



A world filled with God's
grace and love.

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

Congregation Council Discussion Forum
November 3, 2024



A world filled with God's
grace and love.

Agenda

Welcome! Thank you for joining us today.

2024: Year in Review

- Significant progress with our 2024 Priorities
- Resiliency in navigating changes
- Our excitement in looking ahead

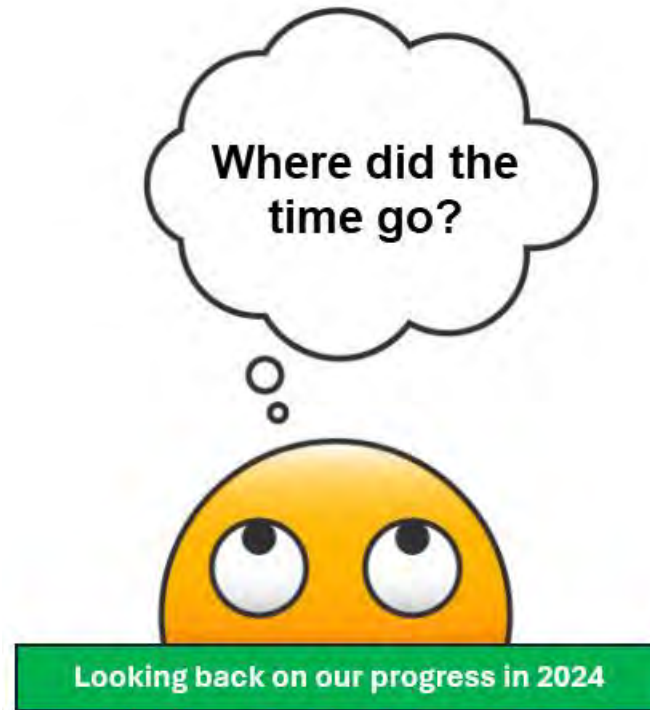
Ministry Updates: Children & Family Ministry and High School Ministry

Ways to Engage: Upcoming Service Opportunities

Facilities Projects & Financial Updates

Q&A, Closing & Thank You

2024 Year in Review



2024 Council Priorities

Strategic Synergies

2024 Council Priorities:

1. Achieve the first-year goals targeted in our 3YP.
2. Complete the 2024 capital projects.
3. Launch a stewardship campaign to support our 3YP growth goals and facility repairs.
4. Regularly engage with congregation, staff, and committee members in discussion forums centered on vision and progress in the 3YP.



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 2024 Goals:



Improve Council Engagement & Transparency:

- Respond to incoming emails each week.
- Support congregation requests as applicable. Improve interactions with the ILC website, Realm, or other forums where feasible.
- Host quarterly congregation discussion forums (2/18, 5/19, 8/11, & 11/3).

Support Congregation connections & outreach:

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

2024: A Year in Review

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2. Complete the 2024 capital projects.
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4. Regularly engage with congregation, staff, and committee members in discussion forums centered on vision and progress in the 3YP.

2024 Progress:

3YP Goals:

- Socialized 3YP goals and updates within congregation meetings and discussion forums each quarter.
- Completed strategic planning sessions for Small Group Ministry, Senior Ministry (planning), and Worship & Music ministries.

2024 Capital Projects & Stewardship Campaign

- Completed numerous facility-related projects (more details in coming slides)
- Initiated the Building for Our Future campaign to fund staffing for Young Adult & Senior Ministries, expand support for our Ministry Partners, and complete critical facility updates, including a new roof.

Regularly Engage with Congregation, Staff, and Committee members

- Each month the Council Communication Committee meets to review incoming emails (responded to weekly) and discuss questions and suggestions from congregation members
- Council members are very engaged with ILC committees (Finance, Preschool, Facilities, Safety & Security, Solar, etc.)

2024: A Year in Review

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2024 Progress:

Communication & Transparency:

- Council is committed to providing regular updates to our Congregation and we diligently represent congregation perspectives in our decision-making. We share monthly updates in each Lifetimes publication. We also distribute Council meeting minutes by request.
- By the end of 2024, we will have hosted seven congregation forums: The annual 2024 budget approval meeting (Feb), 3 additional quarterly discussion forums (May, Aug, Nov), an ad hoc forum on Solar (June), Call Committee updates/approval (Oct), and an upcoming congregation meeting on November 24th to approve 2025 Council & ILC Endowment Committee members and Synod Representatives.
- Additional Communication improvements in 2024: New announcement displays in Atrium and by Door 2, messaging improvements with the exterior sign, feedback sessions with Marina on the ILC website, monthly and weekly messaging, etc.

Support Congregation connections & outreach:

- Every Sunday, Council members are available at the Welcome Kiosk following both worship services. Come see us anytime!
- Multiple Council members participated in the May & October New Member Classes to welcome new members and families to ILC.

2024: A Year in Review

2024 brought a lot of changes. Thank you to ILC Staff, Committees, and Council Members for your resiliency in preparing for and responding to these changes.

Here are some insights to the “behind the scenes” management & decision-making process for just one of the changes in 2024:

- ❖ Council discussion and notification of Pastor Joel’s potential call to a new congregation. Council approved timeline of notification to staff and congregation.
- ❖ After Pastor Joel accepted his new call, our Human Resources Committee reviewed and updated the Associate Pastor job description, expanding the scope to Pastor of Faith Formation. The HRC submitted the position description to Council for review and approval.
- ❖ Council assembled a Call Committee with congregation members representing the diversity of our congregation. This Committee represented our congregation in conversations with our Synod and provided oversight for every step of a thorough interview process.
- ❖ Council received high-level updates every month and provided support where needed.
- ❖ The Call Committee submitted a formal update to Council after concluding their steps of the call process. Council approved moving forward with bringing the Call Committee’s recommendation to the Congregation for a formal vote.
- ❖ Council facilitated the congregation meeting where the Call Committee shared updates, and the congregation voted to extend a call to Pastor Joy McDonald Coltvet as our new Pastor for Faith Formation.
- ❖ Please see the November Lifetimes to learn more about Pastor Joy (she will join us on December 2nd).

2024: A Year in Review

Sheri Hansen and her husband Bill have been members of Incarnation since 2014 with sons Alex (9) & Joe (7). Sheri is an attorney and serves as Director of Communications, Advocacy, and Public Outreach at the American Institute of Architects Minnesota.	Dave Bernlohr and his wife Sue have been members of Incarnation since 1985. Beyond raising their three children in the Church, Dave served as president of the ILC Church Council (1992-1994) & Chair of the Long-Range Planning Committee (2015-2016).	Matt Rowles and his wife Erin have been members at Incarnation for 15 years. Matt grew up going to church at Incarnation. He has led multiple high school mission trips and participated in 20 Somethings and FMSC. Matt works as a pharmacist with Fairview Pharmacy and has a 9-year-old daughter Olivia.
Kris McCormack and husband Steve are joined Incarnation 2 years ago. Kris participates in Hearts and Hands, FMSC, serving at funerals, Solid Ground, choir, and numerous small groups.	Thank You for serving on our Call Committee! 	Katy Gibbs and husband Toby, have been members of Incarnation since 2012 with son, David (15) & daughter, Lexie (11). Katy serves on the Congregation Council (2022-2024). She has also served as a confirmation guide (grades 5-9th graders), ILC Kids leader (preschool, Kinder, 4th graders), Vacation Bible School activities leader & FMSC.

We also extend thanks and recognition to the members of our Human Resources Committee. To view current representatives on the HRC or any other committee, please see our Committee Roster published on the Council page of the ILC website.

Thank you to our entire Incarnation Community for the well wishes and prayers extended to departing staff members, Pastor Joel, Rebecca Christiansen, Denise Floe, & Danette Griffith. We appreciate your warm welcome to new staff members Marina Nyberg (Communications Director), Lydia Holden (Children & Family Ministry Director), Pastor Joy McDonald Coltvet (Pastor for Faith Formation), and Brad Solberg (Interim Incarnation Administrator).

Our Excitement in Looking Ahead

A. Innovate ways to encourage spiritual formation across the life stages.

B. Enrich our worship & music experience.

I. Deepening Faith

Learning to live and love like Jesus, for a lifetime

A. Increase participation in our serving ministries.

B. Expand the capacity and reach of our ministry partnerships.

II. Serving & Transforming Community

Co-creating a better, more loving world.

A. Build a culture of generosity.

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

III. Responsible Stewardship

Caring for and sharing what God has first given us.

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

Children & Family Ministry Updates shared by Lydia Holden

- ILC Kids Midweek Connection
 - Wednesday evening programming 6:00pm-7:15pm
 - Same Bible story as Sunday but different activities.
- ILC Kids Sunday Morning Large Group
 - Preschool-5th Grade gather after being released from worship in the youth room for music & story.
- Updates to the Check-in Stations!
 - Rick and the fantastic woodworking crew are helping to create a more permanent home for the check-in stations.
- AMAZING Volunteers!
 - We have approximately 30 volunteers that help make ILC Kids and Midweek Connection happen every week!
- Advent Family Fest
 - Friday December 6th 5:30pm-7:30pm. An event for all ages! Join together for a meal, crafts, devotions and fun as we prepare for and celebrate the Christmas Season.

Ministry Updates

Children & Family Ministry Events and Activities



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

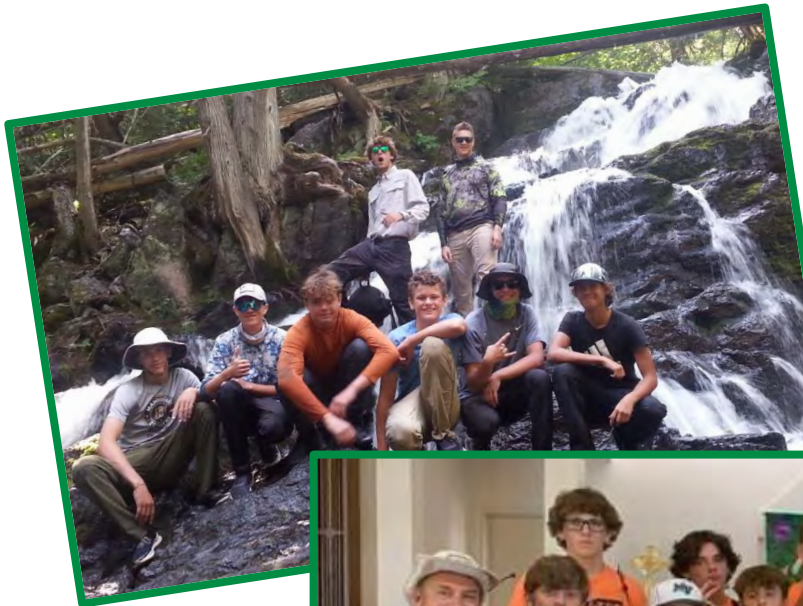
High School Ministry Updates shared by Mike Sell

- 39 confirmands in this year 9th grade class
- High School ministry youth group and engagement is on the rise
- “Funtivity” events are at an all time high
- High School engagement in other ministry areas are starting to become more regular (children's ministry, nursery, VBS)
- ELCA Youth Gathering in New Orleans (14 students 3 adults)
- Upcoming Summer Trip, Camp Amnion, Montreal Canoe trip to the Apostle Islands
- Goals for this next year (service work)
- High School Ministry at Incarnation is thriving!

Please welcome High School students Sam Wahlberg, Daniel Tyler, & Nolan Sander who are with us to share updates on their High School Ministry experiences.

Ministry Updates

High School Ministry Events and Activities



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



Thursday, November 7th:
 Red Cross Blood Drive



Blood Drive

Sign Up at
 Thursday, November 7
 from 10 am–4 pm

incarnationmn.org
 Click on "Serve"

Sunday, November 24th:
 Church Without Walls Ministry Fair



Learn more about the
 FMSC Action Group
 and other Ministry
 Partners!

November/early December:
 Ralph Reeder Holiday Baking Drive

Share the Joy of Baking this Holiday Season
HOLIDAY BAKING BAG DRIVE

Join us in spreading warmth and joy this holiday season by creating a Holiday Baking Bag for a family in need. Your simple act of kindness can make someone's holiday season a little sweeter!

SUGGESTED ITEMS:
 FLOUR
 WHITE SUGAR
 BROWN SUGAR
 OIL
 CHOCOLATE CHIPS
 VANILLA
 BAKING POWDER
 BAKING SODA
 OPTIONAL – SPRINKLES,
 COOKIE CUTTER, MEASURING CUPS, ETC.

Add a personal touch by including your favorite cookie recipe

Please return your baking bags to the church no later than December 9, 2024



 Ralph Reeder
 Food Shelf
 COMMUNITY EDUCATION
 Alameda View Public Schools

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

2024 Priorities & Other Projects:

- Roof Replacement: The design work with Inspec is in-progress; project timeline is on track.
- HVAC Phase I (controller replacement): Request for proposals are out for bid with a response deadline of 11/15.
- Window replacement (23 windows): Window replacement work is underway!
- Organ Repair: Timing is TBD after chancel redesign. Chancel design work in-progress.
- Other:
 - Facility camera installations continue – 4 of 19 planned interior cameras with target completion by end of year
 - Sanctuary skylight required repairs due to leak (completed/unplanned)
 - Fire suppression system repair (completed/unplanned)

Facilities Project Roadmap

Facilities Project	Capital Task Force Priority *	2024							2025							
		JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Roof Replacement: Flat roof design Schematic Design	Priority 1															
Roof Replacement: Design Development (INSPEC Consulting)	Priority 1															
Roof Replacement: Construction Documents/Bid Prep	Priority 1															
Roof Replacement: Bid Review & Contractor Selection	Priority 1															
Roof Replacement: Construction (Dates & Final Costs to be confirmed after contractor selection)	Priority 1															
Chancel Redesign Potential designs under review	Programmatic Enhancement															
Windows: 23 windows (upgrade to aluminum; same as water intrusion replacements).	Priority 1															
HVAC (Phase I): Design in progress (w/Richard Hermans) Starting with new control system; Phase II upgrades of HVAC	Priority 1															

Status:
Roof replacement timeline is on track; construction in Spring 2025.

Status:
Designs under review, construction timing TBD.

Status:
Installation started in late October

Status:
Phase I controller replacement out for bids, responses due in November

* **Priority 1:** Original Target completion was 12/31/2024
Priority 2: Target completion is 12/31/2026

** **Programmatic Enhancements:** To be completed at the discretion of the church council with recommendations from Facilities Team

Facilities Project Roadmap



Facilities Project	Capital Task Force Priority *	2025												2026		
		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
HVAC (Phase II): Various roof top units prioritized based on anticipated service life	Priority 2													Status: HVAC unit replacements TBD after roof replacement		
Solar Installation: Timing depending funding	Priority 2 / Programmatic Enhancement	Status: North Oaks approved the CUP. Xcel interconnection application completed. Project scheduling will be determined by March 2025.														
Organ Repairs/Maintenance: Chancel construction must be completed first.	Priority 1 (originally)															
ILC Church Parking: Improvements for Area #2 & #3	Priority 2															
HVAC (Phase III): Various roof top units prioritized based on anticipated service life	Prior to 2029 service life expiration															
Ongoing Analysis: Assess non-capital projects (IT improvements, kitchen appliance upgrades, etc.)	TBD															

* Priority 1: Original Target completion was 12/31/2024
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** Programmatic Enhancements: To be completed at the discretion
of the church council with recommendations from Facilities Team

The **Building for our Future** campaign will fund roof construction, HVAC Phase II, HVAC Phase III, Organ repair, parking lot improvements, Sanctuary updates/chancel redesign, & Solar facility projects and resourcing towards expanding senior and young adult ministries and budgeted ministry partner support.

Financial Updates

- Year-to-date Giving is \$270K under budget. 2024 was a stretch budget to support our Three-Year Plan ministry and facility needs. Thank you for the commitments to our Building for Our Future campaign!
- YTD expenses are trending below budget due to staff replacement timing & other expense management

September 2024 Reporting	2024 Actuals Year-to-Date	2024 Budget Year-to-Date	Variance	Commentary
Total Revenues	1,638,683.11	1,909,625.75	(270,942.64)	Giving (\$235.4K); Ministry Income \$3.2K, ERC funding/Music grant timing (\$38.8K)
Expenses:				
Compensation & Benefits	1,157,516.07	1,276,455.50	118,939.43	Staff replacement timing
Ministry Partners	103,050.33	103,050.00	(0.33)	
Ministry Expenses	156,095.63	154,027.75	(2,067.88)	
Admin (Insurance, IT, Supplies)	202,459.93	230,542.00	28,082.07	
Facility (Utilities, Maintenance)	91,121.78	115,233.50	24,111.72	\$13.7K Gas/\$6.8K Elec (mild winter Q1)
Total Operating Expenses	1,710,243.74	1,879,308.75	169,065.01	
NET TOTAL	(71,560.63)	30,317.00		



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Q&A

Thanks for coming. Next time, bring a friend.

Next Congregation Update:

Sunday, November 24th in the Sanctuary between services

Voting for the 2025 Council Members

New ILC Endowment Committee Members

New ILC Synod Representatives