



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**  
**May 17, 2026**

# Agenda

1. Comments from Kai
2. Introduction of Pastor Lamont Koerner
3. Update from the Constitution Task Force
4. BFOF updates – Solar, HVAC, Parking Lots, Security, Organ repair
5. Future Planning
6. Endowment Fund
7. Awareness Items
8. Q & A

## Thank you to our ILC Constitution Task Force!

### ILC Constitution Task Force Participants

<b>Ted Trahan &amp; Tracy Strantz Task Force Co-Leaders</b>	<b>Cindy Spellman</b>	<b>Heather Hoecke</b>	<b>Mark Heggstad</b>
	<b>Claudia Wiebold</b>	<b>Joan Linck</b>	<b>Mark Solfest</b>
	<b>Dave Bernlohr</b>	<b>John Miller</b>	<b>Vernita Kennen</b>

### Our Purpose and Next Steps

#### Overview

- Incorporate updates from the ELCA Model Constitution and review ILC-specific content.
- Ensure proposed language is clear and understandable, including new provisions for ILC cemetery care and adapted parliamentary procedures for congregation meetings.
- Encourage open dialogue; all perspectives and questions are welcome.
- Provide draft recommendations to the Council.

#### Next Steps

- Review the updated draft and summary of changes with the Council and the St. Paul Synod.
- Collaborate with the Synod on any additional revisions before seeking congregation approval.

# ILC Constitution Draft – Summary of Updates, Page 1 of 4

## Overall Updates

- Incorporated updates from the ELCA Model Constitution released by the St. Paul Area Synod in August 2025. These updates affect sections marked with an asterisk (\*).

## Constitution Introduction

- Added a new introductory section to provide document context, including expanded ELCA governance information to improve clarity and transparency.

## Chapter 8: Membership

- Removed bylaw C8.05.01, which addressed criteria for determining inactive membership. With the growth of virtual worship participation, the historical emphasis on in-person attendance is no longer applicable. Planned technology enhancements will better support ongoing membership management.

## Chapter 9: Rostered Minister

- Added two ILC bylaws to clarify the designation of a senior pastor and to define how pastoral and staff reporting relationships are established by the senior pastor in consultation with the Council.

## **Chapter 10: Congregation Meetings**

- Clarified the description of annual meetings in bylaw C10.01.01.
- Added bylaws under C10.07 to define parliamentary procedures for congregation meetings, intended to reduce confusion created by strict application of Robert's Rules of Order for voting.

## **Chapter 11: Congregation Council Officers**

- Updated bylaw C11.01 to improve clarity and consistency of officer role descriptions.

## **Chapter 12: Congregation Council**

- Added language to C12.02 allowing former Council members to be reelected after at least one year off the Council.
- Rewrote C12.04 for clarity on the purpose of the Congregation Council.
- Updated C12.05 to reflect changes approved by the congregation at the 2025 Annual Meeting, including:
  - Establish dollar limits for non-recurring expenses, above which require council approval
  - Clarify that the criteria for loans requiring congregation approval, specifically, debt financing exceeding 10% of prior year revenues.

## **Chapter 12: Congregation Council (Continued)**

- Revised C12.07 from an annual membership roster review to ongoing review and maintenance.
- Clarified bylaw C12.08 to better define the shared oversight role of the Council and the ILC Human Resources Committee.
- Added bylaws to C12.10 outlining how the Council may communicate updates to the congregation.

## **Chapter 13: Committees, Ministry Teams, Action Groups, and Task Forces**

- Revised C13.04 to require an annual Ministry Team and Committee roster review and ensure the roster is accessible on the Incarnation website.
- Updated bylaws to clarify definitions and distinctions among committees, ministry teams, action groups, and task forces.
- Removed the Preschool Committee and relocated the Cemetery Committee provisions to Chapter 21 (new Cemetery Chapter).

## **Chapter 14: Other Organizations**

- Updated C14.01 to clarify expectations for external organizations using church facilities and to allow approval decisions by either the Council or Ministry Staff.

## **Chapter 20: Endowment Fund**

- Updated C20.01 to clarify the purpose and permitted uses of the Endowment Fund.
- Added C20.03 to define oversight responsibilities of the Endowment Fund Committee.
- Revised C20.10 bylaws to provide greater specificity regarding:
  - Minimum committee membership
  - Quorum and voting requirements
  - Financial reviews and audits
  - Reporting to both the Council and the congregation

## **Chapter 21: Incarnation Cemetery**

- Added a new chapter, developed in collaboration with the Cemetery Committee, to provide transparency around cemetery governance, funding, and long-term care and maintenance of the cemetery.

# Solar Array Update



The monthly electric bill has two components

Usage (consumption)

Demand (Surge)



Expect to Achieve \$15,000 expense reduction in 2026.



Applied for \$110,000 solar credit, expected in December or January.

## Trends

Decreasing quickly with longer and sunnier days.

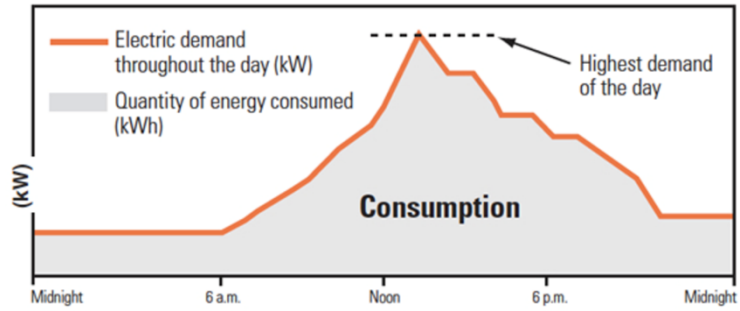
- 2025 Average daily usage was \$35-\$60/day
- 2026 average daily usage is \$17/day and dropping.

Held at 50% of highest demand over last 12 months (currently our July 2025 demand).







- 2025 average daily demand: \$35-\$55/day
- 2026 average daily demand: stuck at \$38/day through July. Will drop in August.

Difference between energy and demand

Electricity use profile sample



# Building For Our Future Updates

PROJECT	STATUS	TIMING
 <b>HVAC materials &amp; installation</b>	Crane work complete. New units on roof. Duct work installation in progress.	End of May / early June
 <b>Sanctuary update</b> Lights & chancel	Data collection underway: house lights, stage lights, chancel configurations.	Future 3-year plan
 <b>Parking lot</b>	Repair, seal coat, and re-striping.	June or July
 <b>Organ repair</b>	Name board (component that controls certain sounds) Pipes - out-of-round orifices causing hairy sounds.	Name board by Sept. Pipes after Dec. concert
 <b>Ministry partners</b>	Fully funded.	Monthly contributions
 <b>Ministry leaders</b> Senior & Young Adult	See CYF and Senior Ministry slide under Awareness Items.	Programs go on through summer

Total BFOF Donations **Received:** \$2,754,000

Total BFOF **Pledged:** \$2,912,000

# Future Planning

## Guiding Themes



How do we see God at work *inside* the walls of Incarnation?



How do we see God working through Incarnation *outside* our walls?



What do we want to say we completed or progressed on some years down the line?

## Timeline

2026

- Celebrating Building for Our Future!
- Contemplation, reflection and visioning on worship, music, faith formation, service and ministries
- Assessing how the sanctuary supports the vision for worship and music

2027

- Share vision with congregation, invite ideas and feedback

# Endowment Fund Committee

**Endowment Fund: \$879,289**

**Target annual usage: 4% (about \$35,000)**

Grant Recipient	Description	Grant Amount
Summer Intern	There was one application for summer internship this year.	\$1,500
Dinkenesh Coltvet to attend Young Adult in Global Mission (YAGM) in the U.K.	<ul style="list-style-type: none"> <li>• (YAGM) program is for adults ages 21-35</li> <li>• One year of international service to embody Christ's love, supporting ministries and projects in communities of need.</li> <li>• Areas of service include ministry, education, human rights, and health</li> </ul>	\$10,000
St. Paul Synod Mini-Grants	<ul style="list-style-type: none"> <li>• Projects may be traditional forms of outreach and evangelism or may reflect a serve and learn model for sharing what it means to be followers of Jesus.</li> <li>• Available to any congregation in the St. Paul Area Synod.</li> <li>• Similar to Incarnation's "Budding Idea Grants"</li> </ul>	\$2,500

# Awareness Items – Planning Center

New church Management software coming soon!

## Planning Center

A system that brings people and ministry together

What

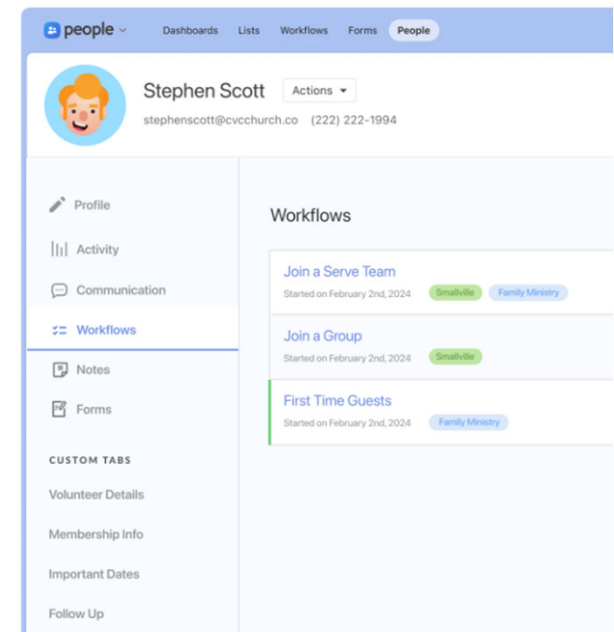
- Membership database
- Connects people with church activities
- Easy to use, downloadable app

Why

- See and sign up for service and volunteer opportunities
- Follow up with visitors and new members

When

- Information in June
- Launching in July



# Awareness Items – Children, Youth and Family (CYF)

## What's coming up this summer



### Welcome to Summer Celebration



Sunday, May 31 · 10am – 1pm · All families welcome

**Volunteers still needed!**

### MS & HS Ministry Trip to Duluth



June 28 – July 3  
Middle & high school youth

### After School Hangout



Wednesdays, May 7 – June 3  
Open to all middle school youth

### Vacation Bible School – Snowball Mountain Challenge



Monday, June 15 – Thursday, June 18



# Awareness Items – Senior Ministry

## UPCOMING EVENTS



### Primetimers Luncheon & Singer/Entertainer

Thursday, May 21 · 10:30–12:30

*Guest speaker Gary LaRue*



### Wellbeing Wednesdays

May 27 · 10–11:30 AM

*Sanctuary meditation*



### Morning Musings Journal Club

First Mondays, June–August  
10–11:30 AM · Fireside Lounge

*For those energized by writing with others*



### Third Thursdays — come and play!

3rd Thursdays, June–September · 10:30–12:30 · Games and box lunch

Recurring · 4 months



## Awareness Items – Feed My Starving Children

### All Hands On Hope Mobile Pack



1,800 volunteers



614,304 meals packed



1,683 kids get one meal a day for one year



\$200,000 raised to pay for the meals.

**Thank you!**

Incarnation's Creation Care and FMSC Action Groups worked together to create a more eco-friendly mobile pack.



200 lbs. of organics were delivered to the compost site



An entire Dumpster full of cardboard was recycled



At least 200 lbs. of plastics were donated to a school that's collecting 1,000 lbs. of plastic to have a park bench made for the schoolyard

# Awareness Items – News from the Office

## News

Council approved the job description for a Hospitality Staff Person.

New website coming soon

Incarnation Discovery Center  
Preschool

## Responsibilities

Event Coordination  
Food & Hospitality Coordination  
Budget & Administration

## Goals

Provide an outward-focused experience for people exploring our church for the first time.

Help visitors quickly get a sense of who we are, what our community is like, and how they can get involved.

Display a more visual, modern, and easy-to-navigate experience with less text-heavy content.

## Status

Enrollment and Tours  
Toddler room and playground construction  
Full-time and part-time faith-based preschool options – 40% Full!

## Timing

Summer

July

Now!

After Memorial Day

Fall

# Year to Date (YTD) Financials as of April

**As of April 31, 2026**

**Mortgage: \$980,096**

**Endowment Fund: \$879,289**

**Total Assets: \$2,105,074**

**Total Liabilities and Net Assets: \$ 2,105,074**

<b>REVENUE</b>	<b>April YTD</b>	<b>2026 Budget YTD</b>	<b>Variance (\$)</b>	<b>Variance (%)</b>
General Giving	680,753	804,869	-124,116	-15%
Mortgage & Deferred Maintenance Giving	94,725	96,667	-1,942	-2%
BFOF Giving - Programming & Ministry Partners	34,000	34,000	0	0%
Other Income	29,752	25,933	3,819	15%
<b>TOTAL</b>	<b>839,230</b>	<b>961,469</b>	<b>-122,239</b>	<b>-13%</b>
<b>EXPENSES</b>	<b>April YTD</b>	<b>2026 Budget YTD</b>	<b>Variance (\$)</b>	<b>Variance (%)</b>
Ministry	44,961	43,873	1,088	2%
Ministry Partners	41,100	41,100	0	0%
Administration	143,645	188,855	-45,210	-24%
Facilities	63,455	47,560	15,895	33%
Mortgage & Deferred Maintenance	91,367	91,033	333	0%
Salaries & Benefits	609,472	606,358	3,113	1%
			0	
<b>TOTAL</b>	<b>994,000</b>	<b>1,018,780</b>	<b>-24,780</b>	<b>-2%</b>

## Awareness Items – New Bishop

A new bishop for the St. Paul Area Synod was elected on May 15, 2026.



**THE REV. JUSTIN GRIMM**

Reverend Justin Grimm will be installed in September, 2026.

Link to the full biography:

<https://spas-elca.org/our-synod/bishop-election/nominating/>



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## 2026 Quarter 2 Council Forum

**Thank you!**

## 2026 Quarter 2 Council Forum

### Follow-up responses to questions during the forum

Will there be a calendar in Planning Center?

Yes, the church calendar will be in Planning Center. It will be searchable.

High profile events with their calendar details will also be highlighted on the church website.

Will there be updates to the kitchen, such as a pass-through window to separate dirty dishes from clean dishes?

Staff and council are on the front end of renewed future planning. There will be listening/chat sessions in 2027 available for members of the congregation to participate in the planning process. Ideas for kitchen updates are welcome.

How can we get earlier notifications for worship time changes, such as for holidays? Are there notifications for snow emergencies?

The request for earlier notification of worship time changes was provided to staff. Planning Center has capability for Push Notifications to your cell phone.

## 2026 Quarter 2 Council Forum

### Follow-up responses to questions during the forum

Can we light up the sanctuary cross?

Special lighting for the banner and cross is provided by the ceiling-mounted stage lights (as distinguished from the pendent-style house lights). Several of the stage lights are not working. It is not known if the lamps are burned out or if the fixtures are inoperable. Moreover, the presence of the overhead speaker requires repositioning of the lights.

It is difficult to reach the stage lights because pews must be removed and a lift brought in. Due to these challenges, the resolution of this and other lighting issues is another input into future planning.

Can we use name tags?

Stick-on name tags are available for use on New Member Sundays. The request to use name tags at other times has been passed along to the staff.

Plastic, clip-on name tags have logistical challenges. Managing the printing, stuffing, storing and replacing of a couple of hundred plastic name tags is workable in a smaller church. Incarnation has a confirmed, communing membership of 2,581! Committing staff time to this has not been a priority to date.

## 2026 Quarter 2 Council Forum

### Follow-up responses to questions during the forum

Can we get notified of St. Paul Area Synod events?

The request for notification of St. Paul Area Synod events was passed along to the staff.