

Jesus came to help us imagine and co-create
a better, more loving world.

Congregation Council Discussion Forum
May 18, 2025

Agenda

Welcome! Thank you for joining us today.

Three-Year Plan (3YP) Updates

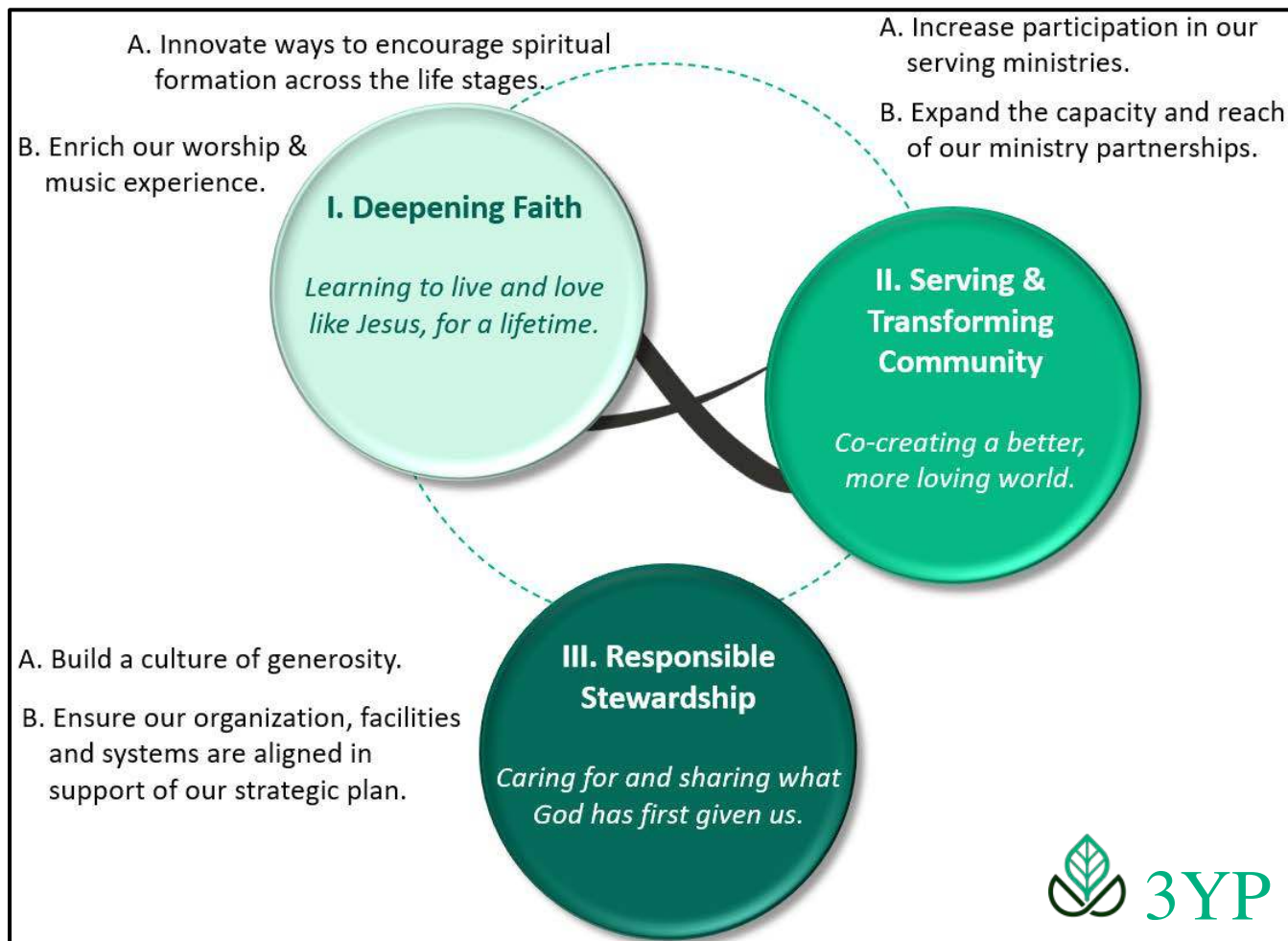
- Deepening Faith: Senior and Young Adult Ministry Expansion, PrimeTimers Updates
- Serving & Transforming Community: Serving Ministry Updates
- Responsible Stewardship: Facility Upgrades

2025 Council Priorities and Updates

Financial Updates

Q&A, Closing & Thank You

Three-Year Plan (3YP) Updates



Ministry Updates

I. Deepening Faith

*Learning to live and love like
Jesus, for a lifetime.*

Goals:

Innovate ways to encourage spiritual formation across the life stages
Enrich our worship & music experience

Senior Ministry Staff Posting & Updates on Young Adult Ministry Staffing:

Job Title: Senior Ministry Leader – Retirement to End of Life

Reports To: Pastor for Faith Formation (Pastor Joy)

Position Type: Part-Time (20 hours/week)

Position Overview:

The **Senior Ministry Leader – Retirement to End of Life** plays a vital role in guiding, supporting, and nurturing individuals in the later seasons of life. This leader will oversee all aspects of ministry for seniors—from retirement through end-of-life care—helping them navigate transitions, build meaningful relationships, and deepen their journey of faith.

With a strategic vision for ministry, this leader will create a supportive and spiritually enriching environment for older adults, ensuring they are seen, valued, and engaged in the life of the church.

Ministry Updates: PrimeTimers



I. Deepening Faith

*Learning to live and love like
Jesus, for a lifetime.*

PrimeTimers was started by a small, hard-working group of volunteers with the goal to enhance outreach and fellowship to senior members of our congregation.

The program offers monthly connections from October to May with a program and lunch to provide “fun, food, and fellowship.” Program and topic examples include art displays, the ILC Rocket Club, musical groups, and more! Average attendance is 60+ participants along with 12 Steering Committee members and kitchen crew.

Coming Up: *Old But Precious—Antiques Show and Tell with Richard LeFebvre on Thursday, May 22, 10:30 a.m.*

Bring one easily portable antique item (no furniture, please!) and join us for a fascinating program filled with surprises and fun. Whether it's a vintage keepsake, a forgotten relic, or a family heirloom, you never know what hidden history might be revealed! Don't miss this treasured event—we can't wait to see what you bring!

*Doors open at 10:00 am, with the program starting at 10:30 am After the presentation, stay for a delicious lunch at 11:30 am, all for \$10, payable at the door. **Please reserve your lunch spot by calling the church office by Monday, May 19, at 651-484-7213.** We hope to see you there!*

Thank you to our PrimeTimers Steering Committee!

Marilyn Army, Jane Gehrking, Rosalie Grosch, Ken Grosch, Cathy Carter, Marlys Nelson 1, Marlys Nelson 2, Sonja Sherburne, & Bonnie Traver, along with support from Mary Crawford & Joyce Anderson and Sue Bernlohr, our caterer.

Service Opportunities



II. Serving & Transforming Community

Co-creating a better, more loving world.

Goals:

Increase participation in our serving ministries

Expand the capacity and reach of our ministry partnerships



Final Week ~ May 19 - 23: Holy Hammers Spring Projects	May 11 – June 1: Solid Ground Spring Shower	June 16 th – June 19: Adult Volunteers for VBS
Contact Jim Fruehling at (651) 335-3554 or Jamesw.f@icloud.com	Donation Wish List Items: Bakeware, Dishes, Comforters, etc.	For more info, visit: https://vbspro.events/p/incarnationvbs



Helping with after-worship refreshments is an easy way for Families , Small Groups, etc. to volunteer together! Please see the ILC Sunday Refreshment Servers sign-up under “Serve in Hospitality” on the Serve webpage to volunteer.



Service Opportunities

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Thank You for Supporting the All Hands on Hope FMSC MobilePack!

1,735

 Volunteers

+

180,000

 \$s Contributed

=

614,304

 Meals

(1,683

 Children

x

365)

 Days



Facilities Updates

III. Responsible Stewardship

*Caring for and sharing what
God has first given us.*

Goals:

Build a culture of generosity

Ensure our organization, facilities and systems are aligned in support of our strategic plan

Q2 2025 Project Updates:

- **Roof Replacement Phase I:** Planning meetings are underway with our selected roofing company, Horizon Roofing, and construction will be starting soon. More details on the roof design, damage assessments, etc. are available in the Q1 Ad Hoc Rooftop Design Forum deck. Many thanks to Andy Rauch for sharing your expertise throughout the past year! [Click link to view Q1 Roof Update materials](#)
- **HVAC Phase I:** The new controller has been installed and is working as expected. Additional HVAC units will be replaced following the roof construction. Thanks again to Rick Hermans for his expertise with controller specifications, vendor reviews, contracting, etc.!
- **Solar Installation:** Prior to construction commencing this summer, additional trees will be planted as additional visibility barrier between the ILC property and adjacent neighbors. Jim Fruehling, thank you for coordinating updates with the City of North Oaks.

Thank you to ILC Facility Manager, Rick Gravley, and the Facilities & Solar Committees for all their efforts!

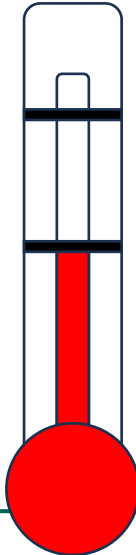
Building for Our Future Updates

III. Responsible
Stewardship

*Caring for and sharing what
God has first given us.*

Goals:
 Build a culture of generosity
 Ensure our organization, facilities and systems are aligned in support of our strategic plan

Thank you All for the generous commitments and donations contributed to the Building for Our Future campaign!



100%	Total Needed for all Projects:	\$2,770,000	
64%	Total Funds Received (as of April):	\$1,775,000	
	<u>BFOF project spend projections by year:</u>		
	Spent in 2024:	\$187,000	Windows, Solar Supplies, Ministry Partners
	Projected Spend for 2025:	\$2,219,000	Roof & HVAC Phase I, Solar, Ministry Partners/Staffing
	Projected Spend for 2026:	\$364,000	Parking, Organ Repair, Ministry Partners/Staffing

2025 Council Priorities

Strategic Synergies

2025 Council Priorities:

1. Complete the Three-Year Plan (3YP) capital projects scheduled for 2025.
2. Support Ministry Leaders as they develop targeted goals aligned to the 3YP.
3. Continue engaging with congregation, staff, and committee members in discussion forums to share 3YP progress.
4. Develop a plan to expand the use of our facility within the community per the 3YP.

Three-Year Plan Pillars:



Deepening Faith

- Innovate ways to encourage spiritual formation across the life stages.
- Enrich our worship & music experience.

Serving and Transforming Community

- Increase participation in our serving ministries.
- Expand the capacity and reach of our ministry partnerships.

Responsible Stewardship

- Build a culture of generosity.
- Ensure our organization, facilities and systems are aligned in support of our strategic plan.

Communication Committee 2025 Goals:



- Host quarterly congregation discussion forums
- Provide Council accessibility and congregation interaction at every Sunday at the Welcome Kiosk
- Support Marina (ILC Communications Director) with Council and congregation feedback and suggestions at the monthly committee meetings.

Support Congregation connections & outreach:

- Interact with congregation members at the Sunday Welcome Kiosk.
- Proactively welcome new members with Council representation in New Member classes.

Financial Updates

- Strong start to 2025 with Q1 Giving ahead of budget. Expenses slightly over budget due to timing of insurance benefits and audio/visual equipment. Other audio/visual equipment deferred.
- The Finance Committee, Staff, & Council are planning both internal and external financial reviews this year.

March 2025 Reporting	2025 Actuals Year-to-Date	2025 Budget Year-to-Date	Variance	Commentary
Total Revenues	782,710	699,689	83,021	Giving \$68.4K; Ministry Income (\$5.7K), Mortgage \$20.3K
Expenses:				
Compensation & Benefits	407,197	399,273	(7,924)	Insurance Benefits, billing timing
Ministry Partners	34,350	34,350	0	
Ministry Expenses	53,739	45,359	(8,380)	Audio/Visual equipment updates
Admin (Insurance, IT, Supplies)	105,451	112,920	7,469	Various
Facility (Utilities, Grass/Snow)	38,022	51,830	13,808	Building Repairs/Snow Removal under
Mortgage/Deferred Maint.	74,525	74,525	0	
Total Operating Expenses	713,284	718,257	4,973	Excellent progress for Q1!
NET TOTAL	69,426	(18,568)	87,994	



A world filled with God's
grace and love.

Q&A

Thanks for coming. Next time, bring a friend.

Next Congregation Update:

Sunday, August 17, 2025

10:15 to 11:15 AM