



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 2, 2025



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Agenda

Welcome! Thank you for joining us today.

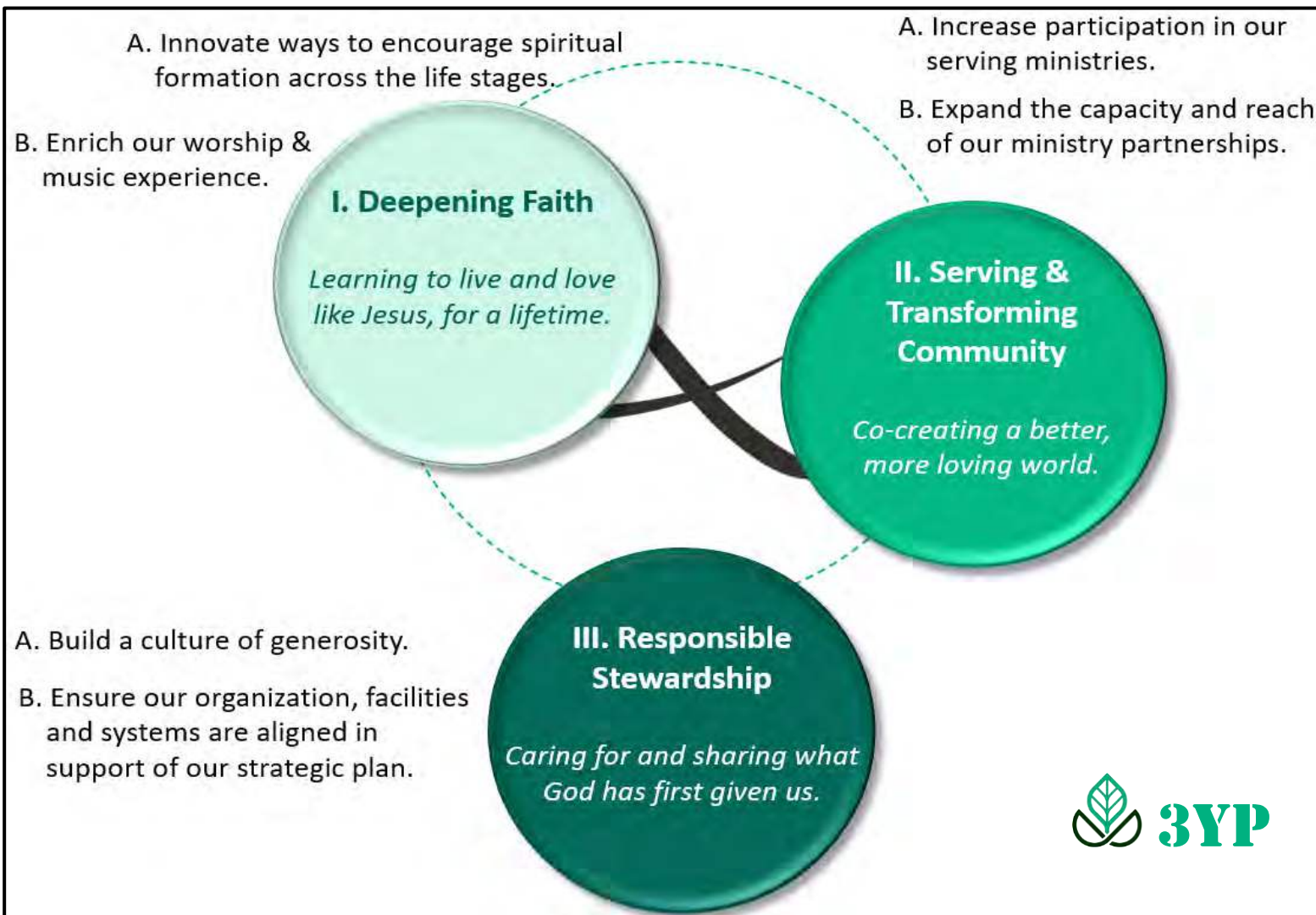
Three-Year Plan (3YP) Updates

- 2025: A Year in Review
- Deepening Faith: Preschool Strategy Updates & Senior Ministry News
- Serving & Transforming Community: Service & Volunteering Opportunities
 - Preview of November 16th Annual Meeting
- Responsible Stewardship: Facility Updates

Financial Updates

Q&A, Closing & Thank You

Three-Year Plan (3YP) Progress: A Year in Review



Ministry Updates

I. Deepening Faith

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

Deepening Faith: Goals

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

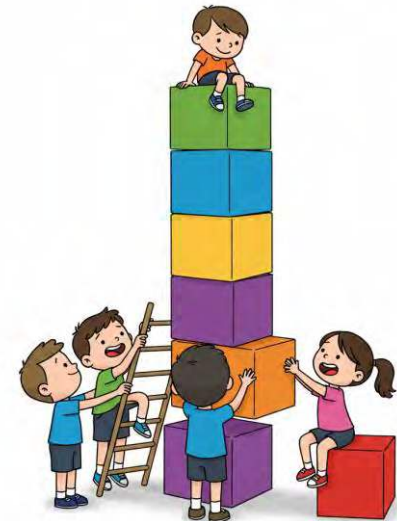
Growth Strategy updates for the Incarnation Preschool

The Need for Change:

- The preschool market has changed
- Enrollment has declined over the years
- Adapt to the changing needs of families

Our Strategic Ministry:

- An outreach to new young families
- Brings life and energy five days a week
- **Creates a bridge for children to connect with faith and our community**



Ministry Updates

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Growth Strategy updates for the Incarnation Preschool (Continued)

Strategic recommendations were evaluated on the following criteria:

- ✓ Mission & Core Values
- ✓ Drive Growth
- ✓ Strengthen Connections
- ✓ Strategic Investments
- ✓ Building our Brand



**With strong endorsement from our
Preschool Strategy Team, we're
actively exploring a partnership
with Lake Area Discovery Center**

**Incarnation
Discovery Center**

Thank you to our Preschool Strategy Teams!

Preschool Planning Task Force (Discovery & Recommendations)

Jim Meinen,
Task Force Leader

- Kirsten Henry
- Bev Ogren
- Karen Graden
- Sue Bernlohr
- Martie Martin
- Amy Johnson
- Meg Cambronne
- Carrie Grafstrom

Preschool Partnership Development Team

Brad Solberg,
Team Leader

- Martie Martin
- Amy Johnson
- Steve Ogren
- Rick Gravley
- Pastor Joy McDonald Coltvvet

Ministry Updates

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Learn more about what's ahead for our new Senior Ministry



Patty Nilsen, R.N.
Senior Ministry Leader

Come back for Kairos Next Sunday, November 9th
to learn more about the goals and engagement opportunities
with our new Senior Ministry.

Service Opportunities

Serving & Transforming Community: Goals

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

II. Serving & Transforming Community

*Co-creating a better, more
loving world.*

Please join us on November 16th for our second 2025 Annual Meeting

The Congregation Council hosts two annual meetings each year. The November Annual meeting is used to obtain congregation approval on candidates for our Congregation Council, Synod Representatives, and Endowment Committee. **We thank this year's Nominee Committee for your partnership in the process:**

Ted Trahan, Chair: Vice President Congregation Council
Kevin Roloff: 2ND year Council member/Council Secretary
Mike Vant: 2ND year Council member/Council Treasurer
Kai Nilsen: Senior Pastor
Diane Betterley: Hands and Hearts
Carrie Grafstrom: Worship Arts
Rick Gravley: Facilities Committee
Rosalie Grosch: Global Health Ministries Action Group
Bill Reichwald: Cemetery Committee
Nancy Stutzman: Small Group Ministry Team
Mike Styba: Human Resources Committee
Mark Tollander: Endowment Committee
Claudia Wiebold: Ralph Reeder Action Group



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Nominees for Elected Roles in 2026

Congregation Council (3-year term)

- Rebecca Bergman
- Matt Cambronne

Synod Assembly Representatives (3-year term)

- Patti and Bryce Williams

Endowment Committee (3-year term)

- Dan Kvinge
- Craig Ratz
- Donna Rauch
- Dan Sailsbury

Biographies for all candidates are included at the end of this deck.

Service Opportunities

Serving & Transforming Community: Goals

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

II. Serving & Transforming Community

*Co-creating a better, more
loving world.*

Volunteers needed for ILC Constitution & Bylaws Review Task Force

We are currently updating the ILC Constitution and Bylaws, primarily to reflect ELCA-recommended language.

- We are creating a Task Force to review ILC-specific updates.
- After approving proposed edits with our St. Paul Area Synod, we will host an Ad Hoc Congregation Discussion Forum before seeking congregation approval.



**Curious about our internal and ELCA governance?
We'd appreciate your help previewing proposed edits.
Please let us know if you are interested in joining the Task Force.**

Service Opportunities

Serving & Transforming Community: Goals

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

II. Serving & Transforming Community

Co-creating a better, more loving world.



WORSHIP



SERVE



GIVE



EVENTS

Looking for ways to get started? Serving after-worship refreshments is a great option. Sign-up under "Serve in Hospitality" (access through the Serve link at top of the Home Page).



FMSC Action Group Volunteers Needed



Passionate about FMSC?
Join the Action Group to
help plan our MobilePack!

Thursday Nov 6: Red Cross Blood Drive at ILC



Celebrating our 2-Year
Anniversary of Red Cross
Blood Drives at ILC!

Pickleball Door Greeters Needed Tues & Thurs



Door Greeters needed for
3-5 PM & 5-& PM Shifts
Yes, you can still play!

Facilities Updates

III. Responsible Stewardship

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

Responsible Stewardship: Goals

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

Thank you for your support of our 2025 Facility Projects!

Facility Highlight Reel:

We're pleased to share video footage from Dan Kvinge, licensed drone operator, showcasing the completed roof and solar projects.

[YouTube Video Link](#)



- ✓ Roof Replacement Phase I
- ✓ Solar Installation
- ✓ HVAC Controller Replacement
- ✓ Facility security improvements

Financial Updates

- Your generous giving contributed \$2.45M to the Building for Our Future (BFOF) campaign, enabling completion of all 2025 facility projects and ministry staffing. Thank You!
- The Operating budget often fluctuates in late summer/early fall, with stronger year-end giving. Thank you for supporting the Operating Budget alongside your generous BFOF support.

September 2025	2025 Actuals Year-to-Date	2025 Budget Year-to-Date	Variance	Commentary
Total Revenues	1,806,499	1,968,560	(162,061)	Giving (\$143.2K); Mortgage (\$7.2K)
Expenses:				
Compensation & Benefits	1,237,023	1,226,649	(10,374)	April Payroll cadence adjustment
Ministry Expenses	129,649	141,906	12,257	Multiple ministries running under budget
Ministry Partners	94,359	103,050	8,691	ELCA Synod and ILC Preschool (Timing)
Admin (Insurance, IT, Supplies)	232,294	219,899	(12,395)	Various
Facility (Utilities, Grass/Snow)	90,441	109,030	18,589	Building Maint. running under budget
Mortgage/Deferred Maint.	211,375	223,575	12,200	Deferred Maint. running under budget
Total Operating Expenses	1,995,141	2,024,109	28,968	Thank you for your continued support of BFOF and our Operating Budget!
NET TOTAL	(188,642)	(55,549)		

Q&A

Thanks for coming. Next time, bring a friend.

Please join us for the November 16th Annual Meeting

The meeting will be held in the Sanctuary
following both morning services.

Biographies for Nominees for Elected Roles



Rebecca Bergman, Nominee for Church Council

Rebecca recently retired in August 2025 after serving 11 years as the 17th President of Gustavus Adolphus College, one of the 28 Colleges and Universities of the ELCA, located in St. Peter, Minnesota. Prior to assuming the role as the first woman president at Gustavus, Rebecca served on the Gustavus Board of Trustees from 2007-2014. During her tenure at Gustavus, Rebecca has been recognized for generating over \$400 million in documented philanthropic support for the College, driving academic innovation, and leading three major building projects on campus.

Rebecca's non-traditional path to college leadership included 26 years at Medtronic, Inc., where she served in senior executive positions in research and development and was closely involved in long-term strategic planning. During her tenure at Medtronic, Rebecca was elected as a Fellow of the American Institute for Medical and Biological Engineering and was elected to the National Academy of Engineering.

Rebecca holds a B.S. degree in Chemical Engineering from Princeton University, completed graduate studies at the University of Minnesota, and has received honorary doctorate degrees from Gustavus Adolphus College, Drexel University, and St. Catherine University.

Rebecca and her husband, Tom, have been residents of North Oaks since 1990 and members of Incarnation since 1996. They are proud parents of four grown children and have been blessed with four young grandchildren. Rebecca previously served on the Incarnation Council in the mid-2000's, including serving as President of the Congregation during that time.

Biographies for Nominees for Elected Roles



Matt Cambronne, Nominee for Church Council

Matt was born and raised in Dayton, MN (near Maple Grove). He graduated from Iowa State University with a B.S. in Materials Science and Engineering and graduated from Augsburg College with an M.B.A

Matt logged 22 years in medical device research and development, including stints at Boston Scientific, Cardiovascular Systems, and Endogenex (present). He brings skills in Team leadership and Business process experience, including Strategic planning, Annual operating planning, and Organization and talent planning.

Matt says his family has been blessed to attend ILC for 11yrs. Matt is married to Meg, and they have two daughters Charlotte (14) and Sadie (9). They have served and participated in roles such as ILC brass, Communion servers, Sunday school teacher, Confirmation, and Feed My Starving Children. Both daughters attended ILC pre-school

Matt's interest include all things outdoors, notably:
Remote wilderness camping (summer & winter), Running, Pickleball, Fishing, Boating, Snowmobiling, Woodworking and Travel.

Biographies for Nominees for Elected Roles



Patti and Bryce Williams, Nominees for Synod Representatives

Bryce is a retired CPA. He volunteered with Steve Ogren on the 2022 ILC Financial Review and they are now working on the 2024 ILC Financial Review. Bryce has volunteered with Feed My Starving Children, Soup Suppers and for Wednesday pizza nights. He is a member of the Incarnation's men's history book club.

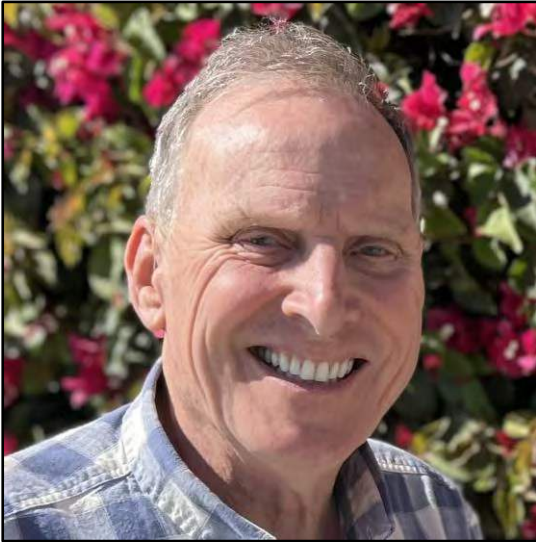
Patti Williams was born, raised, and married in the suburbs of Pittsburgh, PA. , where her and Bryce's son & daughter were also born. They moved from Florida to MN in November 2021 to be near their daughter, son-in-law, and 3 grandkids, who live in Shoreview. Patti and Bryce joined ILC in 2023 after attending for almost a year.

Patti has been an active school, community, and church volunteer for almost 50 years.

Some of her activities include teaching a Citizenship Prep class and English as a Secondary Language to adult students. She also served on the council at a previous church.

Currently Patti is involved at Incarnation with All Hands On Hope, serving at Soup Suppers and Wednesday Pizza Nights, and serving as usher and communion server.

Biographies for Nominees for Elected Roles



Dan Kvinge, Nominee for the Endowment Fund Committee

Dan and his wife Kathy have been attending ILC for many years and have two grown kids and two grandchildren.

Dan retired from Graco after 32 years in design engineering and enjoys repair and maintenance projects at home and around the church.

His favorite summer activity is cloud soaring in his 50' fiberglass glider.

He feels community outreach is an important part of our church ministry and looks forward to helping on the Endowment Committee.

Biographies for Nominees for Elected Roles



Craig Ratz, Nominee for the Endowment Fund Committee

The Ratz family includes Craig and Kari and their three children; Alex, Julia, and Andrew who were all confirmed through the Incarnation program.

I have been blessed over my working career with a variety of experiences, to include:

- Manager of an immunology research lab at the U of MN.
 - Business Risk Analyst for Norwest Mortgage.
 - Trust Officer/Financial Planner with Wells Fargo and BMO.
 - Independent Financial Planner/Educator since Fall 2020.
-
- During the financial crisis of 2007 to 2009, I was involved with strategic planning within many large and small Foundations and Endowments (local and national) – weathering the storm.
 - My involvement within Incarnation has centered around small groups and Feed My Starving Children.
 - You can often find me out and about in our beautiful community with Kari and our grown children, in the garden, walking our golden retriever, or anything to do with wood – walking in the woods, caring for trees, securing the overall health of our woodlands, and cutting wood by handsaw. Anything to dirty my hands!

Biographies for Nominees for Elected Roles



Donna Rauch, Nominee for the Endowment Fund Committee

Donna has been an active member at Incarnation since 1993.

Participating in Senior Choir, various small groups, and the preschool helped their family to find community and life-long friendships within the large congregation. Donna's other involvement over the years has been bell choir, wedding coordinator, Logos study leader and preschool music teacher.

Prior to retirement, Donna worked for LegalCORPS, a nonprofit organization providing non-litigation and intellectual property protection legal aid to entrepreneurs, business owners, inventors, and nonprofits with limited resources and/or access to the legal system. Through her work she experienced first-hand how providing a little assistance can have a positive impact in someone's life and potentially affect families and communities.

Her hobbies include baking, walking, hiking, biking, pickleball, and travel.

Biographies for Nominees for Elected Roles



Dan Sailsbury, Nominee for the Endowment Fund Committee

Dan was born and raised in Ames, Iowa. He attended both the University of Iowa and Iowa State University, earning degrees in Science Education and Geology. His loyalty lies with the Iowa State Cyclones.

After college Dan felt fortunate to work as a geologist in some of the most beautiful areas in our country including the Bighorn mountains in Wyoming, the arctic tundra of Alaska, the coastal waters of Maryland, and Chesapeake Bay.

After a career change to the medical field, Dan landed in the Twin Cities where he has resided for the past 22 years and works in healthcare management.

Dan and his wife Megan live in Lino Lakes. They have been married for 11 years and have three children: Calvin (9), Max (7), and Jonah (7).

Dan is an active volunteer in a few organizations. He is a ski patroller for the National Ski Patrol at Afton Alps. He also volunteers for the Cub Scouts. He and his family enjoy the outdoors, and spending time with extended family in Ely and in Iowa.

Dan and Megan have been members of Incarnation for approximately 10 years and feel fortunate to have had the opportunity to be a part of small groups. Their children attended preschool at Incarnation. Dan says being involved at Incarnation has been very rewarding, as he has seen how much the church provides opportunities to its members and people in the community.