general funds budget surplus of \$28,000.00. As of October 27, 2023, we had a moderate deficit of \$27,000.00. Because we reined in spending in 2023, we still have a comfortable margin, and have not yet received all of our pledges or expected income.

The following pages are the 2024 Budget and the QuickBooks Profit & Loss Report as of October 27, 2023.

I estimate that at the end of October we will have spent:

Property & General Maintenance \$46,513.75 which is 14.3% of 2023 budget

Staffing and Compensation \$189,709.46 which is 58.33% of 2023 budget

Synod Mission Support \$8662.50 which is 2.66% of 2023 budget

Everything Else \$13,319.03 which is 4.1% of 2023 budget

Lutheran Church of the Incarnation

Profit and Loss

January 1 - October 27, 2023

| | TOTAL |
|--|---------------------|
| Income | |
| 41000 Income | |
| 41100 Offerings | 174,333.53 |
| 41310 Rents Applegate Nursery | 1,982.00 |
| 41400 Other Misc Income | 3,330.78 |
| Total 41000 Income | 179,646.31 |
| Total Income | \$179,646.31 |
| GROSS PROFIT | \$179,646.31 |
| Expenses | |
| 60000 Benevolence Funds | |
| 60100 Synod Mission Support | 8,662.50 |
| Total 60000 Benevolence Funds | 8,662.50 |
| 61000 Worship | |
| 61200 Altar Supplies | 93.80 |
| 61201 Pulpit Supply/Guests | 300.00 |
| 61202 Music Licenses & Worship Supplies | 790.95 |
| 61203 Rooted Service | 6.99 |
| 61215 Devotional Booklets | 92.30 |
| Total 61000 Worship | 1,284.04 |
| 62000 Witness | |
| 62301 Pastor Outreach | 239.91 |
| Total 62000 Witness | 239.91 |
| 64000 Learning | |
| 64500 Sunday School | 477.67 |
| 64502 Adult Education-Bible Studies | 54.80 |
| 64551 Youth - LCI Activities | 30.98 |
| Internship Learning | 1,000.00 |
| Total 64000 Learning | 1,563.45 |
| 65000 Congregational Events | |
| 65600 Synod Assembly | 1,526.42 |
| 65601 Council Retreat | 81.45 |
| 65603 Congregational Events | -144.36 |
| 65612 Professional Leadership Conference | 1,454.88 |
| Total 65000 Congregational Events | 2,918.39 |
| 66000 Stewardship | 59.32 |
| 67000 Administration | |
| 67700 Office Supplies & Equipment | 4,740.24 |
| 67701 Postage | 48.00 |
| 67703 Social Media & Advertising | 165.00 |
| 67704 Bookkeeper | 2,360.00 |
| Total 67000 Administration | 7,313.24 |

Lutheran Church of the Incarnation

Profit and Loss

January 1 - October 27, 2023

| | TOTAL |
|---|----------------------|
| 68000 Property General Maintenance | 99.31 |
| 68750 General Maintenance & Supplies | 2,579.29 |
| 68751 City Services | 7,109.89 |
| 68752 Telephone | 1,204.90 |
| 68753 Fire System | 652.00 |
| 68754 Utilities - PG&E | 5,335.33 |
| 68755 Utilities - Solar | 3,500.00 |
| 68757 Cleaning Services | 7,700.00 |
| 68772 Mortgage (est 2015) Interest | 18,333.03 |
| Total 68000 Property General Maintenance | 46,513.75 |
| 70000 Support Staff | |
| 70701 Administrative Asst Pay | 8,836.63 |
| 70703 Youth Director Salary | 12,520.80 |
| 70708 Pianist/Organ Pay | 4,882.64 |
| 70710 Substitute Musician | 750.00 |
| 70711 Substitute Pastor | 950.00 |
| 70712 Pastoral Intern Salary | 1,000.00 |
| 70720 Workers Compensation Insurance | 980.00 |
| 70721 Payroll Taxes | 17,126.94 |
| 70722 Payroll Service Fees | 1,488.10 |
| Total 70000 Support Staff | 48,535.11 |
| 71000 Pastors Compensation Package | |
| 71900 Defined Compensation | |
| 71901 Net Salary | 43,270.48 |
| 71902 Elective Deductions - FSA, Pension | 8,347.27 |
| Total 71900 Defined Compensation | 51,617.75 |
| 71903 Housing Allowance | 29,600.00 |
| 71904 Benefits- Retirement | 6,371.96 |
| 71906 Benefits- Disability | 573.51 |
| 71910 Benefits- Basic Group Life | 509.74 |
| 71911 Professional Reimbursements | 883.64 |
| Total 71000 Pastors Compensation Package | 89,556.60 |
| Total Expenses | \$206,646.31 |
| NET OPERATING INCOME | \$ -27,000.00 |
| Other Expenses | |
| Payroll Clearing | 0.00 |
| Total Other Expenses | \$0.00 |
| NET OTHER INCOME | \$0.00 |
| NET INCOME | \$ -27,000.00 |

Education and Spiritual Formation Pillar

When Reverend Vern Holmes asked me to serve as chair for the education and spiritual formation ministries I said yes. Prior to this position I had served for ten years as “chief cook and bottle washer” for the altar guild, receiving that mantle from former LCI member Sheila Kenward. I loved setting up the altar and was assisted by trusted and loyal friends, notably Sharon Kraak and Abajh Singh, while simultaneously reaping the spiritual rewards of serving as assisting minister. I believe these acts were somewhat selfish in that I received then, and continue to receive today, more blessings than I ever dreamed possible. If you are interested in becoming an assisting minister or serving as an assistant in the Sunday School program, or even leading a class in adult education, talk to someone about it. Get involved, it’s fun. And you never know where it might lead. There is room for everyone at Lutheran Church of the Incarnation. Jump in. The water is warm, the pool is deep, and Jesus is waiting.

Submitted by Mary Stewart

Stewardship Report

The 2023 Stewardship campaign (for the calendar year 2024) consisted of two parts, 1) a stewardship fair, and 2) a stewardship dinner and dessert auction for 2024 commitments. We gathered under the theme “Be These” Salt and Light from Matthew 5. Time and Abilities forms along with Estimate of Giving forms were received on Sunday October 15th. To date (Oct 20th) 31 Time and Abilities forms and 20 Estimate of Givings forms have been received.

Acknowledgement and Follow-up Letters are being sent out.

There are so many people to thank that I cannot name them all. But I want to acknowledge the great leadership of Joan Marquand-Willse and Marcia Holmes. We also were aided by great stewardship sermons from both Pastor Dan Smith and Intern Rob Williamson. I also want to acknowledge the great efforts put in by our Pillar Chairs: Karen Slinkard, Ellen Kolarik, Mary Stewart, and Molly Anderson for the Ministry Fair. We also thank Kay Finn, Autumn Marr, Lindsey Burns, and Marcia Holmes for their leadership on the dinner. Mick Finn for his handling of clean-up crew and Rob Williamson and Abajh Singh for their auction skills which raised over \$2,200 for Maui fire victims and the Middle east crisis. In addition to those mentioned above are all who participated in either the fair or dinner. A final report will be submitted at the end of November.

Submitted by Rev Vernon Holmes

Adult Education Report

Do you like the Prayers of the People in the worship service? Would you like to write some of these prayers? If so, Paul Kolarik’s class on prayer writing may be just the thing for you. Please come. No experience necessary! Then, our Pastoral intern, Rob Williamson’s class, Introduction to the Gospel of Mark, January 7-28, promises to be interesting. We would love to see new faces at these thought-provoking classes.

Social Justice Committee

Annual Report 2023

We are a multi-faceted ministry that seeks to be the church outside the four walls of our church building. Our current focuses are on serving our unhoused neighbors in our local community and engaging in public policy advocacy, but we have had involvements in all of the areas listed below. We welcome your input and participation!

Public Policy Advocacy

We are called to address the structural causes of injustice and suffering and do this by monthly letter writing campaigns and through cooperation with Lutheran Office of Public Policy. This year, we also held a book study in April on *Rising out Hatred: the awakening of a former white nationalist* by Eli Saslow. This was followed by a discussion of the movie “Best of Enemies” in October. Both of these are part of an ongoing program to raise awareness of racial injustice in the US,

Local Community Outreach

We are called to be the hands and feet of Jesus in places of need in our local community. Our current focus is on providing support to the Davis Respite Center but we have also been involved with the Interfaith Rotating Winter Shelter, Yolo County Food Bank, Lutheran Social Services, 4th & Hope, Davis Community Meals & Housing and Grace in Action. We coordinate the Monthly Ministry Partner Program. This year we coordinated with HEART to provide food for the winter congregate shelter.

Environmental Stewardship

We are called to be good stewards of the planet and to use its resources in God-honoring ways, starting in our local context. This has included involvement in Cool Davis and Green Faith in the past.

Immigration

We are called to welcome the stranger among us. This has included participation in AMPARRO, Apo Yolo, the Yolo Interfaith Immigration Network and Opening Doors.

Interfaith Dialogue & Interfaith Projects

We are called to reach out in love across religious boundaries. This has entailed participation in Celebration of Abraham, Interfaith Housing Justice Davis and other interfaith efforts.

The LCI Thursday Morning Group, other members of the congregation, and friends¹ have continued their ministry of making quilts for donation. We meet Thursday from 9-11 am in the south room of the Fellowship Hall. This report summarizes the quilts made for donation in 2023.

- 155 quilts for Yolo Crisis Nursery,² Linus Project,³ Lutheran World Relief, Paul's Place, Maui Fire
- Quilts donated for auction: 2, Ceasar Chevez, \$250; 1 professional society to support students from developing countries, \$250; 1 Davis Rotary for Yolo Crisis Nursery, \$800.
- 1 quilt for a LCI family child christenings

The quilts ranged in size from baby quilts (36X45), lap size (54X68), twin bed (56X84) or larger, to Lutheran World Relief (60X80). Some fabric used in quilts is donated to LCI. We greatly appreciated a major donation of fabric and quilting supplies from Peter Hernes. Most fabric, all batting, and thread are purchased by those making the quilt. Some quilts are professional sewed together with a long arm sewing machine, the fee for which varies from \$130-\$200 depending on quilt size. These individually designed and constructed quilts are a unique gift for the recipients. They also have financial value. Commercial quilts sold at retail range from \$50 to \$300 or more depending on size and design.

We invite people who do fiber crafts or who just want to visit to join us on Thursday morning for community and fellowship.

Christine Bruhn

1. This tally represents quilts made by Christine Bruhn, Kay Finn, Marcia Holmes, Pam Jewell, Diane Machuga, Kathryn McCarthy, Jonathan Moon, and Louise Wilson. Others in the congregation may also make quilts for donation.

2. Yolo Crisis Nursery: Our programs promote child safety, positive parenting, education, and mental health, and improve the healthy functioning of families. Through our portfolio of programs, we provide services to over 7,000 children and 4,300 families each year.

3. Project Linus of Yolo County, a nonprofit organization that provides quilts and pillowcases to children who are seriously ill, traumatized, or otherwise in need.

Mission Statement: Provide hand-crafted quilts to give comfort and solace to people in times of transition or need. Additionally, we celebrate baptism and high school graduation in our church family with the gift of a quilt. On occasion we make a quilt for church members when they leave the area. We offer an opportunity to be creative and resourceful while creating a valued gift.

Photos of a sample of the quilts donated this year follows to illustrate the variety of designs.





