

# **Constitution, Bylaws, and Rules for the Ordered Ministry**

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# The Evangelical Covenant Church Constitution and Bylaws

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*(Completely revised in 2001)*

## PREAMBLE

The Evangelical Covenant Church is a communion of congregations gathered by God, united in Christ, and empowered by the Holy Spirit to obey the great commandment and the great commission. It affirms its companionship in faith with other church bodies and all those who fear God and keep God's commandments.

The Evangelical Covenant Church adheres to the affirmations of the Protestant Reformation regarding the Bible. It confesses that the Holy Scripture, the Old and the New Testament, is the Word of God and the only perfect rule for faith, doctrine, and conduct. It affirms the historic confessions of the Christian Church, particularly the Apostles' Creed and the Nicene Creed, while emphasizing the sovereignty of the Word of God over all creedal interpretations.

In continuity with the renewal movements of historic Pietism, the Evangelical Covenant Church especially cherishes the dual emphasis on new birth and new life in Christ, believing that personal faith in Jesus Christ as Savior and Lord is the foundation for our mission of evangelism and Christian nurture. Our common experience of God's grace and love in Jesus Christ continues to sustain the Evangelical Covenant Church as an interdependent body of believers that recognizes but transcends our theological differences.

The Evangelical Covenant Church celebrates two divinely ordained sacraments, baptism and the Lord's Supper. Recognizing the reality of freedom in Christ, and in conscious dependence on the work of the Holy Spirit, we practice both the baptism of infants and believer baptism. The Evangelical Covenant Church embraces this freedom in Christ as a gift that preserves personal conviction, yet guards against an individualism that disregards the centrality of the Word of God and the mutual responsibilities and disciplines of the spiritual community.

The Evangelical Covenant Church has its roots in historical Christianity, the Protestant Reformation, the biblical instruction of the Lutheran Church of Sweden, and the great spiritual awakenings of the eighteenth and nineteenth centuries. These influences, together with more recent North American renewal movements, continue to shape its development and distinctive spirit. The Evangelical Covenant Church is committed to reaching across boundaries of race, ethnicity, culture, gender, age, and status in the cultivation of communities of life and service.

The Evangelical Covenant Church, in order to accomplish its mission and purposes, has formulated and adopted this Constitution and Bylaws. The Constitution recognizes that the highest constituted authority of the Evangelical Covenant Church is the convention of delegates known as the Annual Meeting, which alone can adopt and amend the Constitution and Bylaws. The Evangelical Covenant Church shall be governed by this Constitution and Bylaws, its Articles of Incorporation, and all applicable laws.

# CONSTITUTION

## ARTICLE I

### **Name**

**Section 1.1.** The name of this body shall be The Evangelical Covenant Church (the “Covenant”).

## ARTICLE II

### **Confession**

**Section 2.1.** The Evangelical Covenant Church confesses that the Holy Scripture, the Old and the New Testament, is the Word of God and the only perfect rule for faith, doctrine, and conduct.

## ARTICLE III

### **Purpose**

**Section 3.1.** In response to the call of God and in unity with the whole Church—one, holy, catholic, and apostolic—the purpose of the Evangelical Covenant Church is to make known the good news of saving faith in Jesus Christ, to encourage a Christlike life among its congregations and their members, and to carry out Christ’s redeeming work of love, mercy, and justice in the world.

## ARTICLE IV

### **Membership**

**Section 4.1.** The Evangelical Covenant Church is composed of Christian congregations united in faith and service and organized into regional conferences.

**Section 4.2.** Membership in the Evangelical Covenant Church is open to evangelical Christian congregations that are in accord with the Preamble and Confession of this Constitution and that meet the requirements stated in this Constitution and Bylaws. A congregation seeking membership shall follow the procedures stated in the Bylaws.

**Section 4.3.** Member congregations pledge mutually to support the principles, policies, programs, and institutions of the Covenant. This includes regular financial support of the denomination, its regional conferences, and affiliated institutions. The constitutions and bylaws of Covenant congregations shall be in essential agreement with the Constitution and Bylaws of the Covenant. Member congregations have freedom in the management of local matters.

**Section 4.4.** Member congregations that through decision or practice are out of harmony with the principles, policies, programs, or institutions of the Covenant may be dismissed from the Covenant according to the procedures stated in the Bylaws.

**Section 4.5.** A congregation seeking to sever its affiliation with the Covenant shall follow the procedures stated in the Bylaws.

## ARTICLE V

### **Corporate Existence of the Evangelical Covenant Church**

**Section 5.1.** The Covenant shall be an Illinois not-for-profit corporation.

**Section 5.2.** The delegates to the Annual Meeting are the corporate members of the Covenant.

## ARTICLE VI

### Officers

**Section 6.1.** The Covenant shall have a president, a corporate secretary, and a corporate treasurer. The Bylaws may provide for assistant officers.

**Section 6.2.** Each officer of the Covenant shall be responsible to the Annual Meeting and the Executive Board for that officer's decisions and actions. Officers other than the president shall also be responsible to the president for decisions made and actions taken in carrying out the duties of their respective offices.

**Section 6.3.** The president shall be an ordained Covenant minister in good standing. The president shall be elected by the Annual Meeting as provided in the Bylaws. The president shall have the duties and responsibilities provided in the Bylaws.

**Section 6.4.** The corporate secretary shall be selected as provided in the Bylaws. The corporate secretary shall have the duties and responsibilities provided in the Bylaws, and the duties and responsibilities assigned by the president that are consistent with this Constitution and Bylaws.

**Section 6.5.** The corporate treasurer shall be selected as provided in the Bylaws. The corporate treasurer shall have the duties and responsibilities provided in the Bylaws, and the duties and responsibilities assigned by the president that are consistent with this Constitution and Bylaws.

## ARTICLE VII

### Annual Meeting

**Section 7.1.** A convention of delegates, known as the Annual Meeting, shall be the highest constituted authority in the Covenant.

**Section 7.2.** There shall be one regular session of the Annual Meeting each year. At least thirty days before the date of each Annual Meeting, the corporate secretary of the Covenant shall send a notice to each member congregation, stating the time, place, and purpose of the meeting.

**Section 7.3.** As the highest deliberative and decision-making body of the Covenant, the Annual Meeting shall approve the admission and dismissal of congregations, elect or call persons to leadership positions as provided in the Bylaws, approve the budget of the Covenant, receive and approve reports, credential recommended persons for the ministry of the Covenant, approve amendments to this Constitution and Bylaws, approve amendments to the Articles of Incorporation of the Covenant, and make other decisions necessary to the mutual work of the Covenant, the regional conferences, and affiliated institutions, as provided in the Bylaws.

**Section 7.4.** Each Covenant congregation, each regional conference, and each Covenant global mission region is entitled to send one or more delegates to the Annual Meeting, as provided in the Bylaws. The Bylaws may provide for additional delegates and advisors. Each delegate shall serve for a term that expires at the convening of the next Annual Meeting as provided in the Bylaws. Each delegate shall be a corporate member of the Covenant for the duration of that delegate's term.

**Section 7.5.** Special sessions of the Annual Meeting may be called by the Executive Board, by the president of the Covenant with the concurrence of the Executive Board, or by a majority of the current delegates. At least thirty days before the date of each special meeting, the corporate secretary of the Covenant shall send a notice to each current delegate, stating the time, place, and purpose of the meeting.

**Section 7.6.** A majority of delegates registered and certified in accordance with the Bylaws shall constitute a quorum for any regular or special session of an Annual Meeting.

ARTICLE VIII  
**Executive Board**

**Section 8.1. Duties and Responsibilities of the Executive Board.**

- a. The Executive Board shall be the agent of the Annual Meeting in making decisions for, and otherwise acting on behalf of, the Covenant when the Annual Meeting is not in session. This agency does not include powers reserved exclusively to the Annual Meeting by the Constitution and Bylaws or by decision of the Annual Meeting. The Executive Board shall be responsible to the Annual Meeting for its decisions and actions.
- b. The Executive Board shall be responsible for ensuring that all matters required to be brought to the Annual Meeting under this Constitution and Bylaws are in fact brought to the Annual Meeting.
- c. The Executive Board shall have the authority and responsibility for ensuring that the policies, procedures, and actions of the Covenant comply with this Constitution and Bylaws.
- d. The Executive Board shall have the authority and responsibility for ensuring that the officers of the Covenant and the members of the Council of Administrators comply with this Constitution and Bylaws.

**Section 8.2. Composition and Selection of the Executive Board.**

**a. *Elected Members.***

- i. The Annual Meeting shall elect members of the Executive Board as provided in the Bylaws.
- ii. The elected members of the Executive Board shall include at least one representative from each regional conference. Each elected member of the Executive Board shall be a member of a Covenant congregation.
- iii. Employees of the Covenant, any Covenant institution, any regional conference, any conference institution, or any regional mission organization shall not be eligible for election to the Executive Board.

- b. *Ex-officio Members.*** The president of the Covenant and a conference superintendent chosen by the Council of Superintendents shall be ex-officio members of the Executive Board. The Bylaws shall provide for liaisons to the Executive Board from other boards who shall be ex-officio members of the Executive Board. The Bylaws may provide for additional ex-officio members.

**c. *Officers of the Executive Board.***

- i. The officers of the Executive Board shall be a chair, a vice chair, a secretary, and an assistant secretary. The Bylaws may provide for additional officers and assistant officers.
- ii. Only elected members of the Executive Board may be officers of the Executive Board. No officer of the Covenant may be an officer of the Executive Board.

- d. *Advisors to the Executive Board.*** The Bylaws shall provide for advisors to the Executive Board.

**Section 8.3. Committees.** The Executive Board shall have committees as provided in the Bylaws.

ARTICLE IX  
**Regional Conferences and Superintendents**

**Section 9.1. Regional Conferences.** A regional conference is a separately incorporated association of Covenant congregations in a particular geographic region that is recognized by the Covenant as provided in the Bylaws. Regional conferences further the common mission of the Covenant and its member congregations.

## **Section 9.2. Administration.**

- a. A regional conference shall be administered by an executive board elected by the representatives of member congregations meeting in a convention of delegates commonly known as a conference annual meeting.
- b. The conference superintendent shall be the pastor and administrator of the regional conference.
- c. The conference superintendent shall be an ex-officio member of the conference executive board.

**Section 9.3. Selection of Conference Superintendents.** Candidates for conference superintendent shall be ordained ministers of the Covenant in good standing. The conference superintendent shall be elected by the conference annual meeting. The conference executive board shall recommend and the Executive Board of the Covenant shall approve one candidate to be nominated by the conference executive board as conference superintendent. The conference superintendent shall be installed in office at an Annual Meeting of the Covenant.

**Section 9.4. Conference Constitutions and Bylaws.** The constitutions and bylaws of regional conferences shall be in essential agreement with the Constitution and Bylaws of the Covenant.

**Section 9.5. Regional Mission Organizations.** The Covenant may establish a regional mission organization in a geographic area that is not included in a regional conference, not adequately served by an existing regional conference, or not able to support a regional conference.

## **ARTICLE X**

### **Denominational Ministries**

**Section 10.1.** The Covenant shall have denominational ministries to be responsible for specific missions and purposes of the Covenant, in cooperation with each other, the corporations established by the Covenant, the regional conferences, and the congregations. Denominational ministries shall be identified in the Bylaws.

## **ARTICLE XI**

### **Council of Administrators and Council of Superintendents**

#### **Section 11.1. Council of Administrators.**

- a. The Council of Administrators shall meet periodically to coordinate the mission, policies, and projects of the denominational ministries and the corporations, and to respond to directions and requests from the Annual Meeting, the Executive Board of the Covenant, or both.
- b. The members of the Council of Administrators shall be identified in the Bylaws. The president of the Covenant shall be the chair of the Council of Administrators. The members of the Council of Administrators shall be responsible to the president of the Covenant for decisions made and actions taken in carrying out the duties of their respective positions.

#### **Section 11.2. Council of Superintendents.**

- a. The Council of Superintendents shall meet periodically to coordinate the mission, policies, and projects of the regional conferences and the Covenant, and to respond to directions and requests from the Annual Meeting, the Executive Board of the Covenant, or both.
- b. The members of the Council of Superintendents shall be identified in the Bylaws. The Council of Superintendents shall elect from its membership a chair and a secretary to serve two-year terms.

#### **Section 11.3. Meetings.**

- a. The Council of Superintendents shall meet at least once a year with the Council of Administrators.
- b. The Council of Superintendents shall meet at least once a year with the Executive Board with the Executive Board of the Covenant in each calendar year unless by mutual agreement no meeting is deemed necessary.

## ARTICLE XII **Corporations**

**Section 12.1.** The Covenant may establish corporations to be responsible for specific missions and purposes of the Covenant, in cooperation with each other, the denominational ministries of the Covenant, the regional conferences, and the congregations. Each corporation established by the Covenant shall be identified in the Bylaws. Each corporation established by the Covenant shall have officers and boards of directors as required by law and provided in the Bylaws. The president of the Covenant shall be an ex-officio member of the board of directors of each corporation established by the Covenant.

## ARTICLE XIII **The Ordered Ministry**

**Section 13.1.** The Covenant shall grant or revoke credentials to ordained and licensed ministers, commissioned staff ministers, and consecrated missionaries. The Covenant shall establish Rules for the Ordered Ministry and administer them as provided in the Bylaws. The Covenant shall establish programs to encourage ministers and missionaries in discipleship and in their calling.

**Section 13.2.** Persons who are ordained, licensed, commissioned, or consecrated according to the Rules for the Ordered Ministry of the Covenant, and who are in good standing, shall constitute the members of the Covenant Ministerium in accordance with the constitution and bylaws of the Covenant Ministerium.

**Section 13.3.** All members of the Covenant Ministerium shall abide by the principles, policies, and decisions of the Covenant, and shall support its mission, programs, and institutions.

## ARTICLE XIV **Commissions**

**Section 14.1.** *The Covenant may establish commissions as provided in the Bylaws.*

## ARTICLE XV **Associations**

**Section 15.1.** The Covenant may establish associations as provided in the Bylaws.

## ARTICLE XVI **Amendments**

**Section 16.1.** Proposed amendments to this Constitution shall be introduced in writing at an Annual Meeting, but cannot be acted upon until the next Annual Meeting.

**Section 16.2.** At least ninety days before the Annual Meeting when final action is to be taken on a proposed amendment to the Constitution, the corporate secretary of the Covenant shall send a copy of each proposed amendment to each Covenant congregation and shall cause the text of each proposed amendment to be published in the communication channels of the Covenant and in the electronic media that the Covenant regularly uses for communication with Covenant congregations and members of Covenant congregations.

**Section 16.3.** A proposed amendment shall be adopted upon the affirmative vote of two-thirds of the delegates present and voting at the Annual Meeting.

# BYLAWS

## ARTICLE I

### **Name**

*This article currently contains no Bylaw provisions.*

## ARTICLE II

### **Confession**

#### **Section 2.1. Covenant Resource Papers.**

- a. The Covenant may adopt Covenant Resource Papers to provide context and clarity on critical issues of concern in matters of faith, doctrine, and conduct for the Covenant, Covenant congregations, and corporations established by the Covenant.
- b. The purpose of a Covenant Resource Paper is to inform ongoing discipleship and practice in the lives of members of Covenant congregations in matters of faith, doctrine, and conduct. Since the Covenant confesses that Scripture is the only perfect rule for faith, doctrine, and conduct, a Covenant Resource Paper is not binding and is not to be used as a basis for the discipline of ordained and licensed ministers of the Covenant, commissioned staff ministers of the Covenant, or consecrated missionaries of the Covenant; the dismissal of a Covenant congregation from membership in the Covenant; or the discipline of members of Covenant congregations.
- c. The Covenant may adopt a Covenant Resource Paper only upon a two thirds vote of the delegates present and voting at an Annual Meeting of the Covenant. Amendments to a proposed Covenant Resource Paper shall not be in order; however, a proposed Covenant Resource Paper may be referred back to the Executive Board of the Covenant for the purpose of addressing specific questions concerning its substance or wording.
- d. All proposed Covenant Resource Papers must initially be commissioned by a two-thirds vote of either (i) the delegates present and voting at an Annual Meeting of the Covenant or (ii) the Executive Board of the Covenant. Once commissioned, a proposed Covenant Resource Paper must be adopted or rejected by an Annual Meeting before another proposed Covenant Resource Paper on any topic may be commissioned. The commissioning of a Covenant Resource Paper may be requested by a member congregation, regional conference, board, commission, corporation, institution, or department of the Covenant.
- e. All proposed Covenant Resource Papers shall be drafted according to a procedure approved by the Executive Board of the Covenant.
- f. A proposed Covenant Resource Paper may be brought to the Annual Meeting of the Covenant only upon the joint recommendation of the Executive Board of the Covenant, the Board of the Ordered Ministry, the Council of Superintendents, and the Council of Administrators.
- g. After adoption by an Annual Meeting, a Covenant Resource Paper shall remain in effect until its replacement or removal by a subsequent Annual Meeting. A Covenant Resource Paper shall have the nature of a resolution under the current edition of Robert's Rules of Order Newly Revised.

## ARTICLE III

### **Purpose**

*This article currently contains no Bylaw provisions.*



ARTICLE IV  
**Membership**

**Section 4.1.** *This section currently contains no Bylaw provisions.*

**Section 4.2. Admission to Membership.** A congregation seeking membership in the Evangelical Covenant Church shall apply for membership in the Covenant and the appropriate regional conference concurrently. The Executive Board of the Covenant may make special provisions for applications from congregations not located within a regional conference. The application shall be made at least one month prior to the annual meeting of the regional conference on a form provided by the Covenant. In order for the applying congregation to become a member of the Covenant and the regional conference, the membership application must be approved by the conference executive board, the conference annual meeting, the Executive Board of the Covenant, and the Annual Meeting of the Covenant, in that order. A congregation must first become a member of the Covenant by action of the Covenant Annual Meeting before it can become a member of a regional conference. The Covenant shall maintain a roster of member congregations.

**Section 4.3.** *This section currently contains no Bylaw provisions.*

**Section 4.4. Involuntary Dismissal from Membership.**

- a. Charges that a congregation is out of harmony with the Covenant shall be presented to its conference executive board, which shall immediately inform the Executive Board of the Covenant and the president of the Covenant of the charges.
  - i. If the conference executive board finds the charges to be credible, the conference executive board shall seek to guide the congregation into harmony with the Covenant. The conference executive board shall then make a report and recommendation to the Executive Board of the Covenant and the president of the Covenant.
  - ii. The Executive Board of the Covenant shall independently consider the credibility of the charges based on all the information and recommendations available to it. The Executive Board of the Covenant may then, at its initiative and in communication with the regional conference, seek to guide the congregation into harmony with the Covenant. If the Executive Board of the Covenant determines that the congregation is and remains out of harmony with the Covenant, the Executive Board of the Covenant shall make a report and recommendation to the Annual Meeting of the Covenant.
  - iii. The Annual Meeting shall vote on the recommendation of the Executive Board.
  - iv. If a congregation is dismissed from membership in the Covenant by action of the Annual Meeting of the Covenant, its membership in the regional conference shall also be terminated.
- b. In all cases, congregations shall have opportunity to defend themselves before the conference executive board, the Executive Board of the Covenant, and the Annual Meeting of the Covenant.
- c. The Executive Board of the Covenant shall make special provision for charges made against a member congregation that is not located within a regional conference.

**Section 4.5. Voluntary Dismissal from Membership.**

- a. A congregation seeking to terminate its membership in the Covenant shall signify its intention, in writing, to the conference executive board at least one month prior to the conference annual meeting. Action on such a request shall take place in the following sequence:

- i. the conference superintendent shall notify the president of the Covenant and the Executive Board of the Covenant of the intention of the congregation to terminate its membership;
  - ii. the conference executive board shall make a report and recommendation to the annual meeting of the regional conference regarding the request of the congregation to terminate its membership;
  - iii. the conference annual meeting shall make a report and recommendation to the Executive Board of the Covenant regarding the request of the congregation to terminate its membership;
  - iv. the Executive Board shall make a report and recommendation to the Annual Meeting of the Covenant regarding the request of the congregation to terminate its membership; and
  - v. the Annual Meeting of the Covenant shall vote on the recommendation of the Executive Board of the Covenant. If the Annual Meeting of the Covenant decides to terminate the membership of the congregation, the congregation's membership in the Covenant and in the regional conference shall be terminated.
- b. The Executive Board of the Covenant shall make special provision for a request for termination of membership in the Covenant from a member congregation that is not located within a regional conference.

**Section 4.6. Disbanded Congregations.** Recommendations regarding the removal from membership of congregations that have disbanded shall come to the Annual Meeting of the Covenant from the Executive Board of the Covenant upon prior recommendation of the conference executive board and the conference annual meeting. The Executive Board of the Covenant shall make special provision for a disbanded congregation not located within a regional conference.

**Section 4.7. Use of the Covenant Name and Logo.** When a congregation is no longer a member of the Covenant, it shall cease all use of and reference to the name "The Evangelical Covenant Church," shall cease all use of the logo of the Covenant, and shall not represent itself as being a member of the Covenant or a regional conference of the Covenant.

## ARTICLE V

### **Corporate Existence of the Evangelical Covenant Church**

*This article currently contains no Bylaw provisions.*

## ARTICLE VI

### **Officers**

**Section 6.1. Officers.** The Covenant has the following officers: a president, a corporate secretary, a corporate treasurer, an assistant corporate secretary, and an assistant corporate treasurer.

**Section 6.2.** *This section currently contains no Bylaw provisions.*

### **Section 6.3. The President.**

- a. **Duties and Responsibilities.** The president shall provide pastoral leadership to the Covenant. The president shall also be the chief executive officer of the Covenant and, subject to the authority of the Annual Meeting and the Executive Board, shall have general direction of the ministry and business matters of the Covenant, general direction of the officers of the Covenant and members of the Council of Administrators, the general powers and duties of management usually vested in the office of president of an Illinois not-for-profit corporation, and all other powers and duties as may be prescribed by the Annual Meeting, the Executive Board, or these Bylaws. Within this authority and in the course of the

duties of president, the president shall

- i. preside at all meetings of the Council of Administrators;
  - ii. be an ex-officio member of all boards, councils, commissions, committees, and associations of the Covenant, except the Presidential Nominating Committee and any meeting of a committee of the Executive Board when it is reviewing the performance or compensation of the president of the Covenant;
  - iii. be or designate a vice president to serve as an ex-officio member of the boards and committees of all corporations established by the Covenant and their affiliates; and
  - iv. execute or authorize the execution of legal, financial, and commercial documents in the name of the Covenant when authorized by the Annual Meeting or the Executive Board, or when required by law or the regular and ordinary course of business.
- b. **Term of Office.** A president shall be elected or re-elected for a term of four years. Each term shall begin on September 1 following the Annual Meeting at which the president was elected or re-elected.
- c. **Temporary Absence or Temporary Disability of the President.** In the temporary absence or temporary disability of the president, the Executive Board shall appoint an acting president for the duration of the president's temporary absence or temporary disability. The acting president shall perform all the duties of the president and when so acting shall have all the powers of and be subject to all the restrictions on the president.

**Section 6.4. The Corporate Secretary.** The corporate secretary shall perform all of the duties of a corporate secretary required by law, the duties of the corporate secretary specified in this Constitution and Bylaws, the duties customarily performed by a corporate secretary, and any other duties assigned by the Executive Board that are consistent with this Constitution and Bylaws.

**Section 6.5. The Corporate Treasurer.** The corporate treasurer shall perform all of the duties of a corporate treasurer required by law, the duties of the corporate treasurer specified in this Constitution and Bylaws, the duties customarily performed by a corporate treasurer, and any other duties assigned by the Executive Board that are consistent with this Constitution and Bylaws.

**Section 6.6. Assistant Corporate Secretary.** The assistant corporate secretary shall perform all of the duties of an assistant corporate secretary required by law, the duties of the assistant corporate secretary specified in this Constitution and Bylaws, the duties customarily performed by an assistant corporate secretary, and any other duties assigned by the Executive Board or the corporate secretary that are consistent with this Constitution and Bylaws.

**Section 6.7. Assistant Corporate Treasurer.** The assistant corporate treasurer shall perform all of the duties of an assistant corporate treasurer required by law, the duties of the assistant corporate treasurer specified in this Constitution and Bylaws, the duties customarily performed by an assistant corporate treasurer, and any other duties assigned by the Executive Board or the corporate treasurer that are consistent with this Constitution and Bylaws.

**Section 6.8. Selection of Officers Other Than the President.** No later than December 1 in the first year of a president's initial term, the president of the Covenant shall recommend one or more candidates to the Executive Board for each of the following positions: corporate secretary, corporate treasurer, assistant corporate secretary, and assistant corporate treasurer. The Executive Board shall, by vote of two-thirds of its

elected members, appoint a candidate recommended by the president of the Covenant for each of these positions no later than June 1 of the following year. The Executive Board may decline to appoint a candidate recommended by the president.

**Section 6.9. Terms of Office of Officers Other Than the President.** The term of the corporate secretary, the corporate treasurer, the assistant corporate secretary, and the assistant corporate treasurer is indefinite in length but shall terminate not later than the day before the effective date of the Executive Board's appointment of a successor to that position.

**Section 6.10. Temporary Absence or Temporary Disability of an Officer Other Than the President.** In the temporary absence or temporary disability of the corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer, the Executive Board may, upon the recommendation of the president of the Covenant, appoint a person to perform the duties of that position on an interim basis for the duration of the officer's temporary absence or temporary disability. The interim officer shall perform all the duties of the position and when so acting shall have all the powers of and be subject to all the restrictions on the officer holding that position.

**Section 6.11. Vacancies in the Positions of Officers Other Than the President.**

- a. The Executive Board shall declare the position of the corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer vacant upon the removal, resignation, permanent incapacity, or death of the person holding that office.
  - i. Removal. By vote of two-thirds of its elected members, the Executive Board may remove the corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer.
  - ii. Resignation. The corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer may resign upon written notice to the Executive Board.
  - iii. Permanent Incapacity. The Executive Board shall develop policy for determining permanent incapacity.
- b. When a vacancy occurs in the position of the corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer, the Executive Board shall, upon the recommendation of the president of the Covenant, appoint a person to perform the duties of that position on an interim basis. The interim officer shall perform all the duties of the position and when so acting shall have all the powers of and be subject to all the restrictions on an officer holding that position. Within three months of the creation of the vacancy, the president shall recommend one or more candidates to the Executive Board to fill the vacant position. The Executive Board shall appoint a candidate recommended by the president to fill the vacant position within six months of the creation of the vacancy, unless the Executive Board, by a majority vote, extends the time for filling the vacancy. The president of the Covenant shall act in good faith to recommend a qualified candidate. The Executive Board may decline to appoint a candidate recommended by the president.

## ARTICLE VII The Annual Meeting

**Section 7.1.** *This section currently contains no Bylaw provisions.*

**Section 7.2.** The Executive Board shall designate the time, place, and medium of each Annual Meeting.

**Section 7.3.** *This section currently contains no Bylaw provisions.*

#### **Section 7.4. Delegates.**

- a. Member congregations shall be entitled to representation as follows: congregations up to 99 members, two delegates; congregations with 100 to 224 members, three delegates; congregations with 225 to 449 members, four delegates; congregations with 450 to 699 members, five delegates; congregations with 700 to 999 members, six delegates; and congregations with 1,000 or more members, seven delegates. The number of delegates to which each congregation is entitled shall be based on the number of members set forth in the annual statistical report that the congregation submitted to the Covenant for the calendar year immediately preceding the Annual Meeting.
- b. Each regional conference of the Covenant shall be entitled to two delegates in addition to the conference superintendent.
- c. Each regional mission organization shall be entitled to one delegate. d. The Covenant ministry of serve globally shall be entitled to up to 26 delegates to the Annual Meeting. The delegates will be determined by the executive minister of serve globally in consultation with the regional and country coordinators.
- e. The president of the Covenant, the members of the Executive Board, the members of the Council of Superintendents, and the members of the Council of Administrators shall be ex-officio delegates.
- f. The officers of the Annual Meeting shall be ex-officio delegates.
- g. The chair of the Board of Nominations shall be an ex-officio delegate.
- h. The Covenant Ministerium shall be entitled to two delegates.
- i. The Association of Covenant Camps and Conference Centers shall be entitled to two delegates.
- j. Each delegate to an Annual Meeting shall be a member of a Covenant congregation. No delegate may represent more than one entity. Delegates to the Annual Meeting from local congregations shall be members of the congregation they represent, with the following exceptions:
  - i. a member in good standing of the Covenant Ministerium who is serving two or more member congregations of the Covenant may be a delegate from any one of the congregations being served;
  - ii. a member in good standing of the Covenant Ministerium who is serving as an interim pastor in a member congregation may serve as a delegate from that congregation; and
  - iii. a member in good standing of the Covenant Ministerium who becomes a pastor of a member congregation near the time of the Annual Meeting may serve as a delegate from that congregation.
- k. The names of all delegates and alternate delegates shall be registered with the corporate secretary of the Covenant prior to the Annual Meeting.
- l. With the consent of the Executive Board, a congregation that cooperates with and supports the Covenant but is not a member of the Covenant for a reason approved by the Executive Board may send one advisor to the Annual Meeting.
- m. Any standing or special commission required by the Annual Meeting or the Executive Board to present an oral report or recommendation to the Annual Meeting shall be entitled to one delegate.
- n. Honorary delegates may be recognized by the Annual Meeting. Honorary delegates shall be advisors to the Annual Meeting.

**Section 7.5.** *This section currently contains no Bylaw provisions.*

**Section 7.6. Registration and Certification.** The Annual Meeting shall consist of the registered delegates whose credentials have been certified by the committee on

credentials appointed by the moderator. Upon certification each delegate shall receive an official badge, which must be presented for seating at the business sessions. The committee on credentials shall present its list of certified delegates to the Annual Meeting. When approved by the Annual Meeting, this list shall constitute the official roster of the Annual Meeting.

#### **Section 7.7. Officers of the Annual Meeting.**

- a. The Annual Meeting shall elect the following officers for a two-year term from a slate prepared by the Board of Nominations: a moderator and a vice moderator in even-numbered years, and a secretary in the odd numbered years. One candidate shall be nominated for each position. These officers are not eligible to succeed themselves. In the event of resignation, incapacity, or death of any elected officer of the Annual Meeting, the Executive Board is authorized to appoint a person to fill the unexpired term.
- b. The moderator shall preside over the Annual Meeting, appoint a parliamentarian, appoint temporary committees, and perform other general duties of a chair.
- c. The vice moderator shall assist the moderator and assume the duties of the moderator when the moderator is absent or unable to serve.
- d. The secretary shall record the proceedings of the Annual Meeting, prepare minutes, and deliver the minutes to the corporate secretary of the Covenant to be preserved as part of the records of the Covenant.

#### **Section 7.8. The Agenda and Standing Rules.**

##### **a. Agenda.**

- i. The agenda shall be prepared by an agenda committee consisting of the moderator, the vice moderator, the corporate secretary of the Covenant, and the president of the Covenant in consultation with the Council of Administrators. The agenda shall be approved by the Executive Board.
- ii. Items of business that are not on the agenda may be submitted in writing by a delegate to the moderator. If the item submitted is in order, a majority vote of the delegates present and voting shall be required to place that item on the agenda.
- iii. Copies of the proposed agenda and accompanying materials shall be available to delegates electronically or in writing thirty days prior to the meeting.

##### **b. Standing Rules.**

- i. Standing rules shall be prepared by the agenda committee, approved by the Executive Board, and adopted by the Annual Meeting.
- ii. Copies of the proposed standing rules shall be available to delegates when they arrive at the Annual Meeting.

#### **Section 7.9. Elections and Calls.**

##### **a. Covenant President.**

- i. The president of the Covenant shall be elected by the Annual Meeting. The election shall be by ballot.
- ii. One candidate for president of the Covenant shall be nominated by a Presidential Nominating Committee consisting of the following: twelve persons elected by the Executive Board from its elected members so as to reflect the composition of the Executive Board as a whole; one person each elected by and from the elected members of the Board of Directors of Covenant Ministries of Benevolence, the Board of the Ordered Ministry, the Board of Pensions and Benefits, the Board of Trustees of North Park University, and one member of each of the Executive Boards of the regional conferences. The Presidential Nominating Committee shall have at least one member from every ethnic group that has an established ethnic association

within the Covenant.

- iii. The Presidential Nominating Committee shall be convened for organization by the corporate secretary of the Covenant, but shall elect its own officers and determine its own procedures. The Executive Board shall authorize adequate financial resources for the work of the committee.

**b. *Elected Executive Ministers.***

- i. Executive ministers shall be elected by the Annual Meeting. Each election shall be by ballot.
- ii. One candidate for the position of executive minister of the ordered ministry shall be nominated by the Board of the Ordered Ministry, with the concurrence of the Executive Board and the annual meeting of the Covenant Ministerium.
- iii. All other executive minister positions shall have one candidate per position nominated by the Executive Board.

**c. *Election Provisions for the President of the Covenant and the Executive Ministers Elected by the Annual Meeting.***

- i. Only members in good standing of a member congregation of the Covenant shall be eligible for election.
- ii. Only ordained ministers of the Covenant in good standing shall be eligible for election as president of the Covenant or as executive minister of the ordered ministry.
- iii. A two-thirds vote of the delegates present and voting shall be required for election unless a second candidate is placed on the ballot, in which case a majority vote of the delegates present and voting shall be required for election.
- iv. In the event an unopposed candidate does not receive the required two-thirds majority for election, the Annual Meeting shall receive nominations from the floor and conduct an election under the following provisions:
  - (1) All nominations must be made from the floor. The unopposed candidate who did not receive the required two-thirds majority for election is eligible for nomination from the floor. If descriptive information on any such nominee is distributed it shall be similar in scope and content to information provided regarding candidates nominated by a Covenant board or committee.
  - (2) Nominating speeches shall be limited to five minutes. Up to three seconding speeches may be made for each nominee and shall be limited to two minutes each.
  - (3) The moderator shall provide for a recess of the Annual Meeting during which questions may be addressed to the nominees following a procedure to be recommended by the officers of the Annual Meeting and approved by the Annual Meeting.
  - (4) A majority of delegates present and voting shall be required for election.
- v. Nominations for a second candidate for any of these positions may be made from the floor according to the following procedure:
  - (1) All nominations from the floor shall require a second.
  - (2) A delegate making a nomination may provide descriptive information similar in scope and content to that provided to the Annual Meeting with respect to the candidate nominated by the Presidential Nominating Committee, the Executive Board, or the Board of the Ordered Ministry.

- (3) Nominating speeches shall be limited to five minutes. Up to three seconding speeches may be made for each nominee and shall be limited to two minutes each.
- (4) In the case of contested elections, the moderator shall provide for a recess of the Annual Meeting during which questions may be addressed to the nominees following a procedure to be recommended by the officers of the Annual Meeting and approved by the Annual Meeting.

**d. *Corporate Presidents, and Dean of North Park Theological Seminary Called by the Annual Meeting.***

- i. The Annual Meeting shall call the president of Covenant Ministries of Benevolence, the president of North Park University, and the dean of North Park Theological Seminary. Each call shall be voted upon by ballot.
  - (1) The Board of Directors of Covenant Ministries of Benevolence shall recommend and the Executive Board shall approve a candidate to be called as president of Covenant Ministries of Benevolence by the Annual Meeting.
  - (2) The Board of Trustees of North Park University shall recommend and the Executive Board shall approve a candidate to be called as president of North Park University by the Annual Meeting.
  - (3) The Board of Trustees of North Park University shall recommend and the Executive Board and the annual meeting of the Covenant Ministerium shall approve a candidate to be called as dean of North Park Theological Seminary by the Annual Meeting.
- ii. Only a member in good standing of a Covenant member congregation shall be eligible for call.
- iii. A majority vote of the delegates present and voting shall be required for call.

**e. *Suspension.***

- i. By vote of two-thirds of its elected and ex-officio members, the Executive Board may suspend the president of the Covenant, any executive minister, the president of Covenant Ministries of Benevolence, the president of North Park University, or the dean of North Park Theological Seminary for cause. The Executive Board may lift the suspension by vote of two-thirds of its elected and ex-officio members.
  - ii. Cause for suspension is failure to perform duties, malfeasance, misfeasance, immorality, indiscretion, unethical behavior, doctrinal error, breach of a fiduciary duty owed to the Covenant, breach of a duty of confidentiality owed to the Covenant, or breach of a duty of loyalty owed to the Covenant.
  - iii. Suspension may be with or without pay as the Executive Board may determine.
  - iv. After a suspension, the Executive Board may appoint a person to serve in the capacity of the suspended person on an interim basis.
  - v. If a person is still under suspension at the time of the second Annual Meeting following suspension, the Executive Board shall submit the matter to the Annual Meeting, which shall either remove the suspended person for cause by majority vote or reinstate the suspended person with or without back pay. The Executive Board may, in its discretion, submit the matter to the Annual Meeting at the first Annual Meeting following suspension.
- f. *Vacancies.*** The Executive Board shall declare the position of president of the Covenant, executive minister, president of Covenant Ministries of Benevolence, president of North Park University, or dean of North Park Theological Seminary vacant upon the removal, resignation, permanent incapacity, or death of the



person holding that position.

- i. *Removal.* The president of the Covenant, any executive minister, the president of Covenant Ministries of Benevolence, the president of North Park University, or the dean of North Park Theological Seminary can be removed only by majority vote of the Annual Meeting, after suspension by the Executive Board.
- ii. *Resignation.* The president of the Covenant, any executive minister, the president of Covenant Ministries of Benevolence, the president of North Park University, or the dean of North Park Theological Seminary may resign upon written notice to the Executive Board.
- iii. *Permanent Incapacity.* The Executive Board shall develop a policy for determining permanent incapacity.

**g. *Filling Vacancies.***

- i. In the event of a vacancy in the position of president of the Covenant, the Executive Board shall appoint an acting president. The acting president shall perform all the duties of the president and when so acting shall have all the powers of and be subject to all the restrictions on the president.
  - (1) If the vacancy occurs two years or more before the end of a president's term, a Presidential Nominating Committee may be convened by a two-thirds vote of the Executive Board of the Covenant. If a Presidential Nominating Committee is convened under these circumstances, it shall nominate a candidate to stand for election at the first or second Annual Meeting following the declaration of the vacancy to serve the unexpired term.
  - (2) If the vacancy occurs less than two years before the end of the president's term, a Presidential Nominating Committee shall be convened and shall nominate a candidate to stand for election to a full term at the Annual Meeting at which the regular presidential election is scheduled to take place.
- ii. In the event of a vacancy in the position of any executive minister, the Executive Board shall appoint a person to serve as interim executive minister until a successor executive minister is elected by the Annual Meeting and takes office.
- iii. In the event of a vacancy in the position of president of Covenant Ministries of Benevolence, the Board of Directors of Covenant Ministries of Benevolence, with the approval of the Executive Board of the Covenant, shall appoint a person to perform the duties of that position on an interim basis until a new president is called by the Annual Meeting and takes office.
- iv. In the event of a vacancy in the position of president of North Park University or dean of North Park Theological Seminary, the Board of Trustees of North Park University, with the approval of the Executive Board of the Covenant, shall appoint a person to perform the duties of that position on an interim basis until a new president or dean is called by the Annual Meeting and takes office.

**Section 7.10. Board Nominations and Elections.**

- a. Candidates for elected board positions shall be slated according to the procedures of the Board of Nominations and elected by the Annual Meeting. Each election shall be by ballot.
- b. The Board of Nominations shall nominate candidates for the Executive Board, the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, the Board of the Ordered Ministry, and the Board of Pensions and Benefits. The Executive Board shall nominate candidates for the Board of Nominations. In preparing the slate of candidates for each of these boards, the

Board of Nominations shall consider the existing composition of that board in terms of age, gender, ethnicity, race, spiritual gifts, and fields of expertise.

- c. Only members in good standing of a member congregation of the Covenant are eligible for nomination or election to any of these boards. A person is not eligible for nomination or election to any board where that person would have an actual conflict of interest or the appearance of a conflict of interest. Employees of the Covenant, any Covenant institution, any regional conference, any conference institution, or any regional mission organization may not be nominated as candidates for the Executive Board or the Board of Nominations. A board member who ceases to meet the requirements for nomination or election to that board may not continue to serve on that board.
- d. One candidate shall be nominated for each position to be filled on the Executive Board of the Covenant, the Board of Nominations, the Board of the Ordered Ministry, the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, and the Board of Pensions and Benefits.
- e. At least five of the elected members of the Executive Board shall meet the criteria of the Covenant policy on ethnic representation and shall be elected for non-concurrent terms. At least four of the elected members of the Board of Nominations and the Board of Ordered Ministry and three of the elected members of the Board of Trustees of North Park University shall meet the criteria of the Covenant policy on ethnic representation and shall be elected for non-concurrent terms. At least two elected members of each of the other boards shall meet the criteria of the Covenant policy on ethnic representation and shall be elected for non-concurrent terms.
- f. At least 20 percent of the elected members of the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, and the Board of Pensions and Benefits are to be clergy and at least 20 percent are to be lay.
- g. An elected member of a board may not be elected for consecutive full terms. Except in the case of a vacancy,
  - i. four or five members of the Executive Board shall be elected each year for a term of six years;
  - ii. two or three members of the Board of Nominations, the Board of the Ordered Ministry, and the Board of Pensions and Benefits shall be elected each year for a term of five years;
  - iii. two or three members of the Board of Directors of Covenant Ministries of Benevolence shall be elected each year for a term of six years; and
  - iv. four or five members of the Board of Trustees of North Park University shall be elected each year for a term of five years.
- h. Terms of elected board members shall begin on the first day of the month following an Annual Meeting and shall end on the last day of the month of an Annual Meeting.
- i. At any given time the Board of Nominations shall have at least one elected member from each regional conference.
  - i. The Board of Nominations shall monitor conference representation and, no later than September 1, shall notify the regional conference(s) from which a member of the Board of Nominations is to be elected at the next Annual Meeting. No later than December 1, the executive board of each regional conference so notified shall recommend at least two potential candidates for the Board of Nominations to the Executive Board of the Covenant.
  - ii. In the event that a given position on the Board of Nominations will not be needed to fulfill the requirement that at any given time the board shall have

at least one elected member from each regional conference, the Executive Board of the Covenant may nominate two candidates for that position, each of whom is a member of a Covenant congregation that is not in a regional conference.

- j. Nomination of additional candidates for any of the positions to be filled by election may be made from the floor according to the following procedures:
  - i. All nominations from the floor shall require a second.
  - ii. A delegate making a nomination may provide descriptive information similar in scope and content to that provided to the Annual Meeting with respect to the candidate(s) nominated by the Board of Nominations or the Executive Board.
  - iii. Any person nominated for a position on the Board of Nominations shall be a member of a Covenant congregation within the same regional conference or regional mission organization as the candidates placed on the ballot by the Executive Board for that position.
- k. Each position to be filled shall be listed separately on the ballot.
- l. A majority vote of delegates present and voting shall be required for election.
- m. ***Suspension of a Board Member.***
  - i. By vote of three-fourths of its elected and ex-officio members, the Executive Board may suspend an elected member of the Executive Board or any other board for cause. The Executive Board may suspend an elected member of the Board of Nominations, the Board of the Ordered Ministry, the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, or the Board of Pensions and Benefits for cause only if the board of which that person is a member first recommends suspension by vote of two-thirds of its elected and ex-officio members. The Executive Board may lift the suspension of an Executive Board member or any other board member by vote of three-fourths of its elected and ex officio members.
  - ii. Cause for suspension is failure to perform duties, malfeasance, misfeasance, immorality, indiscretion, unethical behavior, doctrinal error, breach of a fiduciary duty owed to the Covenant, breach of a duty of confidentiality owed to the Covenant, or breach of a duty of loyalty owed to the Covenant.
  - iii. If a board member is still under suspension at the time of the second Annual Meeting following suspension, the Executive Board shall submit the matter to the Annual Meeting, which shall either remove the suspended board member for cause by a two thirds vote or reinstate the suspended board member. The Executive Board may, in its discretion, submit the matter to the first Annual Meeting following suspension.
- n. ***Vacancies on Boards.***
  - i. The Executive Board shall declare an elected board position vacant upon the removal, resignation, permanent incapacity, or death of the person holding that position.
    - (1) An elected board member can be removed only by majority vote of the Annual Meeting.
    - (2) An elected board member may resign upon written notice to the Executive Board of the Covenant.
    - (3) The Executive Board of the Covenant shall develop a policy for determining permanent incapacity.
  - ii. A vacancy on a board shall be filled by election not later than the second Annual Meeting following the creation of the vacancy. Candidates for the vacant position shall be nominated and elected in the same manner as the member whose vacancy is being filled, and shall be elected for the unexpired

term of that member. A board member elected to serve the unexpired term of a predecessor may be nominated for a subsequent full term and may be nominated as a single candidate, provided that the board member did not serve more than two years of the predecessor's unexpired term.

ARTICLE VIII  
**Executive Board**

**Section 8.1. Duties and Responsibilities of the Executive Board.** The Executive Board shall coordinate and implement the common mission of the Covenant as developed and articulated by the Annual Meeting, this Constitution and Bylaws, and the strategic planning processes of the Covenant. The Executive Board shall carry out its work with an integrity and character consistent with Christian principles. Within this authority and in the course of its duties, the Executive Board shall

- a. be responsible for ensuring that the policies and decisions of the Annual Meeting are carried out;
- b. approve an agenda for each session of the Annual Meeting and recommend it to the Annual Meeting;
- c. approve a proposed annual budget for the Covenant and recommend it to the Annual Meeting;
- d. appoint and remove the officers of the Covenant other than the president, as provided in these Bylaws;
- e. delegate such responsibility for the administration of the Covenant as may be required by the temporary absence or temporary incapacity of an officer of the Covenant, unless otherwise specified in these Bylaws;
- f. approve the fiscal policy of the Covenant;
- g. approve the acquisition, encumbrance, and disposition of the property and assets of the Covenant;
- h. promote coordination among the regional conferences, the denominational ministries of the Covenant, and the corporations established by the Covenant;
- i. approve the salaries of the officers of the Covenant, vice presidents, executive ministers, and executive directors;
- j. approve the salary of the president of Covenant Ministries of Benevolence upon the recommendation of the Board of Benevolence;
- k. approve the salaries of the following persons upon the recommendation of the Board of Trustees of North Park University: the president of North Park University and the dean of North Park Theological Seminary;
- l. approve the salaries of the president of Covenant Trust Company and the president of National Covenant Properties;
- m. adopt a policy concerning insurance coverage and risk management practices for the Covenant;
- n. create one or more committees, appoint members of the Executive Board and such other persons as the Executive Board designates to serve on each committee, and delegate to each committee the powers that the Executive Board deems appropriate and that the Executive Board has the right to delegate under this Constitution and Bylaws and applicable laws;
- o. be known as the Board of Directors or Trustees of the Covenant when law or legal instruments require action by the Board of Directors or Trustees of the Covenant;
- p. comply with and be responsible for ensuring that the Covenant complies with all applicable laws; and
- q. develop its own procedural rules and file a copy of the approved rules with the corporate secretary of the Covenant.

## **Section 8.2. Composition and Selection of the Executive Board.**

### **a. *Elected Members.***

#### *i. Number and Composition.*

- (1) The Executive Board shall have twenty-six elected members.
- (2) At least five of the elected members of the Executive Board shall meet the criteria of the Covenant policy on ethnic representation,
- (3) At least sixteen of the elected members of the Executive Board shall be lay. At least eight of the elected members of the Executive Board shall be clergy.
- (4) At least twelve of the elected members of the Executive Board shall be female. At least twelve of the elected members of the Executive Board shall be male.
- (5) Each conference shall have at least one representative on the Executive Board of the Covenant. The Covenant recommends that each conference appoint at least one of its representatives on the Executive Board of the Covenant as an advisor to the executive board of that conference.

*ii. Selection.* Candidates for the Executive Board shall be slated according to the procedures of the Board of Nominations and elected by the Annual Meeting. Each year one or more conferences, in rotation or as required by vacancy, may recommend potential candidates to the Board of Nominations. All members of the Executive Board serve all Covenant congregations.

*iii. Term of Office.* Each member of the Executive Board shall be elected for a term of six years. Terms shall be staggered in such a way that no more than 20 percent of the Executive Board is elected in any given year, except in the event of the removal, resignation, permanent incapacity, or death of a member. An elected member of the Executive Board shall not be elected for consecutive six-year terms.

*iv. Liaisons from the Executive Board.* The Executive Board shall appoint elected members of the Executive Board to serve as liaisons to and ex-officio members of the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, the Board of the Ordered Ministry, and the Board of Pensions and Benefits. Each of these boards shall have only one liaison from the Executive Board. Each member of the Executive Board who is a representative of a regional conference shall serve as liaison to the executive board of that conference. A member of the Executive Board may serve as liaison to only one other board.

**b. *Ex-officio Members.*** The Executive Board shall have the following ex officio members: the president of the Covenant, a conference superintendent designated by the Council of Superintendents who serves as liaison from that council, an elected member of the Board of Directors of Covenant Ministries of Benevolence, Centro Hispano de Estudios Teológicos del Pacto Evangélico and Board of Trustees of North Park University who serves as a liaison from that board to the Executive Board. An ex-officio member of the Executive Board who serves as a liaison from another board shall not be an employee of the Covenant, any Covenant institution, any regional conference, any conference institution, or any regional mission organization.

**c. *Officers of the Executive Board.*** The Executive Board shall elect a chair, vice chair, secretary, and assistant secretary. Each officer of the Executive Board shall be an elected member of the Executive Board.

**d. *Advisors to the Executive Board.*** The Executive Board shall have the following

advisors: the members of the Council of Administrators.

e. **Meetings.**

- i. The Executive Board shall hold at least three regular meetings in each calendar year. Notice of each regular meeting shall be sent to each member of the Executive Board at least sixty days in advance.
- ii. The Executive Board may hold special meetings. A special meeting may be called by Executive Board officers or by the president of the Covenant. Notice of each special meeting shall be sent to each member of the Executive Board at least fourteen days in advance, except when the officers deem necessary.
- iii. The Executive Board shall meet at least once with the Council of Superintendents in each calendar year unless by mutual agreement no meeting is deemed necessary.
- iv. A majority of the elected and ex-officio members of the Executive Board shall constitute a quorum for any regular or special meeting.
- v. At any meeting, the Executive Board may hold executive sessions from which any or all advisors may be excluded.
- vi. When the Executive Board is reviewing the performance or compensation of the president of the Covenant, the Executive Board may exclude from its meeting any or all ex-officio members and any or all advisors.

**Section 8.3. Committees.**

- a. The Executive Board shall organize itself into committees for purpose of receiving reports, developing policies, and making recommendations to the Executive Board for a committee's specific area of focus.
- b. The standing committees shall be finance, personnel, and any other standing committee designated by the Executive Board policies creating the committee.
- c. Each elected member of the Executive Board shall serve on at least one standing committee at any given time.
- d. Each standing committee shall have five to seven members who are elected members of the Executive Board. The committee may have members who are ex-officio members of the Executive Board. The committee may request the presence of advisors to participate in their meetings.
- e. Each standing committee shall develop procedural rules to be approved by the Executive Board.
- f. The Executive Board may establish additional standing committees or ad hoc committees as appropriate to advance the Covenant mission.

ARTICLE IX

**Regional Conferences and Superintendents**

**Section 9.1. Regional Conferences.**

- a. **Names and Boundaries.** The names and boundaries of the regional conferences shall be determined by the Annual Meeting, upon the recommendation of the Executive Board of the Covenant after consultation with the regional conferences involved. The boundaries of the regional conferences shall be published annually by the Covenant.
- b. **Recognition.**
  - i. An association of Covenant congregations seeking recognition as a regional conference shall present a proposed constitution and bylaws, a budget, and a ministry statement to the Executive Board of the Covenant for approval.
  - ii. Upon recommendation by the Executive Board of the Covenant, an association of Covenant congregations may be recognized as a regional conference by a two-thirds vote of delegates present and voting at an Annual

Meeting of the Covenant.

- iii. Recognition of a regional conference may be terminated only by a two-thirds vote of delegates present and voting at an Annual Meeting of the Covenant.

**Section 9.2. Administration.** This section currently contains no Bylaw provisions.

**Section 9.3. Selection of Conference Superintendents.** The president of the Covenant shall serve as an advisor to every meeting of a conference executive board (or other conference nominating committee) when the nomination of a candidate for conference superintendent is being considered.

**Section 9.4. Conference Constitutions and Bylaws.** Revisions or amendments to conference constitutions and bylaws shall be submitted to the Executive Board of the Covenant for concurrence to ensure that such changes are in general agreement with this Constitution and Bylaws.

**Section 9.5. Regional Mission Organizations.** The Annual Meeting shall define the duties, functions, and responsibilities of a regional mission organization and its relationships with regional conferences, the Covenant Ministerium, and the Covenant, in a manner consistent with this Constitution and Bylaws.

## ARTICLE X Denominational Ministries

### Section 10.1. Mission Priorities.

- a. In order to carry out its mission, the Covenant focuses on five mission priorities that guide the work that we do. The mission priorities are:
  - i. start and strengthen churches—starting and strengthening healthy, missional churches in the United States and Canada;
  - ii. make and deepen disciples—helping people experience new life in Christ and grow deeper in Christ in a lifelong journey of faith;
  - iii. love mercy and do justice—walking humbly with God to address hurts and the cause of those hurts;
  - iv. develop leaders—developing and strengthening leaders, both lay and clergy; and
  - v. serve globally—pursuing the mission priorities internationally.
- b. Executive minister(s) shall oversee mission priorities.

### Section 10.2. Vice Presidents.

- a. Vice presidents shall be appointed by the president with concurrence of the Executive Board to give leadership to the organization. Each vice president is accountable for outcomes related to the mission of the Covenant, including the implementation of decisions and policies of the Annual Meeting and the Executive Board of the Covenant.
- b. A vice president shall lead an area by proposing and implementing strategies, proposing and managing income and expense, and working in collaboration with the president to propose and hire team members.
- c. A vice president shall report to and be accountable to the president.
- d. A vice president shall contribute to the overall mission of the Covenant by serving as an advisor to the Executive Board.
- e. The corporate treasurer shall also hold the office of vice president of finance and shall be the chief financial officer of the Covenant.
- f. By mutual agreement with the president, any board, council, commission, committee, or association of the Covenant or any board or committee of a corporation established by the Covenant may invite a vice president as a representative of the president of the Covenant, with the status of an advisor to a

meeting of the group.

- g. *Temporary Absence or Disability.* In the temporary absence or temporary disability of a vice president, the president may appoint with the concurrence of the Executive Board a person to perform the duties of that position on an interim basis for the duration of the temporary absence or temporary disability.
- h. *Vacancies.* The Executive Board shall declare the position of any vice president vacant upon the removal, resignation, permanent incapacity, or death of the person holding that position.
  - i. *Removal.* By vote of two-thirds of its elected members, the Executive Board may remove a vice president.
  - ii. *Resignation.* A vice president may resign upon written notice to the Executive Board.
  - iii. *Permanent Incapacity.* The Executive Board shall develop a policy for determining permanent incapacity.
  - iv. *Filling Vacancy.* When a vacancy occurs in the position of a vice president, the president shall appoint with the concurrence of the Executive Board a person to perform the duties of the vacated position on an interim basis, until such time as a permanent replacement is appointed by the president with concurrence of the Executive Board.

### **Section 10.3. Executive Ministers.**

- a. Executive ministers shall be elected by the Annual Meeting to oversee mission priorities. An executive minister is accountable for outcomes related to mission priorities, including the implementation of decisions and policies of the Annual Meeting and the Executive Board of the Covenant.
- b. An executive minister shall oversee mission priorities by proposing and implementing strategies, proposing and managing income and expense, and proposing and managing team members.
- c. An executive minister shall pursue coordination and collaboration across the mission priorities, ensuring a comprehensive, integrated mission strategy.
- d. An executive minister shall be accountable to the president and shall report to either the president or a vice president.
- e. An executive minister shall contribute to the overall mission of the Covenant by serving as an advisor to the Executive Board.
- f. By mutual agreement with the president, any board, council, commission, committee, or association of the Covenant or any board or committee of a corporation established by the Covenant may invite an executive minister as a representative of the president of the Covenant, with the status of an advisor to a meeting of the group.
- g. Each executive minister shall be elected or re-elected by the Annual Meeting for a term of four years. Each term shall begin on September 1 following the Annual Meeting at which the executive minister was elected.

### **Section 10.4. Executive Directors.**

- a. Executive directors shall be appointed by the president with concurrence of the Executive Board to give leadership to areas in support of the implementation of mission priorities. Each executive director is accountable for outcomes related to their area, including the implementation of decisions and policies of the Annual Meeting and the Executive Board of the Covenant.
- b. An executive director shall lead an area by proposing and implementing strategies, proposing and managing income and expense, and proposing and managing team members.



- c. An executive director shall be accountable to the president and shall report to either the president or a vice president.
- d. An executive director shall contribute to the overall mission of the Covenant by serving as an advisor to the Executive Board.
- e. By mutual agreement with the president, any board, council, commission, committee, or association of the Covenant or any board or committee of a corporation established by the Covenant may invite an executive director as a representative of the president of the Covenant, with the status of an advisor to a meeting of the group.
- f. *Temporary Absence or Disability.* In the temporary absence or temporary disability of an executive director, the president may appoint with the concurrence of the Executive Board a person to perform the duties of that position on an interim basis for the duration of the temporary absence or temporary disability.
- g. *Vacancies.* The Executive Board shall declare the position of any executive director vacant upon the removal, resignation, permanent incapacity, or death of the person holding that position.
  - i. *Removal.* By vote of two-thirds of its elected members, the Executive Board may remove an executive director.
  - ii. *Resignation.* An executive director may resign upon written notice to the Executive Board.
  - iii. *Permanent Incapacity.* The Executive Board shall develop a policy for determining permanent incapacity.
  - iv. *Filling Vacancy.* When a vacancy occurs in the position of an executive director, the president shall appoint with the concurrence of the Executive Board a person to perform the duties of the vacated position on an interim basis, until such time as a permanent replacement is appointed by the president with concurrence of the Executive Board.

## **Section 10.5. The Ordered Ministry.**

- a. The denominational ministry of the Ordered Ministry is governed by the Annual Meeting, the Board of the Ordered Ministry, and the Rules for the Ordered Ministry of the Evangelical Covenant Church.
- b. **The Board of the Ordered Ministry.**
  - i. The Board of the Ordered Ministry shall have fourteen elected members and the ex-officio members identified in these Bylaws. Twelve elected members of the board shall be ordained or commissioned Covenant ministers and two elected members of the board shall be lay persons. A majority of the elected clergy members of the board shall be ordained to word and sacrament. At least two elected clergy members of the board shall be staff persons. At least one elected clergy member of the board shall be a consecrated missionary.
    - (1) Candidates for the Board of the Ordered Ministry shall be slated according to the procedures of the Board of Nominations and elected by the Annual Meeting. The Board of the Ordered Ministry may recommend candidates to the Board of Nominations.
    - (2) At least four of the elected members of the Board of the Ordered Ministry shall be female. At least four of the elected members of the Board of the Ordered Ministry shall be male.
    - (3) The Board of the Ordered Ministry shall have the following ex officio members: the president of the Covenant, the president of the Covenant Ministerium, the dean of North Park Theological Seminary, the president of Centro Hispano de Estudios Teológicos del Pacto Evangélico, the executive minister of the ordered ministry, a liaison

from the Council of Superintendents appointed by the president of the Covenant, and a liaison from the Executive Board of the Covenant appointed by the Executive Board of the Covenant who shall be an ordained or licensed minister in good standing in the Covenant.

- (4) The Board of the Ordered Ministry may have advisors as provided in its own procedural rules.

ii. The Board of the Ordered Ministry shall

- (1) elect its own officers;
- (2) develop its own procedural rules for approval by the Executive Board of the Covenant and file a copy of the approved rules with the corporate secretary of the Covenant; and
- (3) submit a report to the Annual Meeting and submit to the Executive Board of the Covenant any reports requested by the Executive Board of the Covenant.

iii. With the approval of the annual meeting of the Covenant Ministerium, the Board of the Ordered Ministry shall recommend Rules for the Ordered Ministry of the Evangelical Covenant Church to the Annual Meeting of the Covenant. Upon adoption by the Annual Meeting of the Covenant, the Rules for the Ordered Ministry shall govern the ordination, licensure, commissioning, consecration, and discipline of ministers and missionaries of the Covenant, and the work of the Board of the Ordered Ministry.

iv. The Board of the Ordered Ministry shall report directly to the Annual Meeting, except that the recommendations of the Board of the Ordered Ministry concerning the ordination, licensure, commissioning, consecration, and discipline of ministers and missionaries, and major policies relating to the work of the Board of the Ordered Ministry shall be submitted to the annual meeting of the Covenant Ministerium. Recommendations approved by the annual meeting of the Covenant Ministerium may be submitted to the Annual Meeting of the Covenant. Recommendations not approved by the annual meeting of the Covenant Ministerium shall be referred back to the Board of the Ordered Ministry.

v. With the approval of the annual meeting of the Covenant Ministerium, the Board of the Ordered Ministry shall recommend a candidate for the position of executive minister of the ordered ministry to the Executive Board of the Covenant.

c. **Executive Minister of the Ordered Ministry.** The executive minister of the ordered ministry shall

- i. act as an agent and representative of the Board of the Ordered Ministry between meetings of the board and report to the Board of the Ordered Ministry actions taken and representations made on behalf of the board;
- ii. be an ex-officio member of the executive committee of the Covenant Ministerium; and
- iii. together with the Board of the Ordered Ministry and the Covenant Ministerium, develop and administer policies and programs to encourage, support, and care for ministers and missionaries.

**Section 10.6. The Board of Nominations.**

- a. The denominational ministry of Nominations is governed by the Annual Meeting and the Board of Nominations.
- b. The Board of Nominations shall have eleven elected members and the ex-officio members identified in these Bylaws. Each member of the Board of Nominations

serves all Covenant congregations.

- i. Candidates for the Board of Nominations shall be slated by the Executive Board of the Covenant according to the procedures of the Board of Nominations and elected by the Annual Meeting. Each conference shall have at least one representative on the Board of Nominations.
- ii. At least four of the elected members of the Board of Nominations shall be female. At least four of the elected members of the Board of Nominations shall be male.
- iii. The president of the Covenant shall be an ex-officio member of the Board of Nominations.
- iv. The Board of Nominations may have advisors as provided in its own procedural rules.
- v. The Board of Nominations shall
  - (1) elect its own officers;
  - (2) develop its own procedural rules for approval by the Executive Board of the Covenant and file a copy of the approved rules with the corporate secretary of the Covenant;
  - (3) submit a report to the Annual Meeting and submit to the Executive Board of the Covenant any reports requested by the Executive Board of the Covenant; and
  - (4) submit all matters involving major changes of policy to the Executive Board of the Covenant for approval.
- vi. The Board of Nominations shall
  - (1) develop an active resource pool of qualified leaders for use by the Covenant and conference boards;
  - (2) provide qualified candidates for election by the Annual Meeting to the Executive Board of the Covenant, the Board of the Ordered Ministry, the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, and the Board of Pensions and Benefits; and
  - (3) prepare the ballot of candidates for election at each Annual Meeting and present it to the Annual Meeting.

#### **Section 10.7. Board of Pensions and Benefits.**

- a. The denominational ministry of pensions and benefits is governed by the Annual Meeting and the Board of Pensions and Benefits.
- b. The Board of Pensions and Benefits shall have seven to nine elected members and the ex-officio members identified in these Bylaws. Each member of the Board of Pensions and Benefits serves all Covenant congregations.
  - i. Candidates for the Board of Pensions and Benefits shall be slated according to the procedures of the Board of Nominations and elected by the Annual Meeting. The Board of Pensions and Benefits may recommend candidates to the Board of Nominations.
  - ii. The Board of Pensions and Benefits shall have the following ex-officio members: the treasurer, the executive minister of the ordered ministry, a liaison from the Council of Superintendents appointed by the president of the Covenant, and a liaison from the Executive Board of the Covenant appointed by the Executive Board of the Covenant.
  - iii. The Board of Pensions and Benefits may recommend, and the Executive Board approve up to two members with relevant knowledge and expertise for one, five-year term.

- iv. The Board of Pensions and Benefits may have advisors as provided in its own procedural rules.
- c. The Board of Pensions and Benefits shall
  - i. elect its own officers;
  - ii. develop its own procedural rules for approval by the Executive Board of the Covenant and file a copy of the approved rules with the corporate secretary of the Covenant;
  - iii. submit a report to the Annual Meeting and submit to the Executive Board of the Covenant any reports requested by the Executive Board of the Covenant; and
  - iv. submit all matters involving major changes of policy to the Executive Board of the Covenant for approval.
- d. The president of the Covenant, the corporate treasurer of the Covenant, and the chair of the Board of Pensions and Benefits shall be the trustees of the Covenant Pension Plan, as amended. Amendments to the Covenant Pension Plan shall be adopted as set forth in the plan.
- e. The Board of Pensions and Benefits shall maintain, monitor, and operate various retirement plans and health and welfare benefit plans offered and/or sponsored by the Covenant from time to time, where such Board of Pensions and Benefits is a named fiduciary with respect to the plan.
- f. A director of pensions shall be appointed by the Executive Board of the Covenant upon nomination by the president of the Covenant and the concurrence of the Board of Pensions and Benefits. The director of pensions shall be an advisor to the Board of Pensions and Benefits.

#### ARTICLE XI

### **Council of Administrators and Council of Superintendents**

#### **Section 11.1. Council of Administrators.**

- a. The Council of Administrators shall serve as a presidential roundtable to connect the various Covenant corporations.
- b. The Council of Administrators shall have the following members: the president of the Covenant; the president of Covenant Ministries of Benevolence, the president of North Park University, the dean of North Park Theological Seminary, the president of National Covenant Properties, and the president of Covenant Trust Company.
- c. The Council of Administrators may invite additional advisors to participate in their meetings.

#### **Section 11.2. Council of Superintendents.**

- a. *This subsection currently contains no Bylaw provisions.*
- b. The superintendents of the regional conferences of the Covenant are members of the Council of Superintendents. The Council of Superintendents shall have the following ex-officio members: the president of the Covenant, the vice president of mission priorities, the executive minister of serve clergy, and the executive minister of serve locally. The Council of Superintendents may invite additional advisors to participate in their meetings.
- c. The Council of Superintendents shall select one member of the Council of Superintendents to serve as an ex-officio member of the Executive Board of the Covenant.
- d. The president of the Covenant shall appoint members of the Council of Superintendents to serve as liaisons to and ex-officio members of the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North

Park University, the Board of the Ordered Ministry, and the Board of Pensions and Benefits. Each of these boards shall have only one liaison from the Council of Superintendents. A member of the Council of Superintendents may serve as liaison to only one board.

**Section 11.3. Meetings.** *This section currently contains no Bylaw provisions.*

## ARTICLE XII Corporations

**Section 12.1. The Covenant has established the following corporations:** Covenant Ministries of Benevolence, an Illinois not-for-profit corporation; North Park University, an Illinois not-for-profit corporation; National Covenant Properties, an Illinois not-for-profit corporation; Covenant Trust Company, a chartered Illinois trust company; Paul Carlson Medical Program, Inc., an Illinois not-for-profit corporation; Bezalel, Inc., an Illinois not-for-profit corporation; and Centro Hispano de Estudios Teológicos del Pacto Evangélico, a California nonprofit religious corporation.

### **Section 12.2. Covenant Ministries of Benevolence.**

- a. Covenant Ministries of Benevolence shall provide leadership, guidance, and coordination to ministries that promote the bringing of God's compassion, mercy, and justice to bear upon the needs of the world. These shall include, but not be limited to, institutional ministries, congregation-based ministries, and collaborative ministries within the Covenant. Covenant Ministries of Benevolence shall administer the benevolent institutions established by the Covenant and the properties of these institutions.
- b. The Board of Directors of Covenant Ministries of Benevolence, also known as the Board of Benevolence, shall consist of sixteen to nineteen members, including the elected members and the ex-officio members identified in these Bylaws. Each member of the Board of Benevolence shall be a member of a Covenant congregation. Each member of the Board of Benevolence serves all Covenant congregations.
  - i. *Elected Members.*
    - (1) Candidates for the Board of Benevolence shall be slated according to the procedures of the Board of Nominations and elected by the Annual Meeting. The Board of Nominations shall slate only one candidate for each position to be filled. The Board of Benevolence may recommend candidates to the Board of Nominations.
    - (2) Except in the case of a vacancy, two or three members of the Board of Benevolence shall be elected each year for a term of six years.
    - (3) Members of the Board of Benevolence who meet the criteria of the Covenant policy on ethnic representation shall be elected for non-concurrent terms of six years.
    - (4) At least 20 percent of the elected members of the Board of Benevolence shall be clergy and at least 20 percent shall be lay.
    - (5) At least five of the elected members of the Board of Benevolence shall be female. At least five of the elected members of the Board of Benevolence shall be male.
    - (6) An elected member of the Board of Benevolence shall not be elected for consecutive six-year terms.
  - ii. *Ex-officio Members.* The Board of Benevolence shall have the following ex-officio members: the president of the Covenant, the president of Covenant Ministries of Benevolence, a liaison from the Council of Superintendents appointed by the president of the Covenant, and a liaison from the Executive Board of the Covenant appointed by the Executive Board of the Covenant.

- iii. The Board of Benevolence may have advisors as provided in its own corporate documents.
- c. The Board of Benevolence shall appoint an elected member to be a liaison to and ex-officio member of the Executive Board of the Covenant.
- d. The Board of Benevolence shall elect its own officers, develop its own procedural rules for approval by the Executive Board of the Covenant, and file a copy of the approved rules with the corporate secretary of the Covenant.
- e. The Board of Benevolence shall submit the following matters to the Executive Board of the Covenant for approval: strategic plan; mission statement; major changes of policy; major borrowing; disposition, buying, leasing, selling, or encumbering of real property belonging to Covenant Ministries of Benevolence that is used in benevolent institutional ministry; mergers or dissolution of Covenant Ministries of Benevolence; creation of new affiliates and other related entities; amendments to the Articles of Incorporation and Bylaws of Covenant Ministries of Benevolence; compensation of the president of Covenant Ministries of Benevolence; fiscal year end; and designation of auditors.
- f. The Board of Benevolence shall submit a report to the Annual Meeting and shall submit to the Executive Board of the Covenant any reports requested by the Executive Board.
- g. The president of Covenant Ministries of Benevolence shall manage benevolent institutions and ministries of compassion, mercy, and justice under the direction of the Board of Benevolence.
  - i. The president of Covenant Ministries of Benevolence shall be recommended by the Board of Benevolence, approved by the Executive Board of the Covenant, and called by the Annual Meeting for an indefinite term.
  - ii. The president of Covenant Ministries of Benevolence shall be an ex officio member of the Board of Benevolence and an advisor to the Executive Board of the Covenant.
  - iii. A president of Covenant Ministries of Benevolence who is succeeding an incumbent shall take office on September 1 in the year of the new president's call. If there is no incumbent, the new president may take office immediately upon call.
  - iv. The president of Covenant Ministries of Benevolence shall devote fulltime service to this position.
- h. Covenant Ministries of Benevolence has the following affiliated corporations, among others: Covenant Living Communities and Services; EMC Health, Inc.; and Swedish Covenant Health. Each of these affiliated corporations may have affiliated corporations, institutions, and entities of its own.

### **Section 12.3. North Park University.**

- a. The Board of Trustees shall exercise general supervision over North Park University, its administration, its finances, and its facilities.
- b. The Board of Trustees shall consist of twenty-five to no more than thirty members, comprised of elected members, appointed members, and ex-officio members. Each member of the Board of Trustees shall be a member in good standing of a member congregation of the Covenant or another Christian church as further set below. Each member of the Board of Trustees serves all Covenant congregations.
  - i. *Elected Members.*
    - (1) Candidates for the Board of Trustees to be elected by the Annual Meeting shall be slated according to the procedures of the Board of Nominations and elected by the Annual Meeting. The Board of Trustees may recommend candidates to the Board of Nominations.

- (2) At least three elected members shall meet the criteria of the Covenant policy on ethnic representation.
  - (3) At least 20 percent of the elected members shall be clergy and at least 20 percent shall be lay.
  - (4) At least 35 percent of the elected members shall be female. At least 35 percent of the elected members shall be male.
  - (5) Each elected member shall be a member in good standing of a member congregation of the Covenant.
  - (6) An elected member may be elected up to four consecutive three-year terms.
- ii. *Appointed Members.* Up to nine persons shall be recommended by the Board of Trustees and appointed by the Executive Board for up to four terms of three years. Each appointed member shall be a member in good standing of a Christian church and shall be in harmony with the mission of North Park University. Appointed members are not required to be members of Covenant congregations. An appointed member may be suspended or removed for cause only if such action is recommended by a two thirds (2/3) vote of the other members of the Board of Trustees and approved by a three-fourths (3/4) vote of all the members of the Executive Board. Cause for suspension or removal is failure to perform duties, malfeasance, misfeasance, immorality, indiscretion, unethical behavior, doctrinal error, breach of fiduciary duty owed to the Covenant, breach of a duty of confidentiality owed to the Covenant, or breach of a duty of loyalty owed to the Covenant.
  - iii. *Ex-officio Members.* The Board of Trustees shall have the following ex-officio members: the president of the Covenant, the president of North Park University, a liaison from the Council of Superintendents appointed by the president of the Covenant, and a liaison from the Executive Board of the Covenant appointed by the Executive Board of the Covenant.
  - iv. The Board of Trustees may have advisors as provided in its own corporate documents.
- c. The Board of Trustees shall appoint an elected member to be a liaison to and ex-officio member of the Executive Board of the Covenant.
  - d. The Board of Trustees shall elect its own officers, develop its own procedural rules for approval by the Executive Board of the Covenant, and file a copy of the approved rules with the corporate secretary of the Covenant.
  - e. The Board of Trustees shall submit the following matters to the Executive Board of the Covenant for approval: strategic plan; mission statement; major changes of policy; major borrowing; disposition, buying, leasing, selling, or encumbering of real property belonging to North Park University; mergers or dissolution of North Park University; creation of new affiliates and other related entities; amendments to the Articles of Incorporation and Bylaws of North Park University; compensation of the president of North Park University; fiscal year end; and designation of auditors.
  - f. The Board of Trustees shall submit a report to the Annual Meeting and shall submit to the Executive Board of the Covenant any reports requested by the Executive Board of the Covenant.
  - g. The Board of Trustees may submit requests for appropriations to be included in the annual Covenant coordinated budget. These requests for appropriations shall be submitted to the corporate treasurer of the Covenant for consideration in the preparation of the annual Covenant coordinated budget. Each request for appropriations shall include a copy of the budget of North Park University.
  - h. Except as provided below with respect to full-time faculty members of North

Park Theological Seminary, instructors and administrative personnel of North Park University shall be engaged by the Board of Trustees.

- i. The president of North Park University shall be its chief executive officer, an ex-officio member of the Board of Trustees, and an advisor to the Executive Board of the Covenant.
  - i. The president of North Park University shall be recommended by the Board of Trustees, approved by the Executive Board of the Covenant, and called by the Annual Meeting for an indefinite term.
  - ii. A president of North Park University who is succeeding an incumbent shall take office on September 1 in the year of the new president's call. If there is no incumbent, the new president may take office immediately upon call.
  - iii. The president of North Park University shall devote full-time service to this position.
- j. The dean of North Park Theological Seminary shall be recommended by the Board of Trustees of North Park University, approved by the Executive Board of the Covenant and the annual meeting of the Covenant Ministerium, and called by the Annual Meeting for an indefinite term. The dean of North Park Theological Seminary shall be an ordained or licensed Covenant minister in good standing.
- k. At least 75 percent of regular full-time seminary faculty members shall be ordained or licensed ministers in good standing with the body that granted the ordination or license. Each candidate for a regular fulltime seminary position shall be recommended by the Board of Trustees, examined by the Board of the Ordered Ministry with respect to the candidate's Christian faith and understanding and support of Covenant principles, and approved by the Executive Board of the Covenant and the Annual Meeting. After approval, the faculty member's promotion and tenure shall be governed by the Board of Trustees of North Park University.

**Section 12.4. National Covenant Properties.** National Covenant Properties provides short and long-term financing to the Covenant, the regional conferences, conference institutions, Covenant congregations, and corporations established by the Covenant, for the acquisition and development of real property for ministry, as stated in its Articles of Incorporation. The voting members of the Executive Board of the Covenant are the corporate members of National Covenant Properties. The corporate members appoint the directors of National Covenant Properties.

**Section 12.5. Covenant Trust Company.** Covenant Trust Company is a non depository trust company chartered and regulated by the Illinois Office of Banks and Real Estate, Bureau of Banks and Trust Companies. The voting members of the Executive Board of the Covenant by proxy elect the directors of Covenant Trust Company. The president of Covenant Trust Company shall serve as executive director of Covenant Estate Planning Services.

**Section 12.6. Paul Carlson Medical Program, Inc.** Paul Carlson Medical Program, Inc., doing business as Paul Carlson Partnership, develops projects, programs, and facilities for medical services, public health services, child welfare services, community development activities, education, and research; raises funds to be used to accomplish the purposes to which Paul Carlson dedicated his life; and assures the ongoing witness to the love of God in Jesus Christ that characterized the life and death of Paul Carlson. The Evangelical Covenant Church is the corporate member of Paul Carlson Medical Program, Inc. The voting members of the Executive Board of the Covenant elect the directors of Paul Carlson Medical Program, Inc.

**Section 12.7. Bezalel, Inc.** Bezalel, Inc. assists the Covenant, the regional conferences, conferences institutions, Covenant congregations, and corporations established by the



Covenant in acquiring and developing real property for ministry as stated in its Articles of Incorporation. The Covenant is the sole member of the corporation, and the voting members of the Executive Board of the Covenant exercise the reserved powers of the Covenant. Day-to-day operations are managed by a board of directors elected by the Executive Board of the Covenant.

**Section 12.8. Centro Hispano de Estudios Teológicos del Pacto Evangélico.** Centro Hispano de Estudios Teológicos del Pacto Evangélico is a California nonprofit religious corporation that exists to holistically equip underserved Latinos and Latinas for church and community-based ministry. The Covenant is the sole member of Centro Hispano de Estudios Teológicos. The voting members of the Executive Board of the Covenant elect the directors of Centro Hispano de Estudios Teológicos.

#### ARTICLE XIII

##### **The Ordered Ministry**

**Section 13.1.** The Rules for the Ordered Ministry shall be developed by the Board of the Ordered Ministry, approved by the annual meeting of the Covenant Ministerium, and adopted by the Annual Meeting of the Covenant. The Rules for the Ordered Ministry shall govern the Board of the Ordered Ministry and its work.

##### **Section 13.2. The Covenant Ministerium.**

- a. The Covenant Ministerium consists of all ordained and licensed ministers, commissioned staff ministers, and consecrated missionaries of the Covenant.
- b. The Covenant Ministerium shall
  - i. hold an annual meeting open to all of its members;
  - ii. have its own constitution and bylaws which shall define the rights and privileges of the various categories of members of the Covenant Ministerium; and
  - iii. elect its own officers, including a president who shall be an ordained minister of the Covenant in good standing.

**Section 13.3.** The Board of the Ordered Ministry has general supervision over all ordained and licensed ministers, commissioned staff ministers, and consecrated missionaries of the Covenant, including their ordination, license, commission, consecration, standing, and discipline, and the maintenance of high standards in their ministry.

#### ARTICLE XIV

##### **Commissions**

##### **Section 14.1. Standing Commissions.**

- a. The Annual Meeting of the Covenant shall establish standing commissions to work, study, and make recommendations on certain matters. The Annual Meeting or the Executive Board of the Covenant shall determine the specific responsibilities of each standing commission.
- b. Each standing commission shall consist of at least six members appointed by the Executive Board for terms of three years and any ex-officio members and advisors designated by the Executive Board. No appointed member of any standing commission shall serve more than two consecutive full terms on that commission.
- c. Each standing commission shall establish working rules and submit them to the Executive Board of the Covenant for approval in accordance with the policy established, present requests for annual funding to the Executive Board, meet at least once a year, and submit all recommendations to the Executive Board for review prior to submission to the Annual Meeting.

- d. Each standing commission shall be limited in duration to a term of five years unless the Annual Meeting takes action to extend its life for another term not to exceed five years. The Annual Meeting is not limited in the number of successive terms it may grant a standing commission. During the last year of a standing commission's term, commission members may present a rationale for continuance to the Executive Board, which shall then make a recommendation to the Annual Meeting.
- e. The list of standing commissions of the Covenant shall be kept current by the corporate secretary and published annually.

#### **Section 14.2. Special Commissions.**

- a. The Annual Meeting or the Executive Board of the Covenant may establish special commissions to work, study, and make recommendations on certain matters. The Annual Meeting or the Executive Board of the Covenant shall determine the specific responsibilities of each special commission.
- b. Each special commission shall be limited in duration to a specific period of time which may be extended by the body that established it.
- c. Each special commission shall consist of members appointed by the Executive Board and any ex-officio members and advisors designated by the Executive Board.
- d. A list of the special commissions of the Covenant shall be kept current by the corporate secretary and published annually.

#### **Section 14.3. Commission on Pastoral Relations.**

- a. The Commission on Pastoral Relations shall have no appointed members but shall consist of the following ex-officio members only: the president of the Covenant, the executive minister of the ordered ministry, the vice president of Mission Priorities, the dean of North Park Theological Seminary, and all regional conference superintendents.

### **ARTICLE XV Associations**

**Section 15.1. Definition.** Associations are voluntary groups of individuals, congregations, and ministries united for the purpose of fellowship, encouragement, and the advancement of a specific mission.

#### **Section 15.2. Recognition.**

- a. A group seeking to be recognized as an official association of the Covenant shall make a written request for approval by the Executive Board. The Executive Board may withdraw recognition of an association.
- b. The Executive Board shall approve all association constitutions and bylaws to ensure general agreement with the principles and policies of the Covenant, and with this Constitution and Bylaws.

#### **Section 15.3. Ethnic Associations.**

- a. Ethnic associations shall encourage mutual fellowship, recruitment, and the development of congregations and ministries. Each ethnic association shall relate to the broader Covenant through the representation of its elected leadership and jointly recognized policies.
- b. A list of ethnic associations shall be kept current and may be amended by the Executive Board or the Annual Meeting.
- c. The chair of each ethnic association shall be an ex-officio member of a commission on ethnic ministries.

**Section 15.4. Other Associations.** The Covenant has recognized the following

associations: Association of Covenant Camps and Conference Centers, Covenant Chaplains Association, Advocates for Covenant Clergy Women, and Association of Covenant Spiritual Directors.

#### ARTICLE XVI

##### **Amendments**

**Section 16.1.** Amendments to these Bylaws may be proposed in the following ways:

- a. A delegate may introduce a proposed amendment to these Bylaws in writing at an Annual Meeting. Such proposed amendments cannot be acted upon until the next Annual Meeting.
- b. The Executive Board of the Covenant may propose an amendment to these Bylaws in writing at least ninety days prior to the Annual Meeting for action at that Annual Meeting.

**Section 16.2.** At least sixty days before the Annual Meeting when final action is to be taken on a proposed amendment to these Bylaws, the corporate secretary of the Covenant shall send a copy of each proposed amendment to each Covenant congregation and shall cause the text of each proposed amendment to be published in the official communication channel of the Covenant and in the electronic media that the Covenant regularly uses for communication with Covenant congregations and members of Covenant congregations.

**Section 16.3.** A proposed amendment shall be adopted upon the affirmative vote of two-thirds of the delegates present and voting at the Annual Meeting.

#### ARTICLE XVII

##### **Indemnification and Insurance**

**Section 17.1.** As permitted or required by applicable law and as provided in these Bylaws, the Covenant shall indemnify and provide liability insurance for any person acting as an officer, director, employee, or agent of the Covenant or of any corporation or other entity established by the Covenant. The Executive Board of the Covenant shall adopt such policies and take such actions as may be necessary to carry out the provisions of this article.

#### ARTICLE XVIII

##### **Fiscal Year**

**Section 18.1.** The fiscal year of the Covenant shall be determined by the Annual Meeting upon recommendation of the Executive Board of the Covenant.

#### ARTICLE XIX

##### **Auditors**

**Section 19.1.** The accounts of the Covenant shall be audited by a firm of certified public accountants regularly doing business in the State of Illinois and approved by the Executive Board of the Covenant.

#### ARTICLE XX

##### **Rules and Procedures**

**Section 20.1. Publication.** Rules, administrative procedures, and policies adopted by the Covenant or any of its associations, boards, commissions, corporations, councils, or denominational ministries shall be made available through the office of the corporate secretary according to a policy approved by the Executive Board of the Covenant and reported to the Annual Meeting.

**Section 20.2. Policies.** Specific policies shall be developed in accordance with this Constitution and Bylaws. These policies shall include, but not be limited to, policies

concerning conflict resolution, compensation, ethnic representation, financial management, legal counsel, personnel, risk management, and the theological oversight of published material. All policies shall be approved by the Executive Board.

### **Section 20.3. Interpretation.**

- a. The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Covenant in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and any special rules of order the Covenant may adopt.
- b. The Glossary is part of these Bylaws and shall be used to interpret the Constitution and Bylaws of the Covenant.

**Section 20.4.** All meetings and deliberations of the Covenant shall be conducted in conscious dependence on God's leading through prayer. All decisions shall be made in accordance with mutually recognized biblical and theological principles of governance, and in spiritual discernment rooted in Christian love.

## **GLOSSARY**

**Advisor.** An advisor is a participant in the Annual Meeting, a board, commission, committee, or other body, who does not have a vote and who cannot make motions. All advisors are designated in the Constitution and Bylaws. Advisors have the privilege of participation in the sessions of the body to which they are advisors and may address the body, answer questions, or make suggestions and comments. A body meeting in executive session may choose to exclude any or all advisors. Advisors are not to be included in determining if a quorum is present. See Resource Person.

**Agent.** An agent is a person or group in the employ or service of the Covenant to whom the Covenant has given authority to act in the name of the Covenant and who has a duty to account to the Covenant for the performance of that employment or service.

**Bylaws.** The Bylaws contain more detailed information about the organization and structure of the Covenant than does the Constitution. The Bylaws can be changed more readily than the Constitution, in order to respond in a more timely fashion to changing needs and situations.

**Call.** "Call" as it is used in the Constitution and Bylaws is not to be automatically understood as identical with the "call" of a pastor by a local congregation. A called member of the Council of Administrators has an indefinite term of office. When the Annual Meeting is voting on whether to call someone to a position there is no provision for additional nominations of candidates from the floor, as is the case with an election.

**Commission.** A commission is a body established by the Annual Meeting to coordinate, study, and make recommendations on matters assigned to it.

**Constitution.** The Constitution identifies the most permanent features of the organization and structure of the Covenant. It requires more time to change than do the Bylaws so that major changes are made only after considerable deliberation.

**Convention of Delegates.** Convention of delegates is a parliamentary term used by Robert's Rules of Order to describe assemblies such as the annual meetings of the Covenant and of the regional conferences. (See Robert's Rules of Order Newly Revised.) Note that in the Covenant an Annual Meeting may meet in a special session and therefore more than once annually. Such a special meeting of the Annual Meeting would, however, be highly unusual.

**Corporate Member.** The Illinois General Not-for-Profit Corporation Act permits a not-for-profit corporation to have corporate “members” whose qualifications and rights (in particular, voting rights) are prescribed in the corporation’s articles of incorporation or bylaws.

**Delegate.** The annual meeting of the Covenant or of a regional conference is made up of delegates, most of whom are sent to the meeting by congregations. Delegates have the right of full participation in the meeting and have all the rights and privileges assigned to them by Robert’s Rules of Order.

**Entity.** In the Constitution and Bylaws “entity” indicates permanent or ad hoc groups, organizations, offices, and the like. It is deliberately broad in its scope and must be understood in context.

**Ex-officio.** An ex-officio member of a body is a full member with all the privileges and responsibilities of other members. An ex-officio member is a member of the body by virtue of holding an office, and is a member for the length of term in that office.

**Honorary Delegate.** An honorary delegate is an honored guest who is given that status by vote of the Annual Meeting. Honorary delegates have the same privileges and status as advisors.

**Liaison.** A liaison is a member of a board, committee, commission, or other body selected to represent that body at the meetings of another body. A liaison has the status of an advisor to the receiving body unless otherwise specifically stated in the Bylaws.

**Malfeasance.** Malfeasance is misconduct or wrongdoing; especially, wrongdoing that is illegal or contrary to official obligations.

**Member.** All Christians are members of the body of Christ. Each Covenant congregation has individual members. The members of the Covenant are its member congregations. So also, the members of a regional conference are its member congregations. Sometimes the participants in an annual meeting, a board, commission, or committee are referred to as members of such a body. Finally, not-for-profit corporations have corporate members as identified in their bylaws or articles of incorporation. Unless otherwise made clear in context, “member” is used in the Constitution and Bylaws to refer to the member congregations of the Covenant.

**Misfeasance.** Misfeasance is the improper or unlawful execution of some act that in itself is lawful and proper.

**Observer.** An observer is someone who is registered as such and is given the privilege of observing the sessions of the Annual Meeting except when the Annual Meeting is meeting in executive session. Observers do not have voice or vote in the parliamentary sessions of the Annual Meeting.

**Preamble.** The Preamble of the Constitution of the Covenant is an identifying statement that describes the Covenant as a people and a movement. It does not seek to identify how the Covenant is organized but, together with Articles II and IV of the Constitution, describes the distinctive character and confession of the Covenant.

**Procedural Rules.** The procedural rules are the specific rules and procedures under which a board, committee, commission, or other body operates. These rules are of lesser authority than the Constitution and Bylaws of the Covenant. The Bylaws specify how such rules are developed and approved.

**Regional Conferences.** Most Christian denominations have “middle judicatories.” In the Covenant, these organizations are called “regional conferences.”

**Regional Mission Organization.** Some groupings of Covenant congregations might not have sufficient strength to organize as regional conferences. Some geographical areas might not be adequately served by an existing regional conference. There may be, nevertheless, a need for structures to link together congregations for missional and administrative purposes, and to carry out some of the functions that regional conferences provide to their member congregations on behalf of the Covenant. The Constitution and Bylaws refer to such organizations as “regional mission organizations.”

**Resource Person.** A resource person is invited to participate in the Annual Meeting, a board, commission, committee, or other body for a specified purpose or agenda item or items by the action of the body. Resource persons may address the body, answer questions, or make suggestions and comments in relation to the specified purpose or agenda item or items. Resource persons do not have a vote and cannot make motions, and may be excused by the body at any time.

**Support Staff.** The support staff in a parliamentary session provide administrative assistance and are not participants in the body they are supporting, but may address the chair with questions or concerns that relate to their role and answer questions from the chair or other participants.

**World Mission Region.** The Annual Meeting of the Covenant determines global mission regions for the sole purpose of deciding delegate representation at the Annual Meeting. The Covenant ministry of serve globally is not required to use the Annual Meeting’s determination of global mission regions for any other purpose.

# Rules for the Ordered Ministry of the Evangelical Covenant Church

(Adopted 2002, most recent revision June 2017)

## PREAMBLE

The Evangelical Covenant Church recognizes its responsibility to ordain, commission, consecrate, and license persons for various ministries of the church and to exercise support of and discipline over them. The Board of the Ordered Ministry is elected by the Annual Meeting of the Evangelical Covenant Church for the administration of this responsibility.

The Evangelical Covenant Church believes that there is only one mission of the church, the mission of God made known in Jesus Christ through the power of the Holy Spirit. The mission of the triune God comes to expression through the ministries of the church, including worship, preaching, teaching, rites, sacraments, witness, and service as attested in Holy Scripture. The mission belongs not just to ordained, commissioned, consecrated, and licensed persons, but to the whole church as a priesthood of believers: “You are a chosen race, a royal priesthood, a holy nation, God’s own people, that you may declare the wonderful deeds of him who called you out of darkness into his marvelous light” (1 Peter 2:9). When believers, corporately or individually, are called into the service of the triune God, letting their words and actions bear witness to God’s redemptive act, the essential ministry is being performed. The Evangelical Covenant Church has always stressed a vital and informed ministry of the people of God in the world.

While the ministry of the triune God belongs to the whole church, the Evangelical Covenant Church has recognized the specific service to the Word of God by those endowed with the requisite gifts and graces of the Holy Spirit, discerned and confirmed by the church to be so equipped. This apostolic ministry is entrusted to those who have been formed and educated rightly to handle the word of truth, to equip the people of God, both corporately and individually, for their respective ministries in the world, and to build up the congregation in faith, hope, and love.

In order to provide preparation for these ordered ministries, the Evangelical Covenant Church maintains North Park Theological Seminary as a school of theological education and formation through residential and extension curricula. The ongoing preservation and interpretation of the apostolic witness within the context of the heritage, life, and mission of the Evangelical Covenant Church is the special responsibility of the seminary as it equips persons for their service and their stewardship of the vows appropriate to the ordered ministry. These ministries are governed by the rules that follow.

## ARTICLE I

### The Board of the Ordered Ministry

#### Section 1.1. Composition.

- a. The Constitution and Bylaws of the Evangelical Covenant Church (Covenant) provides that the Board of the Ordered Ministry (Board) shall consist of twelve credentialed persons as defined in the Constitution and Bylaws of the Covenant. They shall be mature and experienced, elected by the Annual Meeting of the Covenant for terms of five years in such manner that the terms of two members shall expire each year. Members shall not be eligible to succeed themselves. The president of the Covenant, the executive minister of the ordered ministry, the president of the Covenant Ministerium, the dean of North Park Theological Seminary (NPTS), the president of Centro Hispano de Estudios Teológicos del Pacto Evangélico (CHET), and the minister appointed from the Executive Board

of the Covenant shall be ex-officio members of the Board. The president of the Covenant shall appoint one member of the Council of Superintendents to serve as an ex-officio member of the Board. The Board may appoint advisory members as needed.

- b. The Board shall elect from among its members a chair and a secretary. The chair shall hold a Covenant credential.
- c. The executive committee shall consist of the chair, the secretary, the executive minister of the ordered ministry, the president of the Covenant, the president of the Covenant Ministerium, and the dean of NPTS. Other staff may be appointed as advisers to the executive committee.
- d. A quorum of the Board shall consist of eight elected members.

## **Section 1.2. Function.**

- a. As provided in the Bylaws of the Covenant, the Board has general supervision over all ordained ministers, commissioned ministers, licensed ministers, and consecrated missionaries of the Covenant, including their ordination, commissioning, license, consecration, standing, discipline, and the maintenance of high standards in their ministry. The Rules for the Ordered Ministry shall be developed by the Board, approved by the annual meeting of the Covenant Ministerium, and adopted by the Annual Meeting of the Covenant. The Rules for the Ordered Ministry shall govern the Board and its work. The Rules for the Ordered Ministry shall be published by the Covenant and made available in the electronic media that the Covenant regularly uses for communication with Covenant congregations and members of Covenant congregations.
- b. The Board shall report directly to the Annual Meeting of the Covenant, except that recommendations of the Board concerning acts of ordination, commissioning, licensure, consecration, discipline, and major policies relating to the work of the Board shall be submitted to the annual meeting of the Covenant Ministerium for prior approval. Recommendations approved by the annual meeting of the Covenant Ministerium may be submitted to the Annual Meeting of the Covenant. Recommendations not approved by the annual meeting of the Covenant Ministerium shall be referred back to the Board.

## **ARTICLE II**

### **Ordination**

**Section 2.1. Description.** Ordination in the Covenant is an act of the church by which a person called by God is formally set apart as a minister of the gospel of our Lord and Savior Jesus Christ. The Covenant ordains only after determining through careful examination that the person has been called of God, is genuinely committed to the apostolic message, and lives in conformity to it. One may be ordained to word and sacrament or ordained to word and service. The appropriate ordination is determined solely by the form of ministry to which one is called. It is possible to move from ordained to word and service to ordained to word and sacrament in which case the person shall participate in the rite of ordination to word and sacrament and the former ordination shall be taken up into the latter. Additional requirements may need to be met. If a person ordained to word and sacrament is called to a specialized ministry under ordination to word and service, additional education may be required.

## **ARTICLE III**

### **Ordained to Word and Sacrament**

**Section 3.1. Description.** The person ordained to word and sacrament has a broad theological education and acts as a theologian for the local congregation as well as the larger church. The ordinand interprets the gospel with authenticity and leads the church to live out its apostolic mission. In ordination to word and sacrament, the



Covenant gratefully accepts the ordinand as one called by God and given to the church to minister in the spirit of Christ. The Covenant sets apart the person ordained to the ministry of word and sacrament with the authority to preach and teach the gospel, administer the sacraments and rites of the church, and exercise pastoral care and leadership.

### **Section 3.2. Preparation.**

- a. Candidates shall be graduates with a master of divinity degree or its equivalent. When their theological education includes work at a school other than NPTS, they shall have acceptably completed at least one year of resident study at NPTS as outlined by the Board or Covenant Orientation (CO). Other seminaries where academic work is taken should be accredited by the Association of Theological Schools.
- b. Candidates preparing for ministry primarily in the Hispanic community, and for whom Spanish is the primary language, may receive their training from CHET.
- c. The Board may establish educational programs to meet the particular needs of groups with special circumstances.
- d. All candidates shall spend two years in a mentoring relationship approved by the Board.

### **Section 3.3. Qualifications.**

- a. The candidate shall be a person of demonstrated Christian experience and character who has given evidence of loyalty to and cooperation with the Covenant and its principles.
- b. The candidate shall be a member of a Covenant congregation. c. The candidate may either be engaged in pastoral ministry or some other form of ministry approved by the Board. The candidate serving in a non pastoral ministry shall demonstrate its relationship to a local Covenant congregation.
- d. The candidate shall have completed the educational requirements as outlined in Section 3.2.a.
- e. All candidates shall serve at least two years in their respective ministry prior to ordination.
- f. All candidates serving Covenant congregations shall participate in the pension program of the Covenant.

### **Section 3.4. Procedure.**

- a. Candidates shall make application through the Ordered Ministry.
- b. Candidates in the process of ordination to word and sacrament may proceed with an application for a ministry license through the regional conference where membership is held.
- c. All applications shall include an ordination paper as prescribed by the Board, and a recommendation from the Covenant congregation where membership is held.
- d. Candidates shall be examined by the committee on ministerial standing in the regional conference where membership is held and shall have its recommendation.
- e. Candidates shall then appear before the Board for examination to receive its recommendation.
- f. Upon recommendation from the regional committee on ministerial standing, the regional ministerial association, and the Board, candidates shall be presented to the Covenant Ministerium for its concurrence, and to the Annual Meeting of the Covenant for final approval.
- g. The granting of ordination to word and sacrament shall be by decision of the Annual Meeting of the Covenant.

**Section 3.5. Rite of Ordination to Word and Sacrament.** The rite of ordination to word and sacrament shall include profession of vows, prayer, and laying on of hands. It shall be held at the Annual Meeting of the Covenant with the president of the Covenant officiating, assisted by the Board. In the event the president of the Covenant is absent, the executive minister of the ordered ministry shall be the ordaining officer.

#### ARTICLE IV

#### **Ordained to Word and Service**

**Section 4.1. Description.** The person ordained to word and service provides leadership and expertise in an area of specialization and ministers to the whole congregation or institution of the Covenant. Specialized ministry under word and service recognizes those persons who are called by God, professionally educated, and called to serve in one of the following designated areas: administration/leadership, adult ministries, camping, children's ministries, Christian education (all age levels), discipleship ministries, health ministries, music ministries, worship ministries, youth ministries, world Christian studies, or other professional specialization as determined by the Board. The person ordained to word and service participates in the ministry of sacraments and rites of the church in an accountable relationship with a person ordained to word and sacrament. If a person ordained to word and service is called to the role of a solo or senior pastor, the standing as ordained to word and service is maintained. The Board may require that additional education be taken to enhance ministry skills. If a Master of Divinity degree is completed, the candidate may choose to complete the requirements toward ordination to word and sacrament.

#### **Section 4.2. Preparation.**

- a. Candidates shall have completed one of the following courses of preparation:
  - i. A master of arts degree or its equivalent from a seminary accredited by the Association of Theological Schools (a program comprised of forty-eight semester hours or its equivalent) with an appropriate area of specialization totaling twelve semester credit hours or its equivalent.
  - ii. A master of divinity degree from a seminary accredited by the Association of Theological Schools with an appropriate area of specialization.
  - iii. A non-theological master's degree in the area of specialization, and at least one year of full-time graduate theological studies (twenty four semester hours or its equivalent) taken for credit from a seminary accredited by the Association of Theological Schools. Courses of preparation shall include survey courses in systematic theology, Old Testament, New Testament, and church history (three semester hours each).
  - iv. Candidates preparing for ministry primarily in the Hispanic community, and for whom Spanish is the primary language, may receive their training in an area of specialization from CHET.
  - v. The Board may establish educational programs to meet the particular needs of groups with special circumstances.
- b. Candidates shall have acceptably completed at least one year of resident study at NPTS as outlined by the Board or CO.
- c. All candidates shall spend two years in a mentoring relationship approved by the Board.

#### **Section 4.3. Qualifications.**

- a. The candidate shall be a person of demonstrated Christian experience and character who has given evidence of loyalty to and cooperation with the Covenant and its principles.
- b. The candidate shall be a member of a Covenant congregation.
- c. The candidate may either be engaged in ministry in an area of specialization in

a church or some other form of ministry approved by the Board. The candidate serving in a non-pastoral ministry shall demonstrate its relationship to the Covenant.

- d. The candidate shall have completed the educational requirements as outlined in Section 4.2.a.
- e. All candidates shall serve at least two years in their respective ministry prior to ordination.
- f. All candidates serving Covenant congregations shall participate in the pension program of the Covenant.

#### **Section 4.4. Procedure.**

- a. Candidates shall make application through the Ordered Ministry.
- b. Candidates in the process of ordination to word and service may proceed with an application for a ministry license through the regional conference where membership is held.
- c. All applications shall include an ordination paper as prescribed by the Board and a recommendation from the Covenant congregation where membership is held.
- d. Candidates shall be examined by the committee on ministerial standing in the regional conference where membership is held and shall have its recommendation.
- e. Candidates shall then appear before the Board for examination to receive its recommendation.
- f. Upon recommendation from the regional committee on ministerial standing, the regional ministerial association, and the Board, candidates shall be presented to the Covenant Ministerium for its concurrence, and to the Annual Meeting of the Covenant for final approval.
- g. The granting of ordination to word and service shall be by decision of the Annual Meeting of the Covenant.

**Section 4.5. Rite of Ordination to Word and Service.** The rite of ordination to word and service shall include profession of vows, prayer, and laying on of hands. It shall be held at the Annual Meeting of the Covenant with the president of the Covenant officiating, assisted by the Board. In the event the president of the Covenant is absent, the executive minister of the ordered ministry shall be the ordaining officer.

### **ARTICLE V Transfers**

#### **Section 5.1. Transfer of Ordination.**

##### **a. Transfer into the Covenant.**

- i. The same general stipulations as outlined in Section 3.3. shall apply. If the candidate is not a member of a Covenant congregation, he or she shall proceed to membership in a Covenant congregation during the first year of service.
- ii. The candidate shall submit a copy of the ordination certificate, a transcript of academic credits, a written statement of faith, a character recommendation from the denomination in which ordination standing is held, and other documents requested by the Ordered Ministry.
- iii. The candidate shall have acceptably completed at least one year of resident study at NPTS as outlined by the Board or CO in order to become familiar with Covenant principles and perspectives.
- iv. The candidate shall serve in the Covenant with a ministry license until the orientation period is complete.

- v. At the completion of CO or one year resident study at NPTS, the candidate shall write an ordination paper as prescribed by the Board and shall appear before the conference committee on ministerial standing and the Board to finalize the process.
- vi. Candidates for transfer of ordination who hold ordination standing from a local congregation may be considered by the Board for transfer upon completion of all the above requirements for transfer, including the educational requirements outlined in Section 3.2.a. or Section 4.2.a., and the submission of a written statement of the ordination process used by the ordaining church body.

**b. Transfer from a national Evangelical Covenant Church outside the United States and Canada.**

- i. *Qualifications.* Candidates shall have been ordained by their national Evangelical Covenant Church and have standing within that national church.
- ii. *Procedure.*
  - (1) Candidates shall have letters of recommendation from the national Evangelical Covenant Church in which standing is held, and the Serve Globally Committee of the Executive Board of the Covenant.
  - (2) Candidates shall make application through the Ordered Ministry.
  - (3) Candidates shall be interviewed by the committee on ministerial standing in the regional conference where membership is held and by the Board.
  - (4) As a part of their application, candidates shall submit a copy of the certificate of ordination, a transcript of academic credits, and a written statement of faith.
  - (5) Candidates shall complete an orientation program approved by the Board, to become familiar with Covenant principles and perspectives in the United States and Canada. Such programs should include participation in continuing education workshops offered by NPTS at the Midwinter Conference, and attendance at denominational and regional conference annual meetings, conferences, and retreats.
  - (6) Candidates shall serve in the Covenant while the Board takes action to finalize their transfer at the Annual Meeting of the Covenant following the completion of their requirements.

**c. Transfer to Another Denomination.**

- i. A person ordained in the Covenant desiring transfer of ordination to another denomination shall make request through the Ordered Ministry.
- ii. The executive minister of the ordered ministry shall upon request send appropriate letters to said denomination and report the same to the Board.
- iii. Upon receipt of notification of the acceptance in said denomination, the name shall be removed from the roster of Covenant ministers and the action reported to the Annual Meeting of the Covenant.

ARTICLE VI  
**Commissioning**

**Section 6.1. Description.** Commissioning in the Covenant is an act of the church by which a person, called by God to staff ministry, is recognized and set apart for ministry. The church commissions only after determining through careful examination that the candidate has received the level of academic training appropriate to the role of service. Commissioning recognizes those persons who are trained and called to serve in an area of specialization within the local congregation including administration/ leadership, adult ministries, camping, children's ministries, Christian education (all age levels),

discipleship ministries, health ministries, music ministries, worship ministries, youth ministries, world Christian studies, or other professional specialization as determined by the Board. The commissioned person functions in a relationship with an ordained person. The commissioned person may participate in the administration of the sacraments and the rites of the church. in an accountable relationship with a person ordained to word and sacrament.

### **Section 6.2. Preparation.**

- a. Candidates shall have completed a minimum of the following: a bachelor's degree from an accredited college, including at least twelve semester hours in the designated area of specialization plus five years of successful full-time staff ministry, three years of which must be in a Covenant congregation or institution. Additional courses required at the graduate level, taken for credit from a seminary accredited by the Association of Theological Schools, shall include survey courses in systematic theology, Old Testament, New Testament, and church history.
- b. The candidate shall have acceptably completed at least one year of resident study at NPTS as outlined by the Board or CO.
- c. All candidates shall spend two years in a mentoring relationship approved by the Board.

### **Section 6.3. Qualifications.**

- a. The candidate shall be a person of demonstrated Christian experience and character who has given evidence of loyalty to and cooperation with the Covenant and its principles.
- b. The candidate for commissioning shall be a member of a Covenant congregation.
- c. The candidate for commissioning shall be in full-time staff ministry in a Covenant congregation or institution.
- d. The candidate shall have completed the education requirements as outlined in Section 6.2.a.
- e. All candidates shall serve at least two years in their respective ministry prior to commissioning.
- f. All candidates serving Covenant congregations shall participate in the pension program of the Covenant.

### **Section 6.4. Procedure.**

- a. Candidates shall make application through the Ordered Ministry.
- b. Candidates in the process of commissioning may proceed with an application for a ministry license through the regional conference where membership is held.
- c. All applications shall include a commissioning paper as prescribed by the Board, and a recommendation from the Covenant congregation where membership is held.
- d. Candidates shall be examined by the committee on ministerial standing in the regional conference where membership is held and shall have its recommendation.
- e. Candidates shall then appear before the Board for examination to receive its recommendation.
- f. Upon recommendation from the regional committee on ministerial standing, the regional ministerial association, and the Board, candidates shall be presented to the Covenant Ministerium for its concurrence, and to the Annual Meeting of the Covenant for final approval.
- g. The granting of commissioning shall be by decision of the Annual Meeting of the Covenant.

**Section 6.5. Rite of Commissioning.** The rite of commissioning shall be held at the Annual Meeting of the Covenant with the president of the Covenant officiating. In the event the president of the Covenant is absent, the executive minister of the ordered ministry shall be the commissioning officer.

#### ARTICLE VII

### **Consecrated Global Personnel**

**Section 7.1. Description.** Consecration for global personnel service in the Covenant is an act of the church by which a person called by God is recognized and set apart for global personnel service. The Covenant consecrates only after determining through careful examination that the candidate has been called of God, is genuinely committed to the apostolic message, lives in conformity to it, and is gifted for the specific service to which they are called. In consecration the church gratefully accepts the person as one called by God and given to the church to minister in the spirit of Christ. The Covenant consecrates the global personnel to be the servant of the gospel by word and deed through the global personnel work of the Covenant.

### **Section 7.2. Preparation.**

- a. Candidates shall have been approved for global personnel service by the Serve Globally Committee of the Executive Board of the Covenant.
- b. Candidates who are not graduates of NPTS or CHET shall have completed the required orientation program for global personnel of the Covenant. The orientation requirements shall be determined by the Serve Globally Committee of the Executive Board of the Covenant, together with the Board, and approved by the annual meeting of the Covenant Ministerium and the Annual Meeting of the Covenant.
- c. Candidates shall have completed the educational requirements for consecrated global personnel. These educational requirements shall be determined by the Serve Globally Committee of the Executive Board of the Covenant, together with the Board, with the approval of the annual meeting of the Covenant Ministerium and the Annual Meeting of the Covenant.
- d. Candidates who have been ordained to word and sacrament, ordained to word and service, commissioned, or are in the process shall meet the requirements of those categories and may have already fulfilled the requirements outlined in Section 7.2.b. and 7.2.c.

### **Section 7.3. Qualifications.**

- a. The candidate shall be a person of demonstrated Christian experience and character who has given evidence of loyalty to and cooperation with the Covenant and its principles.
- b. The candidate shall be a member of a Covenant congregation.
- c. The candidate shall have completed educational requirements outlined in Section 7.2.b. and 7.2.c.
- d. All candidates shall participate in the pension plan of the Covenant.

### **Section 7.4. Procedure.**

- a. All applications shall be made through Serve Globally, and after approval sent on to the Ordered Ministry.
- b. The application shall include a paper as prescribed by the Board and Serve Globally and a recommendation from the Covenant congregation where membership is held.
- c. Candidates shall be examined by a committee on ministerial standing appointed by Serve Globally and shall have its recommendation.
- d. The candidate shall then appear before the Board for examination to receive its

recommendation.

- e. Upon recommendation from the serve globally committee on ministerial standing and the Board, candidates shall be presented to the Covenant Ministerium for its concurrence, and to the Annual Meeting of the Covenant for final approval.
- f. The granting of consecration shall be by decision of the Annual Meeting of the Covenant.

**Section 7.5. Rite of Consecration.** The rite of consecration shall be held at the Annual Meeting of the Covenant with the president of the Covenant officiating. In the event the president of the Covenant is absent, the executive minister of the ordered ministry shall be the consecrating officer.

#### ARTICLE VIII

##### **Removal from the Roster**

##### **Section 8.1. Description.**

- a. A person ordained, commissioned, or consecrated in the Covenant may request that his or her name be dropped from the roster of Covenant ministers. This request must be in writing to the Board and be reported to the Annual Meeting of the Covenant.
- b. A person ordained, commissioned, or consecrated in the Covenant who upon request had his or her name removed and now desires reinstatement on the roster of Covenant ministers, shall make this request in writing and be interviewed by the Board. Upon recommendation from the Board the request shall be submitted to the Annual Meeting of the Covenant Ministerium for its concurrence and to the Annual Meeting of the Covenant for final approval.

#### ARTICLE IX

##### **Licensure**

##### **Section 9.1. Ministerial License.**

- a. **Description.** The Covenant confers ministerial license upon persons who are called to serve in various pastoral ministries in Covenant congregations, Covenant institutions, and other approved places of ministry. The Covenant recognizes that all who confess Christ as Lord are called into the service of the gospel. Ministerial license, however, is reserved for those who by demonstration of character and gifts and by virtue of place of service require credentials of ordered ministry in order to perform pastoral ministry within the Covenant and various ministries. The candidate serving in a non-Covenant ministry shall demonstrate its relationship to a local Covenant congregation.
- b. **Qualifications.** To qualify for a license, a candidate must demonstrate to the Board significant involvement in a majority of the following areas: administering sacraments; conducting worship services; providing spiritual leadership; participating in the preaching and teaching ministry of the church; providing pastoral care; managing in a local congregation or institution of the Covenant; serving in an intercultural context. The candidate must also meet requirements as stated for each license. Credentialing in the Covenant does not automatically qualify a person for the housing allowance provided by the current laws of the Internal Revenue Service.

##### **Section 9.2. Ministry License.**

- a. **Description.** The ministry license is intended for persons serving at least twenty hours a week in Covenant congregations, Covenant institutions, or other approved ministries and organizations. The license is for those involved in pastoral ministry who also fulfill sacramental and other pastoral functions. The license shall be renewed annually. Candidates for ordination to word and sacrament, ordination to word and service, and commissioning apply for this

license while in process. It is the appropriate license for all individuals serving as solo pastors who do not qualify for ordination to word and sacrament. The license is valid only for the ministry for which the candidate was originally licensed. The holder of a ministry license is accountable to a minister ordained to word and sacrament within the local area of service, or to the regional conference superintendent. At the time of a call to another Covenant congregation or ministry in a different conference, the holder of a ministry license must have an interview with the appropriate regional conference committee on ministerial standing.

**b. Qualifications.**

- i. The candidate shall be a member of a Covenant congregation.
- ii. The candidate shall be a person of demonstrated Christian experience and character who has given evidence of loyalty to and cooperation with the Covenant and its principles.
- iii. The candidate shall within eight years of the initial receipt of this license demonstrate completion of four core theological courses. These courses shall be survey courses in systematic theology, Old Testament, New Testament, and church history (three semester hours each.) If the candidate has not already completed the courses at an ATS-accredited seminary or CHET at the time of application for the ministry license, he or she is required to complete them at North Park Theological Seminary or CHET unless the candidate is enrolled in a degree program at another seminary that is accredited by the Association of Theological Schools. Progress on this program of study must be reported annually to the Ordered Ministry to maintain standing.
- iv. The candidate must be enrolled in CO.
- v. The candidate must participate in the pension program of the Covenant.

**c. Procedure.**

- i. All applications shall be made through the regional conference office and processed by the Ordered Ministry.
- ii. The candidate shall submit a recommendation from the Covenant congregation where membership is held.
- iii. The candidate shall complete a licensing paper and be interviewed by the committee on ministerial standing in the regional conference where membership is held. The Board may also request an interview for the initial license. An interview by the regional committee on ministerial standing may also be required at the renewal of license.
- iv. Upon recommendation from the regional committee on ministerial standing and the Board, the application shall be submitted to the Covenant Ministerium for its concurrence, and to the Annual Meeting of the Covenant for final approval.

**Section 9.3. Global Service License.**

a. **Description.** The global service license is for persons who are called to be global personnel by the Covenant. It is intended to provide credentials for those who do not qualify for ordination to word and sacrament, ordination to word and service, or commissioning but are serving as Covenant global personnel. This license is valid for the duration of the global personnel's call and authorizes the holder to perform appropriate functions, subject to government regulations.

**b. Qualifications.**

- i. The candidate shall be a member of a Covenant congregation.
- ii. The candidate shall be a person of demonstrated Christian experience



and character, who has given evidence of loyalty to and cooperation with the Covenant and its principles.

iii. The candidate shall be called and consecrated as a global personnel

iv. The candidate shall participate in the Covenant serve globally orientation program recommended by the Serve Globally Committee of the Executive Board of the Covenant and approved by the Board.

**c. Procedure.**

i. All applications shall be made through Serve Globally and processed by the Ordered Ministry.

ii. The candidate shall submit recommendations from one or more of the following, as determined by the Board: the Covenant congregation where membership is held; NPTS or CHET; the regional conference ministerial association where membership is held; or the Serve Globally Committee of the Executive Board of the Covenant.

iii. The candidate shall complete a licensing paper and be interviewed by a committee on ministerial standing appointed by Serve Globally. The Board may also request an interview before beginning global personnel service.

iv. Upon recommendation by the Board, the application shall be submitted to the Covenant Ministerium for its concurrence, and to the Annual Meeting of the Covenant for final approval.

**Section 9.4 Bi-vocational Ministry License.**

a. **Definition.** The bi-vocational ministry license shall provide credentials for those persons who are involved in the pastoral ministry of the Covenant while normally engaged in secular work as the major source of livelihood. It may also be appropriate for persons serving a Covenant congregation or institution voluntarily or part-time. This license shall be valid for one year and authorizes the holder to preach the gospel and exercise pastoral leadership. A bi vocational minister may administer the sacraments and perform other pastoral acts when circumstances require, with the approval of the minister ordained to word and sacrament within the congregation, or the superintendent of the regional conference. It should be understood, furthermore, that this license does not meet the requirements imposed by certain states to perform marriages. Income earned while serving in the ministerial role is eligible for clergy tax benefits. The vocational excellence class in CO is required.

**b. Qualifications.**

i. The candidate shall be a member of a Covenant congregation.

ii. The candidate shall be a person of demonstrated Christian experience and character who has given evidence of loyalty to and cooperation with the Covenant and its principles.

iii. The candidate shall agree to a program of continuing education and training under the supervision of the Board and shall annually, with the application, report such progress to qualify for renewal.

iv. The candidate shall submit regular reports of ministerial activity to the regional conference superintendent and the executive minister of the ordered ministry.

**c. Procedure.**

i. All applications shall be made through the regional conference office and processed by the Ordered Ministry.

ii. The candidate shall submit a recommendation from the Covenant congregation where membership is held.

iii. The candidate shall complete a licensing paper and be interviewed by

the committee on ministerial standing in the regional conference where membership is held when making request for the initial license. An interview may also be required for renewal of license.

- iv. Upon recommendation from the regional committee on ministerial standing, the regional ministerial association, and the Board, the application shall be submitted to the Covenant Ministerium for its concurrence, and to the Annual Meeting of the Covenant for final approval.

**Section 9.5 Interim License.** Interim licenses may be given to persons serving in the Covenant in any of the above categories. This license is limited to situations where it is not possible for the normal procedure of application and approval of license to take place. This license is valid for no longer than one year and normally expires on the last day of the month in which an Annual Meeting of the Covenant occurs. The same qualifications for each category of license apply, as set forth above, and the holders of an interim license have the same rights and privileges. The application for interim ministry license and bi-vocational ministry license shall be signed by the regional conference superintendent and the executive minister of the ordered ministry. These candidates are interviewed by the regional conference committee on ministerial standing prior to receiving a license.

## ARTICLE X

### **Discipline and Care**

**Section 10.1. Goal.** The goal of discipline is to promote the health and wholeness of those who serve in the ordered ministry, and the strengthening of the body of Christ. Care is extended to those in the midst of a difficult period of life.

#### **Section 10.2. Definition.**

- a. A minister or consecrated global personnel may be charged with indiscretion, immorality, doctrinal error, unethical behavior, or disloyalty to the Covenant. A minister or consecrated global personnel may be disciplined by the Board in one of three ways:
  - i. Requiring counseling, training, or other action designed to address the specific areas that are causing difficulty, while continuing to function as a minister,
  - ii. Temporary suspension of ministerial or global personnel credentials and removal from ministerial functions, while charges are being investigated and while appropriate care is provided; or
  - iii. Recommendation for dismissal from the ministry of the Covenant.
- b. A minister or consecrated global personnel may be brought under the care of the Board in one of two ways:
  - i. Requiring counseling, training, or other action designed to address the specific areas that are in need of care, while continuing to function as a minister; or
  - ii. Temporary suspension of ministerial or global personnel credentials and removal from ministerial functions, while the vocation of healing and restoration is being pursued.

#### **Section 10.3. Procedure.**

- a. The inquiry into the charges as stated in Section 10.2.a. shall be initiated by the executive minister of the ordered ministry and the president of the Covenant in consultation with the conference superintendent, the regional director, or the executive minister of serve globally. These leaders shall then confer and determine the order of responsibility in pursuing the matter. They may refer the issue to the regional committee on ministerial standing or to the Board. Upon

- referral of charges to the Board, it shall assume responsibility to ascertain the validity of such charges and take appropriate action.
- b. In the case of serious offense, a minister or global personnel's credentials may be temporarily suspended by the executive minister of the ordered ministry and the president of the Covenant, in consultation with the regional conference superintendent, the regional director, or the executive minister of serve globally. After investigation, the Board shall determine the kind of discipline required.
  - c. In all matters involving disciplinary action, care shall be exercised to keep information confidential. Further, the accused minister or global personnel, with a ministerial colleague as support person when desired, shall be given opportunity to meet with the Board to present the matter or to appeal the case.
  - d. When a minister or global personnel is placed under discipline as described in Section 10.2.a.i. and 10.2.a.ii., it is not necessary that such action be reported to the Annual Meeting of the Covenant.
  - e. If, after investigation, it is warranted by the gravity of the offense, the Board shall with the approval of the Covenant Ministerium recommend to the Annual Meeting of the Covenant that a minister or consecrated global personnel be dismissed from the ministry of the Covenant. An ordained minister, commissioned minister, licensed minister, or a consecrated global personnel who has been so dismissed shall surrender the certificate of ordination or license, and be removed from the roster of Covenant ministers. The Annual Meeting action to dismiss invalidates any continuing standing as Covenant clergy.
  - f. The Board will seek appropriate ways to care for a minister or global personnel who has been dismissed. The possibility of restoration and the reinstatement of credentials may be considered by the Board at any time.
  - g. A person ordained, commissioned, licensed, or consecrated in the Covenant who upon request had his or her name removed and now desires reinstatement on the roster of Covenant ministers, shall make this request in writing and be interviewed by the Board. Upon recommendation from the Board the request shall be submitted to the Annual Meeting of the Covenant Ministerium for its concurrence and to the Annual Meeting of the Covenant for final approval.

## ARTICLE XI

### **Standing**

**Section 11.1. Description.** Standing in the Ministerium is the Covenant's recognition of persons who have been granted credentials as an ordained minister, commissioned minister, licensed minister, or as a consecrated global personnel. In order to maintain standing, a minister or global personnel must be a member of a Covenant congregation and a full member of the Covenant Ministerium. Appropriate continuing education is required for all credentialed ministers and global personnel to maintain standing. Requirements shall be determined by the Covenant Ministerium in consultation with the Board, and monitored by the Ordered Ministry for report to the Board.

### **Section 11.2. Categories of Membership.**

- a. Membership in the regional conference ministerial association and the Covenant Ministerium shall be of two kinds:
  - i. Full membership, in which all privileges shall be accorded:
    - (1) ministers ordained to word and sacrament, ordained to word and service, or commissioned in the Covenant;
    - (2) consecrated global personnel;
    - (3) ministers who hold a ministry license, a bi-vocational ministry license, or a global service license;
    - (4) ministers who have retired from active status.

- ii. Associate membership, in which neither voting privileges nor the holding of office shall be accorded:
  - (1) ministers ordained to word and sacrament, ordained to word and service, and commissioned in the inactive category;
  - (2) consecrated global personnel in the inactive category;
  - (3) ministers serving Covenant congregations but who do not hold Covenant credentials.
- b. A regional conference ministerial association is a part of the Covenant Ministerium. Its Constitution and Bylaws shall conform with those adopted by the Covenant. All officers must be members of the regional conference ministerial association. Only ordained ministers shall serve as chair and vice chair of the regional conference ministerial association.
- c. Military chaplains and consecrated global personnel shall maintain their standing through the office of the executive minister of the ordered ministry, although they are encouraged to maintain connection to a regional ministerial association whenever possible.
- d. In certain instances, a member of the Covenant Ministerium may desire to seek dual standing with another denomination. In such cases, the Board will require that the minister move to inactive status on the Covenant roster while serving on an active credential with another body.

**Section 11.3. Rosters.** A complete roster of ordained ministers, commissioned ministers, licensed ministers, and consecrated global personnel shall be maintained and made available to the members of the Covenant Ministerium.

#### **Section 11.4. Limitations.**

- a. A minister who enters the service of a congregation or institution not affiliated with the Covenant shall not retain standing in the Covenant for more than one year except by permission of the conference superintendent.
- b. An ordained, commissioned, or consecrated minister who has withdrawn from the ministry shall not retain standing for more than three years.
- c. A leave of absence may be granted for the purposes of education, convalescence, or a necessary reorientation period because of personal or vocational matters. The Ordered Ministry receives and approves such requests and informs the Board. Ministers on leave (should not exceed five years) may perform ministerial functions, such as administering the sacraments and rites of the church, exercising pastoral care and leadership, or performing ministries surrounding marriage and death, with the permission of the regional conference superintendent or the executive minister of the ordered ministry. An interview with the conference committee on ministerial standing is required to process the completion of leave of absence and re-entering ministry. If the minister has not reentered ministry after the five-year leave of absence, the minister shall move to the inactive category.
- d. Ordained, commissioned, and consecrated ministers who have not served in active ministry for three years shall be moved to the inactive category. Inactive ministers do not have full standing and may not perform ministerial functions, such as administering the sacraments and rites of the church, exercising pastoral care and leadership, or performing ministries surrounding marriage and death, unless granted permission by the regional conference superintendent or the executive minister of the ordered ministry. A minister may apply for the reinstatement of standing. This request shall be adjudicated through an interview with the conference committee on ministerial standing with approval by the conference superintendent and recommended to the Board. Ministers on inactive status must report to the Ordered Ministry annually in order to remain

in good standing. If an inactive minister does not maintain good standing, the Board may, with the approval of the Covenant Ministerium, recommend to the Annual Meeting of the Covenant that the minister be removed from the roster of Covenant ministers.

#### ARTICLE XII

##### **Exceptions**

**Section 12.1.** The Board may recommend to the Annual Meeting of the Covenant actions that are exceptions to these rules. Such exceptions and the rationale for each shall be clearly stated in presenting the recommendation to the Covenant Ministerium and the Annual Meeting of the Covenant.

#### ARTICLE XIII

##### **Amendments**

**Section 13.1.** Amendments to these rules may be submitted directly to the Board or through the Covenant Ministerium to the Board. Such amendments when approved by the Board shall be submitted to the Covenant Ministerium for approval and to the Annual Meeting of the Covenant for adoption.

*Updated as of Gather 2023.*



# **138th Covenant Annual Meeting**

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# Covenant Annual Meeting

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## Annual Meeting Program

Northern Kentucky Convention Center

### Covington, KY

June 26 – June 29, 2024

#### COVENANT MINISTERIUM

##### Wednesday, June 26

8:30 a.m. – 5:00 p.m.      Ministerium Annual Meeting Business Session

#### THE EVANGELICAL COVENANT CHURCH 138TH ANNUAL MEETING

##### Thursday, June 27

11:30 a.m. – 1:00 p.m.      Fellowship Lunch and Opening Celebration

1:30 p.m. – 5:00 p.m.      Business Session I

7:00 p.m. – 8:15 p.m.      Evening at the Freedom Center

##### Friday, June 28

8:30 a.m. – 12:00 p.m.      Business Session II | *Kevin Farmer*

2:00 p.m. – 5:00 p.m.      Business Session III

7:00 p.m. – 8:15 p.m.      Worship | *Susie Gamez*

##### Saturday, June 29

8:30 a.m. – 12:00 p.m.      Business Session IV | *G. Dany Flores*

2:00 p.m. – 5:00 p.m.      Business Session V (cancelled)

7:00 p.m. – 8:30 p.m.      Worship Service: Commissioning, Ordination,  
and Consecration | *Howard Burgoyne*



# Minutes of the Evangelical Covenant Church Ministerium Annual Meeting

Covington, Kentucky, and Virtual access

**June 26, 2024**

## **2024 MINISTERIUM OFFICERS**

Rev. Harvey Drake—Interim President

Rev. TJ Smith—Vice-President

Rev. Carmen Bensink Lewis—Secretary

Rev. Ruby Varghese—Vice-Secretary

Rev. Sandy Norris—Treasurer

Rev. Anne Jorgensen—Parliamentarian for this Annual Meeting

**Agenda 1.** The meeting was called to order at by president Drake at 8:35 a.m.

**Agenda 2.** The ministerium officers chose to invite several colleagues from our community to offer prayers and blessings over our gathering at various points throughout the day. These individuals represent the growing mosaic of the Covenant church and prayed in various languages. Rev. Eunice Do (Cantonese), Rev. David Greenidge (English), Rev. Prajakta David (Hindi). Pastor Drake introduced the officers of the ministerium.

**Agenda 3.** The ministerium officers desired our time together to be focused on the God we are called to serve. One way to do this is through music. Rev. Josef Rasheed and Rev. Brandi Sanders led us in worship throughout our meeting, reminding us that we need God and that we stand on his faithfulness. God is our Rock.

**Agenda 4.** As our denomination continues to struggle with division and trust, the ministerium officers decided to focus our continuing education component on practical ministry case studies. Vice President TJ Smith explained that we would do the case studies in community. Prior to our discussions Dennis Carlson shared the process for any pastor coming before us for contested credentials.

The initial process of becoming an ordained minister includes the following; discernment, preparation, best fit for service, licensing, COMS, vocational excellence, Board of ordered ministry and COMS interviews. Ordination includes vows taken to live under ethical principals as Covenant pastors. We are blessed with systems of accountability and support which have been developed to help clergy with the goal of healing and restoration. If a credential is suspended, then BOOM discerns if there is a pathway back to ministry.

## **Pathways:**

- Reporting: to superintendent, directly to Serve Clergy, or a pastor might self report. This covers any/all of the ethical guidelines vowed to uphold.
- On-site inquiry is arranged with superintendent, Serve Clergy, or necessary staff. If the charges are unsubstantiated, the pastor continues. If the concerns are valid, their credentials are sustained and terms of suspension are established.
- Minister is asked to come before BOOM and the full board, accompanied by superintendent/advocate.
- Healing process and support services are discerned.
- The board walks with a pastor for one to four years, often with two to four meetings with the board.
- The goal is always restoration of the pastor and safety of the people. The one exception is sexual relations with a minor. In that case the suspension is irrevocable.

- The Covenant makes a financial commitment to restore a pastor, including counseling, travel, etc. Hours of staff time are expended. For serious cases this can easily be over \$10,000.

The work of the board is confidential. The pastor under care may choose to contest the removal of credentials. The pastor under suspension presents their case in favor of maintaining their credential to the ministerium, which then votes. If the ministerium does not affirm by 2/3 super majority, the pastor returns to the care of BOOM. If they do affirm, the pastor's case goes to the Annual Meeting of the Covenant. The Annual Meeting is the only body able to remove credentials that are contested. A 2/3 majority is needed.

TJ Smith introduced the case studies, explaining the desire for different stories to be heard through dialogue. Participants were encouraged to hear one another's stories in order to know each other's hearts. Nine case studies, written by Serve Clergy and others from our community (Dean Edwards, Tammy Long, and Juana Nesta), were distributed. Rev. Herb Frost and conference superintendents were available for anyone with questions regarding the process Dennis Carlson outlined previously for contested credentials.

TJ prayed and we broke into groups, both in person and online for discussion. These case studies were sent out for use in conferences and churches.

Thanks was extended to our events team (Erik, Jill, Jorden, and Lumi).

**Agenda 5.** Lumi staff, as official tellers for this meeting, offered training for voice and vote, noting the voice and vote technology provided. Test votes were conducted. Instructions were given for how discussion and debate would be conducted both in the room onsite, and virtually.

**Agenda 6.** Organization of Meeting included the following:

*6.a. Quorum Call*

Quorum call was handled next. The total number of those registered for the meeting was 435. The number of registrants active at the moment of the quorum call was 328. Quorum was met.

*6.b. Adoption of Standing Rules*

Parliamentarian Jorgensen offered a motion for the Adoption of the Standing Rules and summarized the rules. She noted that all documents are online on the ministerium website. The Standing Rules summary included hybrid meetings, for which each year we get better at anticipating bugs and the complexity of that process. She noted that those who were virtual participants need to be responsible for their own devices and service, and any limitations of service or device failure, would not affect the flow of the Agenda, including any votes.

She also reiterated that for debates, a slight change would occur, due to the lag between online and in person. The debate time was extended to 30 minutes, with one extension of 30 minutes by 2/3 vote of approval if desired. Those who wish to participate in a debate should choose the most appropriate position when indicating a desire to speak. That is required for both in the room and online, as there would be only one cue. She reminded everyone to address the moderator; to speak positively and respectfully about their own perspective; and noted that it is never appropriate to presume the motives or character of those who may hold an alternative opinion on any issue. She encouraged us to advocate well and not denigrate others. People might want to reference past credential hearings. Omaha was done in executive session and therefore we cannot in public speak of what happened in that hearing. The credential hearing in Kansas City was not in executive session so it can be spoken of. You are allowed two minutes to speak. This is for fairness and respect for all of us.

*Vote: For: 333(98.81) Against: 4(1.19) Abstain: 2*

VOTE: STANDING RULES ADOPTED

#### *6.c. Approval of Agenda*

A motion was made by President Drake for the Approval of the Agenda, including Consent Agenda. No discussion.

*Vote: For:329 (99.10%) Against: 3 (.90%) Abstain: 2*

VOTE: AGENDA APPROVED

#### *6.d. Consent Agenda*

The Consent Agenda was summarized by Secretary Bensink Lewis. She reported on the Approval of the 2023 ministerium annual meeting minutes by the executive committee of the ministerium at the November 2023 meeting. She noted the list on the agenda which included the parliamentarian, Rev. Anne Jorgensen; the sergeants-at-arms, Rev. Tiana Coleman, Rev. Sherin Swift, Rev. Michelle Huskamp, Rev. Kendall Churchill, Rev. Criss Mitchel; and the tellers for this meeting, LUMI staff. The consent agenda also included the financial report for 2023–2024, provided by Treasurer Norris.

*Vote: For: 332 (99.40%) Against: 2 (.60%) Abstain: 4*

VOTE: AGENDA APPROVED

#### *6.e. Good Standing Review*

The good standing review was offered by President Harvey. He gave special thanks to Danielle Ng, Bethany Saldana, and all regional conference staff teams for the significant work involved in getting everyone in good standing in order to participate in this meeting! He noted that good standing matters a great deal, as we hold each other to common standards for maintaining professional, personal, and communal health. Members who are in good standing enjoy the benefits of being able to vote at regional and denominational annual meetings; receive scholarships and grants as needed; have opportunity to receive gifts from the Ministers' Care and Crisis Fund and other forms of support available through our denomination. Finally, he listed the four components for good standing:

1. Paying annual dues to the regional conference in which each person serves
2. Completing the Minister's Profile Form, updating every three years
3. Yearly completion of the Vocational Growth Tool
4. Maintaining regular healthy connections with Covenant colleagues: attending Midwinter, ministerium annual meetings, conference ministerial association meetings and retreats, regional cohorts or mentoring groups, continuing education opportunities, or through other personal relational commitments, such as spiritual direction.

#### *6.f. Greetings from Colleagues*

The names of those colleagues sending greetings to the 2024 Annual Meeting were read by Secretary Bensink Lewis. She spoke of the long-standing relational commitment in the ministerium of sending written greetings to the gathered annual meeting community, by any member who is not able to participate. This is not a rule, but an optional courtesy.

Those who sent greetings for this year:

Dan Palomino, Chaplain

Vicki H. Marxen, MDiv OWS, BCC (retired)

Rob Jacobson, Restoration Covenant Church

Mark Westlind

George R. Goodman, LPCC-S

Dr. Keith J. Hamilton, President, Alaska Christian College

Roberto Reed, Director, Libertad de Cristo Internacional

### **Agenda 7. Resolution of Sympathy**

Vice Secretary Ruby Varghese introduced and read the resolution of sympathy. A video was also presented.

### **Resolution of Sympathy**

We are grateful to God for the following pastors, global personnel, and pastors' spouses whose deaths have been reported to us since we last met in 2023. We will remember these partners in ministry with gratitude at the Ordination and Commissioning Service.

RESOLVED, that the 138th Annual Meeting of the Evangelical Covenant Church expresses its sympathy to the families of the Covenant pastors, missionaries, and pastors' spouses who have gone to be with the Lord, and that those families be presented with a program of the worship service in which there will be a time of remembrance and thanksgiving for the lives and ministry.

#### **PASTORS**

Chun Sam Yi, June 11, 2019, Las Vegas, Nevada  
Thorstein Burtness, September 24, 2021, Aurora, Colorado  
Jea Tae Kim, December 31, 2022, San Francisco, California  
James H. Stone, February 24, 2023, Saskatoon, Saskatchewan  
Fredrick Holmgren, May 24, 2023, Chicago, Illinois  
John K. Larson, June 14, 2023, Batavia, Illinois  
Herbert M. Freedholm, July 21, 2023, Palatine, Illinois  
George B. Elia, October 2, 2023, Raleigh, North Carolina  
Paul A. Johnson, November 7, 2023, Minneapolis, Minnesota  
George A. Scranton, November 28, 2023, Seattle, Washington  
Philip M. Axelson, December 27, 2023, Warren Rhode Island  
David S. Noreen, December 27, 2023, Westminster, Colorado  
Wesley R. Olson, December 31, 2023, Turlock, California  
James R. Lundell, January 18, 2024, Davenport, Iowa  
Walter D. Berg, January 19, 2024, Marion, South Dakota  
David S. Dahlberg, March 11, 2024, Grand Rapids, Michigan  
Norman G. Bagaas, March 26, 2024, Tucson, Arizona  
Randall J. Klassen, April 6, 2024, Walla Walla, Washington  
Marla A. Parker, April 7, 2024, Chicago, Illinois  
David W. Johnson, April 13, 2024, Port Orange, Florida  
David E. Carlson, April 14, 2024, Red Oak, Iowa  
Kari B. Lindholm-Johnson, April 20, 2024, Chicago, Illinois  
Robert C. Larson, May 18, 2024, Northbrook, Illinois  
Jerome O. Nelson, May 19, 2024, Gary, Indiana  
Edward F. Delgado, June 10, 2024, Spring Valley, California

#### **GLOBAL PERSONNEL**

Ruth A. M. Widman, July 26, 2023, Batavia, Illinois

#### **PASTORS' SPOUSES**

Sally A. Leigh (Merton), September 2, 2016, Tulsa, Oklahoma  
Leola Simmons (R. Dan), May 11, 2020,  
Alice J. Nelson (J. Robert), October 12, 2020, Skandia, Michigan  
Marilyn Noreen (David), January 15, 2023, Westminster, Colorado  
Jane Wiberg (Glen), June 19, 2023, Golden Valley, Minnesota  
Linda K. Anderson (Timothy), August 6, 2023, Rochester, Minnesota  
Nancy J. Sassaman (Marcus), October 10, 2023, Elkhorn, Nebraska  
H. Lorraine Holmen (Gorden), October 20, 2023, Plantation Florida  
Noris C. Maldonado (Jorge), October 21, 2023, Hacienda Heights, CA  
Gudrun Adell (Morland), November 16, 2023, Hayward, Wisconsin  
Lois I. Baker (Dwight), December 21, 2023, Eagan, Minnesota

Judith A. Kaufmann (Austin), December 30, Eagan, Minnesota  
Sharon Olson (Dennis), January 9, 2024, Stockton, California  
Beverly A. Kraft (Vernon), January 11, 2024, Lodi, California  
Glen Perkins (Heather), April 13, 2024, Wichita, Kansas  
Verna Johnson (Jerome), April 15, 2024, Mercer Island, Washington  
Eloise Nelson (LeRoy), May 1, 2024, Northbrook, Illinois  
Patricia L. Hallsten (Edwin), May 24, 2024, Naples, Florida

### **Agenda 8. Recognition of Outgoing Exec. Committee Members**

Secretary Bensink Lewis named the members of the Ministerium Executive Committee who completed their terms of service, and then offered prayer for them.

Lance Davis, President, African American Ministerial Association

Steve Peterson, Chair, Central Conference

Julie Chamberlain, Chair, Midwest Conference

Tom Greentree, Chair, Canada Conference

Ted Law, Chair, Midsouth Conference

Carmen Bensink Lewis, Chair, Pacific Northwest Conference

### **Agenda 9. Reports from Educational Institutions**

*9.a. Centro Hispano Estudios Teológicos (CHET), Dr. Magdalena Sanchez, Interim President*

Dr. Sanchez began expresses what a pleasure and a privilege it was to be with us at the annual meeting. What has happened since last June? The board of directors are grateful for the gifts received from the Evangelical covenant church. CHET is poised to address needs, advancement retention, and curriculum development. CHET received a grant, which has provided a new teaching platform as well as a donor management software system for a seamless giving experience. One hundred fifteen students will graduate in 2023. Six of these graduates will receive ministerial credentials at Gather 2024. Dr. Sanchez expressed her thanks to Alma for helping this graduating class. A picture was shown of the graduating class. Statistics: 50% belong to the Covenant / 66% are female.

With great sadness we announced the passing of our former president and director Dr. Ed Delgado. Dr. Delgado served as dean and vice president of finance from 2000 to 2003. He served as president of CHET from 2006 to 2019, furthering the mission, strengthening community, and expanding our offerings. For now we say farewell to our beloved brother in Christ. But God has said, "Well done, good and faithful servant."

Dr. Sanchez said CHET is honored to be part of the Covenant, and the unwavering support and love for our institution are invaluable. CHET remains faithful to its mission. CHET would like to continue to serve all pastors with the educational needs of Covenant ministry and congregations. Dr. Sanchez concluded by sharing that it has been a privilege to serve as the interim president of CHET. In due time the new president of CHET will be announced. God has provided a well educated and connected individual for a time such as this, raising up home-grown Latinos and Latinas.

*9.b. North Park Theological Seminary, Rev. Dr. Dennis Edwards, Dean*

Dr. Edwards began his report with a video of NPTS. He expressed his desire to give a brief update with the highlights over the last year. He began by acknowledging faculty, specifically three who were installed into endowed positions:

Max Lee, Professor of New Testament

Michelle Dodson, Asst Professor, Milton B. Engbretson Chair  
in Evangelism & Justice

Hauna Ondrey, Associate Professor of Church History

In the fall and spring NPTS hosted public lectures centered on the topic of humility. At Midwinter 2024 Dr. Edwards, Michelle Dodson, and David Bjorlin, in addition to leading a morning session, did a presentation on Ignite and Equip pathways, which allow students, in partnership with their conference, to get affordable theological education. Dr. Edwards also acknowledged an initiative called Next, which is an opportunity for churches to invite faculty at NPTS for congregational education through our contextual lifelong learning program.

Dr. Edwards ended by expressing his gratefulness. In his two years as dean several superintendents have invited him to participate and minister in our congregations and conferences. He encouraged us to send NPTS our students. He reminded us that NPTS is our seminary. It should be our first choice. NPTS will contact the students you connect them with. The median number of applications per seminary is one. Dr. Edwards would like that one to be NPTS. He reminded us that serious headwinds are facing us. People are not flocking to seminary. NPTS respects that reality and is learning from the statistics. Dr. Edwards asked us to pray for NPTS and its overall health.

*9.c. North Park University, Mary Surridge, President.*

Moved to later in the day due to a flight cancellation for President Surridge. Vocational Service awards were moved up to this space.

**Agenda 20. Vocational Service Awards 2024, Secretary Bensink Lewis**

The announcement of Vocational Service Awards 2023-2024, which acknowledges clergy who have reached the age of sixty-five, was led by Secretary Carmen Bensink Lewis. She read these names, invited those who were present to stand, and then offered a prayer over their lives and ministries.

*Those honored:*

Thomas G. Beeghly	John D. Hege	Deb L. O'Neil Lewis
Paul H. Betancourt	Stephen A Houwen	Michael J. Ostermann
Scott. A. Burnett	Jonathon D. Ireland	Stephen F. Pace
Steve D. Carlson	Brian G. Johnson	Piedad Pena Restrepo
Peter T Cha	Carolyn S. Johnson	Karl E. Peterson
Michael P. Cogan	Darryl R. Johnson	Chamron Phal
Edward F. DeForest	Heidi R. Johnston	Daniel R. Pietrzyk
Gretchen M. DeNeui	Sam S Jung	Eugenio Restrepo
Paul H. DeNeui	Paul F. Knight	Keith G. Robinson
Paul R. Duppenthaler	Brian L. Kyle	Joel P. Rude
Ruth M. Dutton	Jerrold A. Lange	Adrienne Low Satterberg
Mark. A. Ellingson	Steven P. Larson	Eric P. Sparrman
Ross B. Erickson	Deborah D. Masten	Julie A. Steel
Herbert H Frost	Kevin S. Melin	Daniel B. Thompson
Judith A. Hamrick	Deborah C.M. Montzingo	Johan J Tredoux
Donna M. Harris	Joyce E. Norman	Gregory M. West
Scott D. Hartley	David P. Nystrom	Heidi M. Wiebe

**Agenda 10. Report from Board of Ordered Ministry, Rev. Dennis Carlson**

Rev. Carlson, chair of BOOM, began his report by recalling his own call to ministry and those who have mentored him along the way. He reminded us that we are present because we have heard a call on our lives.

The BOOM is tasked to walk alongside those whom God is calling and has called into ministry in the Covenant. It's composed of fourteen elected positions, two of which are laypersons, for a term of five years. There are seven ex-officio members. The work of the board centers around credentialing, caring for, and affirming our ministerium. We do not work alongside but serve in partnership with many. The process of caring for

pastors is done with the help of conference superintendents, conference staff, spiritual directors, and professional counselors.

Rev. Carlson extended gratitude to those who work alongside the BOOM:

- Conference staff and COMS
- Professors at NPTS & CHET
- Covenant Orientation teachers
- Pastor mentors
- Covenant Executive Committee
- Covenant Board of Nominations
- Serve Clergy
- Families and friends of ordinands

#### **Agenda 11. Develop Leaders/Serve Clergy, Rev. Herb Frost**

Rev. Herb began by giving thanks for the many in his family who also serve as ministers and for the privilege it is to lead the Serve Clergy team. The team embraces the name change to “Serve Clergy” as their fundamental role is to serve Covenant pastors. He gave thanks for the work of Terry Marks and the addition of Dr. Jin Lee to their staff.

Serve Clergy exists to serve pastors from the beginning to the end of our professional pastoral call. The credentialing process is overseen by Danielle Ng who embodies institutional knowledge and the foresight to see change needed for the future. A majority of our ordinands this year will be female. Yet we continue to have sisters who need our affirmation and advocacy because of an unformed theological foundation that has yet to embrace the imago Dei of us all, male and female.

The Lilly Endowment continues to be a gift to the Covenant. Rev. Marti Burger oversees the stewardship of these funds for our clergy. Rev. Karen Ingebretson oversees the Ministers’ Care and Crisis Fund. Rev. Frost gave a few examples of current initiatives and asked for our partnership with ideas. It’s more effective for pastors who are in the field to bring Serve Clergy ideas for the use of these funds. He announced a new \$1.25 million grant for compelling preaching, which will be rolled out soon.

Serve Clergy is involved in the care of pastors, foundational in Mathew 9:36-38, reminding us of the importance of the shepherd(s). Strike the shepherd and the sheep will be shattered. Rev. Frost reminded us that we have an enemy who knows that the best way to hurt the sheep is to strike the shepherd. He implored us to do the following: Take time to be holy. Receive the Holy Spirit. Take care of yourself.

#### **Agenda 12. Nominating Committee for Ministerium Officers, Rev. Steve Peterson**

##### *12.a. Presentation of candidates*

Steve noted that 17 members make up the Nominating Committee. In their work they were very intentional in seeking a balance of men and women, and in ethnic representation. They also gave attention to representation from various regions across the denomination, with special focus on candidates from regions not represented in the most recent ministerium officers leadership cycle. In the process of finding two candidates for each open position, they contacted a number of individuals. They were pleased to offer this ballot for the new year of service.

Candidates for offices were presented. Pictures and bios were put on the screen for viewing and reading.

##### *12.b. Vote for President (3-year term)*

*Vote: Drake: 232, Lindholtz : 111*

ELECTED: Harvey Drake as President

12.c. *Vote for Vice-Secretary (3-year term)*

Vote: Yee: 196, Peterson: 160

ELECTED: Angela Yee as Vice Secretary

12d. *Announcement of the results* (listed above)

**Agenda 13. Covenant President's Report**, Rev. Tammy Swanson-Draheim

President Swanson-Draheim expressed her gratefulness for those recently elected officers who will be serving and for those present at this Annual Meeting. President Swanson-Draheim began with a photo of her grandchildren, noting when she's not traveling or in Chicago she's in Phoenix or Omaha.

President Swanson-Draheim has been living into three calls from 1 Thessalonians 5: rejoice always, pray continually, give thanks in all circumstances; for this is Christ's will. There are many reasons to experience joy and we are called to give thanks in all circumstances. As a huge advocate for prayer, she expressed her gratefulness for our prayers, noting that the denominational team is praying for the flourishing of pastors, churches, and conferences.

She gave an update of the re-organization, stating that more detail will be given at the Covenant Annual Meeting. A re-evaluation of working remotely was done, the future will consist of a hybrid model, being in person on certain days. As the denominational offices are committed to staying in Chicago and many meetings take place in the building, the building is no longer for sale.

President Swanson-Draheim expressed her gratefulness for the extraordinary leadership of Dr. Magdalena Sanchez. She's also deeply grateful for Steve Dawson as they searched for the new vice president of finance, Cyndi Hoffman. She also expressed her gratefulness for Paul Lessard who stepped into the role of VP for mission priorities while also serving as the interim minister of Serve Locally. At the Annual Meeting we will officially vote for Paul Robinson to have this position. Dierdra Clark has stepped into the role of corporate secretary for which President Swanson-Draheim is grateful. She asked for prayer as they are still seeking a VP of Mission Services. She stated that the re-organization taking place at Covenant Offices will be implemented by July 1, 2024.

President Swanson-Draheim ended by briefly addressing the bylaw proposal that will be voted on. She noted we are in days where trust in institutions and leaders is very low. She'd like to think that the Covenant is better but acknowledged that some present have experienced this phenomena in their churches. The working group has been as transparent as possible seeking to foster communication and receive feedback. An FAQ sheet was published and distributed, literally 100s of hours have been invested in the process. She stressed that regardless of what participants think of the proposal, we are her friends. We can have a different opinion and still be in relationship with her. President Swanson-Draheim's hope and prayer is that some trust has been earned during this process.

President Swanson-Draheim made a commitment when she drew up the proposal for an integrated proposal. If the proposal passes, she will initiate a presidential task force to continue the work. She mentions this because she wants us to hear that the purpose is not to change our mission but to consider different pathways of accountability for pastors who have contested credentials. This will most likely take two years. The communication and feedback takes time and has been very useful. If this task force comes together, nothing will be crated in vacuum. A vote on this will be



needed.

The task force will be convened only if the bylaw change is approved. Why?

1. This proposal was brought by 100 leaders who unanimously approved of it. It will feel like a bait and switch to President Swanson-Draheim if it falls and we move forward anyway.
2. Not positive vote will demonstrate we are not in the space that we will need to be for the task force. Without readiness, we can't give focus to this work when there are so many things that need attention around us.

President Swanson-Draheim went on to say that she's not sure what kind of ideas will come to fruition in this process. But, she thinks something happens when we gather people, pray, and talk that doesn't happen when it's just one person by themselves. She hopes ideas emerge together and the process will receive feedback. She is committed to transparency similar to this bylaw proposal.

**Agenda 14. Prayer, President Harvey Drake**

12:00 P.M. – 1:00 P.M. LUNCH BREAK

**Agenda 15. Prayer & Worship**

Rev. Dominique Gilliard lead us in prayer for the next session. Prior to prayer he shared resources the Covenant has developed in response to the requests of pastors and leaders, to disciple church members to see politics through the lens of Christ and not the reverse. A suite of materials and immersive discipleship experiences are available to help address theological issues as the body of Christ.

Rev. Josef Rasheed and Rev. Brandi Sanders led us in worship through music.

**Agenda 16. Case Study Response, Executive Board Officers**

A representative from each case study shared the highlights of their group discussion. The officers expressed their hope and prayer for these case studies to be used in conference clusters and cohorts.

**Nominating Committee for Ministerium Officers, Rev. Steve Peterson**

This part of the meeting was done again due to a glitch in the voting system when the nominees were presented. The points of order we are revisiting at this time:

1. Language specific to Robert's Rules. There was no call for a specific nomination from the floor. This could have been done during discussion.
2. When we vote, there needs to be both candidates names and an option to abstain.

We have a nominee from the floor for Corey Johnsrud from Dan Shuttler.

The Nominating Committee and the ministerium move to vote for the nominations - Harvey Drake, Steve Lindholtz, Corey Johnsrud

*12.b. Vote for President (3-year term)*

*Vote: Drake: 250 (68.12%), Lindholtz: 52 (14.17%), Johnsrud: 65 (17.71%). Abstain 15*

ELECTED: Harvey Drake as president

The Nominating Committee recommends Angela Yee and Mary Peterson for vice secretary. No nominations from the floor.

*12.c. Vote for Vice-Secretary (3-year term)*

*Vote: Yee: 210, Peterson: 160, abstain #(% )*

ELECTED: Angela Yee as vice secretary

12.d. *Announcement of the results* (listed above).

## **Agenda 17. Governance Change Proposal**

17.a. *Presentation of Proposal*—President Tammy Swanson-Draheim & Governance Working Group

President Swanson-Draheim gave the background to the formation of the governance change proposal. She explained the process of sharing the proposal with the following: Covenant Executive Board, Board of Ordered Ministry, Council of Superintendents, Covenant Offices. All of these groups affirmed this proposal. Upon their affirmation, a governance working group was formed consisting of President Swanson-Draheim, Dierdra Clark, Susan Cosio, TJ Smith, and Anne Jorgensen (serving as parliamentarian).

17.b. *Proposed Constitutional Amendment to the Constitution and Bylaws of the Covenant Ministerium*

17.b.i. *Motion*

Dierdra Clark read the proposal, explaining the proposal itself and the process. Members of the governance working group shared why they are in favor of the proposal. There was continued debate for thirty minutes. Question was called to end debate, which was seconded. This needs a two-thirds vote to end.

Motion to end debate

*Vote: For 211 (57.49%), against 156 (42.51%), abstain 14*

VOTE: MOTION FAILED

Cody Taylor makes motion to extend the dialogue by 20 minutes.

Motion to extend dialogue

*Vote: For 152 (42.58%), against 205 (57.42%), abstain 10*

VOTE: MOTION FAILED

Call to vote on proposed constitutional amendment to the Constitution and Bylaws of the Covenant Ministerium.

*Vote: For 199 (52.51%), against 180 (47.49%), abstain 9*

VOTE: MOTION FAILED

President Swanson-Draheim expressed her thankfulness for our engagement in the process, stating that no matter the outcome we can still love each other and be friends. She stated the work has been done and the outcome is in God's hands.

17.c. *Proposed Bylaw Amendment to the Constitution and Bylaws of the Covenant Ministerium*, Serve Clergy & Rev. Herb Frost

17.d. *Proposed language changes to the Rules for the Ordered Ministry of The Evangelical Covenant Church*, Serve Clergy & Rev. Herb Frost

17.d.i. *Motion*

17.d.ii. Three revisions 1. 2. 3rd advocate is support service. We recommend that the Covenant ministerium approve the rules as described.

The recommendation is made by Rev. Frost that we vote on items c and d together since they are only language changes. There was brief dialogue needed for clarification purposes.

Motion to separate the three language changes items into 3 individual votes; second received.

Motion to separate items

*Vote: For 136 (46.90%), against 154 (53.10%), abstain 26*

MOTION FAILED

*Vote: For 295 (91.05%) 29 (8.95%) abstain 17*

VOTE: MOTION APPROVED

## **Agenda 18. Break**

### **Agenda 19. Financial Report & Budget Presentation for 2024-2025-Treasurer** Rev. Sandy Norris

The FY 2023-2024 financial report was approved in the consent agenda; Rev. Norris made a couple comments on last fiscal year. She suggested we look at different financial reports with the analogy of different maps. We started May 1, 2023, with a pin drop at \$45,744. Then she suggested that the driving directions app is like the budget telling us the financial plan for the next year. A year ago our budget predicted we would end the year with a pin drop balance of \$37,268. We didn't hit that target—we ended the year with \$35,057 in the bank. She stated she wasn't concerned about the deviation because a budget is a guide and not a rule.

If we were to compare the actual route we took on this trip with the route we thought we would take a year ago, two variances stand out: differences between actual and estimated amounts for travel and the Women in Leadership Midwinter event, but more significantly and importantly, lagging dues payments. Everyone in this room has paid their dues to participate. Rev. Norris asked us to encourage our friends and colleagues to recognize the value of our shared life and the support given through our dues.

On to the proposed budget for fiscal year 2024-2025. The Executive Committee is proposing an increase of \$10 per member, from \$85 to \$95. Dues have not been increased since 2015 and prior to this in 2005. If you want to gauge this against inflation, if the \$85 from 2015 increased each year to keep pace with inflation, we would be \$115 now. We estimate that 80% of our 1,721 dues eligible members will pay dues next year so our dues income estimate is \$130,796.

On the expense side, we would like to increase our support of the ACCC and CCA. Our associations use the funds received for scholarships to events and conferences. We want to increase Midwinter scholarships by \$2,000 specifically focusing on bivocational leaders who have to take time off their other job to participate in Midwinter.

This budget proposal suggests a surplus of \$696. To go back to the map and pin drop analogy, if we meet this budget, our location pin will move to \$35,753.

We have a clean audit report, which can be found posted on the Covenant ministerium website.

A motion was made to vote on our 2024-2025 budget as posted on the ministerium website. No discussion.

*Vote: For: 249 (98.42%), Against: 4 (1.58%) Abstain: 3*

VOTE: BUDGET APPROVED

### **Agenda 9.c. North Park University-Mary Surridge, President**

President Surridge began with a greeting and expressing her joy in serving. She started with the exciting news that this year's class is the third largest class in the history of NPU. Highlights from the year include the following:

- NPU choir had many opportunities to go out into the community
- NPU invited Covenant pastors to speak at weekly chapel services
- Great year for Viking sports program:
  - women's basketball—undefeated
  - winning baseball program
  - winning football program under Christian leader Kyle Rooker
- Priority to introduce faith to students: year of expression of our mission especially in the city—students organized a clothing, toy, and supply drive for a

new migrant shelter housing 300 families.

- Sister campus in Sweden—around Christmastime we honored staff members for milestone years. 610 collective years served by 48 individuals.
- Students participated in Sankofa.
- Blue & Gold day to honor our alumni and those that help us raise money
- Commencement—NPU offers a tremendous education in Christian community, at a price point one can afford, preparing students to graduate and go into the world to serve.

President Surridge ended by sharing her gratefulness for a decision made forty-six years ago, for NPU to remain in the heart of the city at its current location. The decision to stay in Chicago continues to direct NPU and its mission. Four students were asked to talk about the importance of being in the city and living out their faith. Video testimonies of students were shared. President Surridge ended by expressing her gratefulness for the support and endorsement of this important mission of NPU.

#### **Agenda 21. Women in Leadership Awards, Vice-Secretary Ruby Varghese**

Vice-Secretary Varghese presented the following three awards:

- She Advocates: To be awarded to a woman with exceptional gifts of advocating, whose courage, resilience, and faithfulness empowers others and brings liberation and hope to the vulnerable and oppressed.
- She Leads: To be awarded to a woman with exceptional leadership capacities—whose authority, wisdom, and creativity builds up ministries and people to be more effective and strong Gospel witnesses.
- She Preaches: To be awarded to a woman with exceptional preaching abilities—whose proclamation of the Good News speaks truth and breathes life into those whom she disciples, teaches, and impacts. - gather the information from the website regarding the award and the core values.

She Advocates—Rev. Linda Williams

Rev. Williams accepts her award and shares some words of gratitude.

Due to time specific agenda items She Leads & She Preaches will be awarded later in the afternoon.

#### **Agenda 22. Recommendation for Change in Standing, Ordered Ministry/Serve Clergy & Rev. Herb Frost**

These motions come from the Board of Ordered Ministry, so they do not need a second. However, anyone who wishes to offer a personal second for any individual receiving a credential may do so by submitting that request in writing to Secretary Bensink Lewis. Those names will then be included in the minutes for this meeting.

##### **22.a. Active to Inactive**

BumYoung Kim (OWsa)

Jeffrey Loewen (OWsa)

Tabatha Mason (CSM)

John Teter (OWsa)

Al Tizon (OWse)

Motion is to approve, does not require a second. discussion: none

Vote: For: 248 (98.41%) Against: 4 (1.59 %) Abstain: 14

**VOTE: REPORT APPROVED**

##### **22.b. Inactive to Active**

Aune Carlson (OWsa)

Kyle Small (OWsa)

Motion is to approve, does not require a second. Discussion: none.

*Vote: For: 264 (99.62%) Against: 1 (.38%) Abstain: 3*  
VOTE: REPORT APPROVED

*22.c. Transferred Credential*

Douglas Bixby (OWsa) to the United Church of Christ  
Eva Cudmore (OWsa) to the United Church of Christ  
Andrea Marie Johnson (OWsa) to the United Methodist Church  
Stephen Wiens (OWsa) to the United Church of Christ

Motion is to approve, does not require a second. Discussion: none.

*Vote: For: 253 (96.56%) Against: 9 (3.44%) Abstain: 13*  
VOTE: REPORT APPROVED

*22.d. Resignation of Credential*

Nathan Albert (OWsa)  
Rebecca Barnett (OWsa)  
William Barnett (OWsa)  
T. Paul Burdick (OWsa, retired)  
Brian Estrella (OWsa)  
Ralph Moller (OWsa)  
Troy Parson (OWsa)  
Bob Shim (CM)  
Mary Putera (OWsa)  
Julio Sical (OWsa)  
Jonathon Woolner (OWsa)

Motion is to approve, does not require a second. Discussion: none.

*Vote: For: 254 (94.78%) Against: 14 (5.22%) Abstain: 17*  
VOTE: REPORT APPROVED

*22.e. Reinstatement of Credential*

Robin Swieringa (OWsa)

Motion is to approve, does not require a second. Discussion: none.

VOTE: REPORT APPROVED

Rev. Frost prayed over the names who are changing status. All of these represent transition. We receive these transitions with both joy and pain and express our gratitude for their ministry and their service.

**Agenda 23. Recommendation for Approval of Candidates**, Ordered Ministry/Serve Clergy,  
Rev. Herb Frost & Danielle Ng

*23.a. Approval of Licenses*

The list of those applying for licenses is located on the ministerium website.

Motion is to concur with the recommendation, does not require a second.

*Vote: For: 258 (99.61%) Against: 1 (.39%) Abstain: 3*

VOTE: RECOMMENDATION APPROVED

*23.b. Transfer of Ordination*

Henry M. Burbano - Esperanza Covenant Church, Houston, TX  
second: Margie Swenson  
Georgia A. Hill - Life Church Riverside, Detroit, MI  
Jonathon V. Kosec - Evangelical Covenant Church of Bay Indies, Venice, FL

Sung Ryong Kwak - Dodam Covenant Church, Mount Prospect, IL

Motion is to concur with the recommendation, does not require a second.

Is there any request for one or more names to be separated out? None requested.

Vote: For: 265 (100%) Against: 0 (0%) Abstain: 3

*VOTE: RECOMMENDATION APPROVED*

*23.c. Ordination to Word and Service*

Rachel M. Hart - Linwood Covenant Church, Wyoming, M

Amy E. Long - Minnehaha Academy, Minneapolis, MN

Phyllis K. Myung - Great Road Church, Acton, MA

second: Rev. Diane M. Borden, Cheryl Lynn Cain

Hannah F. Nielsen - The River Church Community, San Jose, CA

Deborah E. Packnick - Covenant Church of Easton, Easton, CT

Andrea J. Spicer - Jesus People USA, Chicago, IL

second: Rev. Diane M. Borden, Cheryl Lynn Cain, Linnea K. Ek

Motion is to concur with the recommendation, does not require a second.

Is there any request for one or more names to be separated out: none requested.

Vote: For: 274 (100%) Against: 0 (0%) Abstain: 2

*VOTE: RECOMMENDATION APPROVED*

*23.d. Ordination to Word and Sacrament*

Benito Amaya - City Gateway Covenant Church, Compton, CA

David M. Barboza - Grace Hills Covenant Church, Angels Camp, CA

Leanne M. Benton - Redeemer Covenant Church, Tulsa, OK

Jessica C. Boggs - Evangelical Covenant Church, Princeton, IL

second: Rev. Diane M. Borden, Linnea K. Ek

Leonardo E. Carrillo - Comunidad Cristiana, I.P.E., Highland Park, CA

D. Alejandro Carrizo - Las Buenas Nuevas Covenant Church, Houston, TX

second: Margie Swenson

Adam J. Christian - First Covenant Church, River Falls, WI

Allison E. Corriveau - Newton Covenant Church, Newton, MA

Prajakta S. David-Kelley - The Evangelical Covenant Church, Chicago, IL

second: Linnea K. Ek, Ruby Varghese

Joy A. Fishler - Life Community Church, Roseville, CA

Rodney M. Gadsden - CrossRoads Covenant Church, DeSoto, TX

second: Margie Swenson

Kyle J. Harmon - Pine Lake Covenant Church, Sammamish, WA

second: Rev. Rebecca J. Worl, TJ Smith

Megan R. Herrold Sinchi - Re-entering call process

second: Linnea K. Ek

Randall J. Hoffbeck - Community Covenant Church, Eagle River, AK

second: Steve Weihsmann

John S. Kim - New Life Covenant Church, Palatine, IL

second: Rev. Diane M. Borden

Rebekah J. Lindberg - Community Covenant Church, Peabody, MA

second: Rev. Diane M. Borden, Steve Johnson, Linnea K. Ek

Daniel E. Parry - New Gottland Evangelical Covenant Church, McPherson, KS

Evens Paul - Serve Globally Personnel: serving Haiti

Carmen R. Quinche - Comunidad Cristiana I.P.E., Highland Park, CA

Lynette E. Sanchez - Countryside Community Church, Sherwood, OR

second: Katy Andlovec, Carmen Bensink Lewis

Serena A. Sinclair - Covenant Grove Church, Modesto, CA

Edith G. Soto López - Jesus Fiel Amigo Covenant Church, Brooklyn Park, MN

Daniel P. Swartz - Emmanuel Covenant Church, Shoreview, MN

Laura M. Tarro - Bethany Covenant Church, St. Charles, IL

second: Rev. Bill Orris, Linnea K. Ek

Alexander J. Taylor - Evangelical Covenant Church, Princeton, IL

Anthony R. Thomas - Calvary Covenant Church, Chicago, IL

Rebecca J. Worl - Pine Lake Covenant Church, Sammamish, WA

second; Brad Hill, Carmen Bensink Lewis, Taylor Burgoyne, Katy Andlovec, TJ Smith

Motion is to concur with the recommendation, does not require a second.

Is there any request for one or more names to be separated out: none requested.

Vote: For: 282 (100%) Against: 0 (%) Abstain: 2

**VOTE: REPORT APPROVED**

Pastor Ed Carey was invited to pray for the ordinands.

### **Women in Leadership Awards, Vice-Secretary Varghese**

Presentation of the women in leadership awards was continued—moved due to time specific items on the agenda.

- *She Leads*—Rev. Leisha Hawley

Rev. Hawley accepts her award and shares some words of gratitude

*She Preaches*—Rev. Grisel Medina

- Rev. Medina was unable to be present for the presentation of the award.

Vice Secretary Varghese reads her acceptance response.

### **Agenda 24. Recognition of Outgoing Ministerium Executive Board, Vice President TJ Smith**

#### *24.a. Rev. Ruby Varghese, Vice-Secretary*

Rev. Smith thanked Ruby for her work behind the scenes and keeping the committee organized, stating her gifts will be missed.

Rev. Varghese said it's been a joy to serve the awesome pastors in our denomination, to see growth, and be inspired by her peers. She encouraged the ministerium to live into what it means to be a part of the ministerium; to act justly, to love mercy, and to walk humble with one another. Ruby highlighted some of the crises we are facing as a ministerium, calling our attention to the youth who are leaving the church. She stated the work is not easy, but God has called us to care for one another and those who desperately need Jesus. Rev. Varghese committed to continuing to pray for our denomination. She expressed her gratitude for being able to serve. She ended by encouraging us to let the Spirit lead us into what he's calling us to be.

#### *24.b. Rev. Harvey Drake, Interim President*

Rev. Smith thanked Rev. Drake for his work as interim president and congratulated him on the continuation of serving in this role for the next three years.

### **Agenda 25. Worship & Communal Prayer**

Rev. Josef Rasheed & Rev. Brandi Sanders led us in a powerful time of worship in which we praised God for his enduring faithfulness.

### **Agenda 26. Closing Prayer, Rev. Ruby Varghese, Rev. Curtis Ivanhoff, Rev. Alma Zamudio Macial**

The closing prayer over our meeting was prayed in English, Spanish, and Inupiaq. To God be the glory.

### **27. Benediction & Meeting Adjournment, President Drake**

Rev. Drake motioned for the meeting to be adjourned at 5:31 pm.

*Minutes respectfully submitted by*

Carmen Bensink Lewis

Executive Committee Secretary

## ADDENDUM TREASURER'S REPORT

	2023-2024 Actual	2023-2024 Approved Budget	2024-2025 Proposed Budget
<b>REVENUE</b>			
Member Dues	101,408.89	118,524.00	130,796.00
Annual Mtg Registration	26,735.00	26,000.00	
<b>Total Income</b>	<b>\$128,143.89</b>	<b>\$143,524.00</b>	<b>\$156,796.00</b>
<b>Expenses</b>			
Investing in our Membership			
<i>Associations and Affiliates</i>			
AAMA	5,000.00	5,000.00	5,000.00
ALIPE	5,000.00	5,000.00	5,000.00
CAPA	5,000.00	5,000.00	5,000.00
Indigenous Ministers Assoc.	5,000.00	5,000.00	5,000.00
ACCW	3,000.00	3,000.00	5,000.00
Covenant Chaplains Assoc.	1,000.00	1,000.00	2,000.00
<i>Membership Development</i>			
Anti-racism resourcing	5,000.00	5,000.00	
Covenant Quarterly	500.00	500.00	500.00
Financial Leadership	1,000.00	1,000.00	1,000.00
Midwinter Scholarships	10,000.00	12,000.00	
Ministers' Crisis Fund	10,000.00	10,000.00	
SPE	5,000.00	5,000.00	5,000.00
Women in Leadership	3,000.00	3,000.00	
Awards			
Women in Leadership	2,000.00	2,000.00	
Midwinter			
<i>Future Members</i>			
CHET Support	2,000.00	2,000.00	2,000.00
CHET/NPTS	5,000.00	5,000.00	5,000.00
Deacon/Benevolence Fund			
CHET/NPTS	3,000.00	3,000.00	1,000.00
Midwinter Scholarships			
NPTS/Ignite field ed support	12,000.00	12,000.00	12,000.00
<b>Total Investment in Membership</b>	<b>\$81,849.48</b>	<b>\$82,500.00</b>	<b>\$85,500.00</b>



	2023-2024 Actual	2023-2024 Approved Budget	2024-2025 Proposed Budget
Investing in Leading			
Bi-vocational support500.00	500.00	500.00	
Executive Committee20,828.43	25,000.00	25,000.00	
Officer Annual Mtg Travel	4,849.37	10,000.00	10,000.00
Officer Honoraria	13,000.00	17,000.00	17,000.00
<b>Total Investment in Leading</b>	<b>\$39,177.80</b>	<b>\$52,500.00</b>	<b>\$52,500.00</b>
Administration			
Annual Meeting	16,691.00	16,000.00	16,900.00
E-service Subscriptions1,113.05	1,000.00	1,200.00	
<b>Total Administration</b>	<b>\$17,804.05</b>	<b>\$17,000.00</b>	<b>\$18,100.00</b>
<b>Total Expenses</b>	<b>\$138,831.33</b>	<b>\$152,000.00</b>	<b>\$156,100.00</b>
<b>Net Operating Revenue</b>	<b>(\$10,687.44)</b>	<b>(\$8,476.00)</b>	<b>(\$696.00)</b>
<b>Net Revenue</b>	<b>(\$10,687.44)</b>	<b>(\$8,476.00)</b>	<b>(\$696.00)</b>

## Minutes of the 138th Annual Meeting of the Evangelical Covenant Church

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**Northern Kentucky Convention Center**  
**Covington, Kentucky**  
**June 27 – June 29, 2024**

**FIRST BUSINESS SESSION**  
**Thursday, June 27, 2024**  
**1:30 p.m.**

### 1. CALL TO ORDER

The moderator, Julia Sandstrom, welcomed the assembly, provided a brief biography, and shared the purpose of the meeting to conduct church business that impacts the future.

The moderator called the meeting to order at 1:36 p.m., providing an overview of the logistics for this second hybrid Annual Meeting, designed to accommodate delegates participating both online and onsite in Covington, Kentucky. The assembly was then welcomed with a video presentation.

### 3. GREETING FROM GARTH MCGRATH, GREAT LAKES SUPERINTENDENT

The moderator issued an opening statement, explained procedures, and introduced the officers on stage. Annual Meeting officers briefly introduced themselves.

The moderator recognized Kyle Fletcher, LUMI technician, who coached delegates on how to participate in this second hybrid business meeting using the LUMI platform/ device.

The moderator recognized Norma Ramos, Annual Meeting secretary, who informed the delegates about the availability of audio devices for Spanish translation during the business sessions and English translation for Spanish-speaking delegates when addressing the assembly.

## **2. OPENING STATEMENT BY THE MODERATOR**

The moderator issued an opening statement, explained procedures, and introduced the officers on stage. The Annual Meeting Officers briefly introduced themselves.

The moderator recognized Kyle Fletcher, LUMI technician, who coached delegates on how to participate in this second hybrid business meeting using the LUMI platform/device. After the initial instructions were provided, he facilitated a few rounds of practice voting.

The moderator recognized Norma Ramos, Annual Meeting secretary, who announced available audio devices to listen to business sessions in Spanish and Spanish translated material. She thanked Pia Restrepo, one of our regional coordinators of Latin America for Serve Globally, for translating the material to Spanish.

### **4.a. REPORT ON CREDENTIALS AND MOTION**

The moderator recognized Jessica Boggs, chair of the credentials committee, who presented the following motion on behalf of the credentials committee: “Those persons who have currently been registered and certified as delegates with the committee on credentials, together with those who shall subsequently be registered and certified in the course of this Annual Meeting, shall constitute the official roster of the 138th Annual Meeting of the Evangelical Covenant Church.” Boggs provided the following:

Credentialing Report #1:

Total credentialed voting delegates: onsite 296, online: 125

Total additional registrants in non-voting categories: onsite 92, online 10

Total registered conference attendance of onsite 388, online 135, for a total of 523.

*The motion carried.*

## **5. ACTION ON THE STANDING RULES**

The moderator recognized Carolyn Poterek, vice moderator, who on behalf of the agenda committee, with the concurrence of the Executive Board, reviewed the Proposed Standing Rules of Order and moved for the adoption of the standing rules as outlined under Agenda Item 5.

### **Proposed Standing Rules of Order for the 138th Covenant Annual Meeting**

The Annual Meeting Agenda Committee recommends the adoption of the following proposed standing rules of order for the 138th Covenant Annual Meeting.

#### **INTRODUCTION**

The written documents that govern the Annual Meeting of the Evangelical Covenant Church are the Illinois Not For Profit Act, the Articles of Incorporation of the Evangelical Covenant Church, the Evangelical Covenant Church Constitution and Bylaws, the Rules for the Ordered Ministry of the Evangelical Covenant Church, the Covenant Pension Plan, and the most recent edition of Robert's Rules of Order (henceforth will be called Robert's Rules for purposes of this document). Robert's Rules provides that a convention or assembly of delegates such as the Covenant Annual Meeting may adopt its own standing rules to supplement the provisions of Robert's Rules and of its own documents. The Standing Rules provide guidance for this 138th Annual Meeting, setting out how items are dealt with generally. The Standing Rules require a two-thirds majority for adoption or suspension.

That the business of deliberative assemblies may be conducted by electronic means is given sanction in *Robert's Rules* most recent edition (the 12th ed., published in 2020, see Section 9, paragraphs 30-36). Procedures for establishing delegate credentials, obtaining the floor, discussion, and voting, have been devised with due diligence to the spirit and letter of the Evangelical Covenant Church's governing documents, to Robert's Rules, and to the tradition of the Covenant Annual Meeting as a participatory and deliberative assembly.

## **STANDING RULES OF ORDER 2024 COVENANT ANNUAL MEETING**

### **1. The Business Meeting Shall Be Conducted in Hybrid Format – Both with Online and Onsite Capabilities.**

- a. Delegates attending onsite are credentialed and authenticated with a personalized voting card, which will be provided at registration. The voting card must be kept secure and not shared. Voting cards will be used in conjunction with a voting device, which will be maintained by the vendor (LUMI) and provided daily to onsite delegates. For issues related to the voting card or voting device, delegates may seek assistance with the vendor's tech support team.
- b. Delegates attending online are expected to have reliable means for participation and are credentialed according to the principle of "one delegate, one login IP address."

Delegates attending online are responsible for their own personal technological connectivity and devices; for elements related to engaging with the voting platform, delegates may pursue assistance with the vendor's tech support team. A delegate's personal technology failure does not constitute a point of order, of information, or of privilege to be addressed to the whole meeting.

- c. Quorum is determined by the ratio of the number of delegates attending online who are logged in plus the number of onsite delegates to the number of registered delegates.
- d. All individuals called upon to present to the delegates on an agenda item must appear in person or via a pre-recorded video.

### **2. Obtaining the Floor**

- a. Only those who have been credentialed as delegates, advisors, or resource persons can request the privilege to address the entire assembly, including on points of order, of information, and of personal privilege.

### **3. Voting**

- a. All voting, whether delegates are attending online or onsite, is conducted electronically for this meeting, and meets the requirements stipulated in Robert's Rules for a secret ballot.
- b. Online delegates will need a personal device (desktop, laptop, or mobile device) and an internet connection. Onsite delegates will be provided a personalized voting card and a voting device.
- c. Onsite or online delegates who are logged in but who do not vote on a question will be tallied as abstentions.

### **4. Debate**

- a. Recognizing that delegates will be engaging online and onsite, every effort will be made to ensure the experience is similar for a delegate regardless of the mode of participation. Within the limits of technology and/or delegates' connectivity, our hope is that no preference or priority will be given to either category of delegate. Customarily, Annual Meetings have attempted to organize debate alternating

between speeches in favor and against, following the mic sequence. Seeking to uphold that custom while recognizing the differences in delegate participation, we will strive to provide online delegates similar opportunities to engage as onsite participants.

## **5. Time Limits**

- a. Reports that contain no proposal for action by the meeting shall be limited to ten (10) minutes, including the question period, with the exception of the president's report, the treasurer's report, and items specified in the agenda to extend beyond the 10-minute time limit.
- b. Debate on any main motion, including its subsidiary motions, shall be limited to thirty (30) minutes, except as otherwise specified in these standing rules and the agenda. No amendment or other subsidiary motion to a main motion shall be allowed until debate on the main motion has ceased or ten (10) minutes have passed.
- c. No speech in debate may exceed three (3) minutes unless this period is extended by a majority vote at the request of the speaker. The Moderator has discretion to enlarge the time for speech in debate due to interpretation of speeches not made in English.
- d. Time limits may be extended for a specific period by a two-thirds vote.
- e. Unless otherwise indicated on the schedule as a lunch or dinner break, any breaks called by the Moderator will be thirty (30) minutes long.

## **6. Submission of Motions in Writing**

All main motions and subsidiary motions shall be submitted electronically via the voting platform using the "Type a Question" feature and addressing the Annual Meeting secretary or via email ([governance@covchurch.org](mailto:governance@covchurch.org)) and addressing the Annual Meeting secretary.

## **7. Items of Business Not on the Agenda**

The Bylaws provide in Section 7.8.a.ii that "Items of business that are not on the agenda may be submitted in writing by a delegate to the Moderator. If the item submitted is in order, a majority vote of the delegates present and voting shall be required to place that item on the agenda." It is further strongly requested that such items be submitted electronically by delegates to the Moderator at [governance@covchurch.org](mailto:governance@covchurch.org) prior to the start of the 138th Covenant Annual Meeting..

## **8. Consent Agenda**

Items on the Consent Agenda are routine, procedural, informational, self-explanatory non-controversial items that require action but generally do not require discussion or debate. Acting on these items moves the meeting along, allowing for more time for substantive issues.

- a. Items on the Consent Agenda may be removed from the Consent Agenda at the request of any two delegates.
- b. Items removed from the Consent Agenda shall be acted upon by the assembly at a place in the agenda determined by the Moderator.
- c. If the Consent Agenda is not adopted as a single motion, then each of the items on the Consent Agenda shall be acted upon by the assembly as a separate motion at a place in the agenda determined by the Moderator.

## **9. Elections: Procedure for Floor Nominations**

- a. Immediately after presentation by the Board of Nominations, the Moderator will call for nominations from the floor.
- b. Nominations from the floor shall be accepted only if the person nominated has agreed to have his or her name placed in nomination.

- c. Delegates desiring to nominate a candidate shall rise to make the nomination and shall thereafter electronically submit to the Moderator via the voting platform using the “Type a Question” feature or via email (governance@covchurch.org), the nominator’s name, the church or entity the nominator represents, the name of the potential candidate with an affirmation that the potential candidate satisfies the particular requirements of the office as provided in the Constitution and Bylaws. When making a nomination from the floor, the name of the nominee is the only information permitted; the nominator shall submit descriptive information regarding the potential candidate similar in scope and content to that provided to the Annual Meeting by a nominating board or committee. The Moderator will distribute the descriptive information by email to all delegates prior to the election.

## **10. Runoff Elections**

In the case of an election with three or more candidates, if no candidate receives a majority of votes after two rounds of voting, then beginning with the third round, the candidate with the lowest number of votes in that round will be eliminated. In the event of a tie among the lowest vote-getters, those tied will not be eliminated in that round. A candidate may withdraw at any point. Voting rounds will continue until one candidate receives a majority of votes.

## **11. Modification of Agenda Order**

The moderator shall have the discretion to revise the order of agenda items to accommodate scheduling needs.

*Annual Meeting Officers*

*Moderator:* Julia Sandstrom

*Vice Moderator:* Carolyn Poterek

*Secretary:* Norma Ramos

*Parliamentarian:* Clarence Chan

*President:* Tammy Swanson-Draheim

*Secretary of the Covenant:* Dierdra Clark

*Assistant Secretary of the Covenant:* Jorden Meyers

*The motion to adopt the standing rules carried.*

## **7. APPROVAL OF HONORARY DELEGATES AND RESOURCE PERSONS**

The moderator recognized Dierdra Clark, the Evangelical Covenant Church’s corporate secretary, who recommended the approval of the following honorary personnel and resource personnel to the 138th Annual Meeting of the Evangelical Covenant Church be listed and approved:

### **RESOURCE PERSONNEL:**

Gayle Gilreath, Advancement; Prajakta David-Kelley, Advancement; Krieg Gammelgard, Advancement; Steve Dawson, Finance; Aaron Dean, Finance; Christina Kempe, Finance; Melissa Liew, Finance; Fredrik Wall, Finance; Paul Robinson, Serve Locally; Dominique Gilliard, Serve Locally; Ramelia Williams, Serve Locally; Ieisha Hawley, Serve Locally; Mary Hendrickson, Serve Locally; Alex Rahill, Serve Locally; Jennifer McIntyre, Marketing and Communications; Cathy Norman Peterson, Marketing and Communications; Paul Stewart, Marketing and Communications; Paul Lessard, Mission Priorities; Jill Hall, National Covenant Properties; Rob Hall, National Covenant Properties; Paul Kruit, National Covenant Properties; Rollin Persson, National Covenant Properties; Deb Mitchell, Operations; Jonathan Basa, Operations; Clarence Chan, Parliamentarian; Erik Anderson, President’s Office; Betzy Cisneros, President’s Office; Herb Frost, Serve Clergy; Marti Burger, Serve Clergy; Karen Ingebretson, Serve Clergy; Jin Lee, Serve Clergy; Danielle Ng, Serve Clergy; Grace Shim, Serve Globally; Nils Clauson, Serve Globally; Renée Hale, Serve Globally; Deborah Masten, Serve Globally; Chrissy Palmerlee, Serve Globally; Lyndsey Watson, Serve Globally;

Dennis Carlson, Board of the Ordered Ministry; Stephen Kelly, Worship Leader; Dorcas Li, Worship Leader; Joshua Boyd, Band; Jonah Brooks, Band; Jonathan Gweshe, Band; Maggie Johnson, Band; Jennifer Rives, Vocalist; Kyle Fletcher, LUMI Technicians; Adam Zuber, LUMI Technicians; Travis Zuber, LUMI Technicians

**HONORARY DELEGATES:**

Deborah Blue, Emeriti; Evelyn Johnson, Emeriti; Torben Joswig, international guest; Glenn Palmberg, Emeriti; John Wenrich

*The motion carried.*

**11. BYLAW AMENDMENT—Section 7.4 DELEGATES.**

The moderator recognized Dierdra Clark, the Evangelical Covenant Church's corporate secretary, who on behalf of the Covenant Executive Board, moved to approve the Covenant bylaw amendment, as reflected in the delegate notebook under Agenda Item 11, Section 7.4.e. The amendment grants that the president, vice presidents, executive ministers, and executive directors of the Covenant shall serve as ex-officio delegates.

The motion carried.

Point of motion: The moderator recognized the delegate on mic 4 who requested voting results to be displayed on the screen. The moderator confirmed voting results will appear on the screen moving forward.

**6. ACTION ON THE PROPOSED AGENDA**

The moderator recognized Dierdra Clark, the Evangelical Covenant Church's corporate secretary, who on behalf of the Annual Meeting officers and the Covenant Executive Board of the Evangelical Covenant Church, proposed the adoption of the Proposed Agenda of the 138th Covenant Annual Meeting be approved with modifications. These modifications include the consideration and approval of the Disability Commission and the renewal of the Christian Action Commission.

# Proposed Agenda

## ONE HUNDRED THIRTY-EIGHTH COVENANT ANNUAL MEETING

June 27 – June 29, 2024

Each agenda item will be given the time necessary to ensure that it is fully addressed.

Per Standing Rule 11, the moderator shall have discretion to revise the order of agenda items to accommodate scheduling needs.

Delegates who leave the meeting early or arrive late will not have voice nor vote when they are not present. Please do all you can to be present in person or online throughout the scheduled meeting. Agenda items that are time certain are listed below.

### **TIME CERTAIN (Eastern Time Zone)**

#### THURSDAY, JUNE 27

4:15 p.m. Irving Lambert Outstanding Urban Ministries Award

#### FRIDAY, JUNE 28

10:30 a.m. Service Recognition for Global Personnel

11:00 a.m. Actions to Be Taken from the Ordered Ministry

11:30 a.m. Clergy Vocational Service Recognition

2:05 p.m. T.W. Anderson Outstanding Layperson Award

#### SATURDAY, JUNE 29

10:15 a.m. FY22/23 Performance Report

10:45 a.m. FY2025 Mission and Ministry Budget

#### PREPARING OUR HEARTS

1. Morning Worship
2. Opening Statement by the Moderator
3. Greeting from Garth McGrath, Great Lakes Superintendent

#### ORGANIZATION OF THE MEETING

4. Report on Credentials
  - a. Credentialing Report #1
  - b. Credentialing Report #2
  - c. Credentialing Report #3
  - d. Credentialing Report #4
  - e. Credentialing Report #5
5. Action on the Standing Rules
6. Action on the Proposed Agenda (*Este material también se encuentra en Español*)
7. Approval of Honorary Delegates and Resource Persons
  - a. Honorary Delegates
  - b. Resource Persons

#### MEMBERSHIP IN THE MISSION

8. Action on Churches Applying for Membership
9. Church Planter Commissioning
10. Action on Removal of Churches from the Roster\*
  - a. Voluntary Removal from Membership

11. Action to Designate Vice Presidents, Executive Ministers, and Executive Directors of Covenant Offices as Annual Meeting Delegates

#### STATE OF THE MISSION

12. Report of the President\* (Este material también se encuentra en Español)

#### ORGANIZATION OF THE MISSION

13. Recommendation on Covenant Resource Paper: The Evangelical Covenant Church and Freedom, Unity, and Responsibility
  - a. Vote
  - b. Results
14. Report and Action on the Covenant Bylaw Amendments
  - a.1. Section 6.3. The President
  - a.2. Section 10.5.b.i. The Board of the Ordered Ministry
  - a.3. The Ordered Ministry. Contested Credential
  - a.4. Section 11.2. Council of Superintendents
    - b.1. 2024 Rules of Ordered Ministry Changes
    - b.2. Rules of Ordered Ministry. Article X. Discipline and Care

#### SERVANT LEADERSHIP FOR THE MISSION

15. Election of Executive Minister of Serve Locally
  - a. Report from the Serve Locally Nominating Committee
  - b. Vote
  - c. Results
16. Call of North Park Theological Seminary Faculty Members
  - a. Report from North Park Theological Seminary
  - b. Vote
  - c. Results
17. Board Elections\*
  - a. Presentation of 2024 Ballot
    - a.1. Executive Board
    - a.2. Board of the Ordered Ministry
    - a.3. Board of Pensions and Benefits
    - a.4. Board of Covenant Ministries of Benevolence
    - a.5. Board of Trustees of North Park University
    - a.6. Board of Nominations
  - b. Vote
  - c. Results
18. Actions to Be Taken from the Ordered Ministry for 2024\*  
(TIME CERTAIN—11:00 AM, Eastern Time, June 28)
  - a. Change in Standing
  - b. Approval of Licenses
  - c. Presentation of Candidates for Transfer of Ordination
  - d. Presentation of Candidates for Ordination to Word and Service
  - e. Presentation of Candidates for Ordination to Word and Sacrament

#### HONORING FAITHFUL SERVICE IN THE MISSION



19. Clergy Vocational Service Recognition  
(TIME CERTAIN—11:30 AM, Eastern Time, June 28)
20. Service Recognition for Global Personnel  
(TIME CERTAIN—10:30 AM, Eastern Time, June 28)
21. Recognition of Executive Board Members Concluding Term of Service
22. 2024 T.W. Anderson Outstanding Layperson Award  
(TIME CERTAIN—2:05 PM, Eastern Time, June 28)
23. 2024 Irving Lambert Outstanding Urban Ministries Award  
(TIME CERTAIN—4:15 PM, Eastern Time, June 27)

#### FUNDING THE MISSION

24. Financial Report\*  
(TIME CERTAIN—10:15 AM, Eastern Time, June 29)
  - a. Fiscal Year 2022/23 Performance Report
25. Presentation and Adoption of the Fiscal Year 2025 Mission and Ministry Budget\*  
(TIME CERTAIN—10:45 AM, Eastern Time, June 29)
26. Report from the Covenant Board of Pensions and Benefits
27. Report on 2023 Mission Advancement

#### DIMENSIONS OF THE MISSION

28. Mission and Ministry Leadership Report
29. Report from Centro Hispano de Estudios Teológicos (CHET)
30. Report from Covenant Ministries of Benevolence
31. Report from Covenant Trust Company
32. Report from National Covenant Properties
33. Report from North Park University
  - a. Report of the President of North Park University
  - b. Report of the Dean of North Park Theological Seminary
34. Report from Paul Carlson Partnership
35. Mission and Ministry Leadership Response to Delegate Questions

#### CONSENT AGENDA

36. Delegate Evaluation
37. Arrangements for 2025 Annual Meeting

#### PREPARING TO GO FORTH IN MISSION

38. Approval of Minutes of the 138th Covenant Annual Meeting
39. Prayer for the Mission and Ministry of the Covenant
40. Report to Congregations
41. Closing Statement
  - a. Resolution of Sympathy
  - b. Resolution of Gratitude
42. Adjournment
43. Benediction

#### *Annual Meeting Officers:*

*Moderator:* Julia Sandstrom  
*Vice Moderator:* Carolyn Poterek  
*Secretary:* Norma Ramos  
*Parliamentarian:* Clarence Chan

*President:* Tammy Swanson-Draheim  
*Secretary of the Covenant:* Dierdra Clark  
*Assistant Secretary of the Covenant:*  
 Jorden Meyers

A motion came from the floor to amend the agenda of the 138th Covenant Annual Meeting to include a discussion on a question related to the process of involuntary removal of a church from the denomination. The proposed discussion involved two parts, each requiring a separate vote. The first part questioned whether the church in question was believed to have acted in a manner out of harmony with the denomination. The second addressed whether the church was involuntarily removed from the denomination. The motion was seconded. Discussion followed.

The motion to amend the agenda to include this discussion failed.

The motion to adopt the Proposed Agenda, with the modification noted by the corporate secretary, was presented on behalf of the Annual Meeting officers and the Covenant Executive Board.

The motion carried.

Following the motion, the corporate secretary, Dierdra Clark, led the assembly in prayer.

## **11. REPORT OF THE PRESIDENT**

The moderator recognized Tammy Swanson-Draheim, president of the Evangelical Covenant Church, who welcomed the assembly and expressed gratitude for their contributions to the mission where God has planted them, including their generosity, prayers, and collaboration across the Covenant. She highlighted the denomination's focus on the 3StrandStrong mission approach and shared personal photos of her grandchildren, reflecting her love for Jesus, the church, and the Covenant's mission.

President Swanson-Draheim welcomed and recognized Pastor Torben Joswig, who previously pastored Mission Covenant Church in Norway and now serves as the national director for the denomination, overseeing church planting, church revitalization, and superintendents.

The Annual Meeting theme for this year is "Faithfully Forward in Mission" (Acts 2:1-47), emphasizing discipleship, community, and growth.

### *Key Achievements:*

1. 122 churches planted over the past 10 years.
2. Thousands of individuals coming to Christ.
3. 36% of Covenant communities are multiethnic.
4. 28% of credentialed clergy are women.

#### *President's Reflections and Gratitude:*

The president shared stories of her visits to Covenant churches and global initiatives, highlighting ministries involving refugees, immigrants, education, medical outreach, agriculture, baptisms, dancing, and singing. She expressed deep gratitude for the prayers, generosity, and partnership of Covenant members, emphasizing God's faithfulness and the church's vital role in God's mission.

#### *CHET Highlights:*

- CHET celebrated its 35th anniversary.
- 155 students graduated in December.
- Dr. Jeffrey Caballero has been elected as CHET president.
- President Swanson-Draheim expressed gratitude for Dr. Magdalena Sanchez's leadership as interim president.

#### *Organizational Updates:*

- Structural reorganization has been completed to align the mission with available resources for a fruitful future.
- Hybrid work models were initiated in February, and the corporate office remains committed to Chicago.
- Financials, church surveys, and guiding principles were reviewed.

The president summarized this season with the word "change," acknowledging significant transitions across the denomination. She invited the assembly to pray for the denominational team and leadership.

#### *Staffing Updates:*

- Cyndi Hoffman was introduced as the new vice president of Finance.
- Steve Dawson was recognized as interim CFO.
- Paul Lessard has stepped into the role of vice president of Mission Priorities.
- Dierdra Clark was acknowledged as corporate secretary, with Jordan Meyers as assistant corporate secretary.
- Paul Robinson was announced as the nominee for executive minister of Serve Locally.
- The search continues for a vice president of Mission Services.

The president also expressed deep gratitude for superintendents, affiliate presidents, the Mosaic Commission, and her executive assistant, Betzy Cisneros. She invited the assembly to pray for one another, reminding them of their primary citizenship in the kingdom of God under the Lordship of Jesus Christ. She encouraged everyone to align with God's plan to bring all things under Christ and to live for his glory. The assembly joined in prayer for one another.

The moderator recognized Timothy Rodgers, chair of the Covenant Executive Board, who led a prayer for the president.

### **8. CHURCHES APPLYING FOR MEMBERSHIP IN THE EVANGELICAL COVENANT CHURCH**

The moderator recognized Paul Robinson, interim executive minister of Serve Locally, to present the churches applying for membership. Churches were presented by conference superintendents and staff. Robinson, upon the recommendation of the respective conferences and regions, and on behalf of the Executive Board, moved that the 138th Annual Meeting accept the following churches into membership in the Evangelical Covenant Church:

CHURCH	APPROXIMATE MEMBERSHIP	APPROXIMATE ATTENDANCE
EAST COAST CONFERENCE Church of Hemlock Farms Lords Valley, PA	150	60
GREAT LAKES CONFERENCE Life Church Auburn Hills Auburn Hills, MI	43	68
Healing Covenant Church Paducah, KY	31	30
NORTHWEST CONFERENCE Epiphany Covenant Church Minneapolis, MN	36	120
PACIFIC NORTHWEST CONFERENCE Whitewater Church DBA Garden City Covenant Church Tacoma, WA	40	320
PACIFIC SOUTHWEST CONFERENCE Freedom Point Covenant Church Loomis, CA	N/A	520
Ocean Rock Covenant Church Marina, CA	N/A	100
SOUTHEAST CONFERENCE International Covenant Church Orlando, FL	50	85
<b>Summary:</b>		
<b>Number of new churches:</b>	<b>8</b>	
<b>Cumulative approximate membership</b>	<b>350</b>	
<b>Cumulative approximate attendance:</b>	<b>1,303</b>	

The motion was approved, the churches were accepted into the membership of the Evangelical Covenant Church, and the moderator declared them all to be full members.

The moderator recognized Mary Hendrickson from missional vitality who prayed for the new Covenant congregations.

### 9. CHURCH PLANTER COMMISSIONING

The moderator recognized Alex Rahill, director of church planting for the Evangelical Covenant Church, who introduce Phil Carr and Cynthia Carr from New Evangelical Covenant Church in Detroit, Michigan, representing the Great Lakes Conference. A church-planting video was presented, featuring a testimonial that illustrated God’s faithfulness in advancing his mission during the challenges of the COVID-19 pandemic.

Alex Rahill led the commissioning process, officially commissioning Phil and Cynthia Carr for their ministry. Alan Tumpkin, director of church planting for the Great Lakes Conference, concluded with a prayer for the Carrs.

#### ANNOUNCEMENTS

The moderator recognized vice moderator, Carolyn Poterek, who announced that the Covenant Ministry and Mission Report will be distributed both by mail and electronically. She informed the Annual Meeting delegates that, in addition to the president's report, they would receive verbal reports from the Covenant's treasurer and leaders of affiliate organizations over the next two and a half days. Leaders would also address questions submitted by noon on Saturday during the presentation of agenda item 39. Detailed instructions on how to submit questions were provided.

#### **37. ARRANGEMENTS FOR 2025 ANNUAL MEETING**

The moderator recognized Eric Anderson, director of Covenant Events, who provided details about upcoming events. He announced that Gather 2025 will take place June 25-28, 2025, at the Hyatt Regency Grand Cypress Resort in Orlando, Florida, and Midwinter 2025 will be in Denver, Colorado.

#### **23. IRVING LAMBERT OUTSTANDING URBAN MINISTRIES AWARD**

The moderator recognized Paul Robinson, interim executive minister of Serve Locally, and President Tammy Swanson-Draheim for the presentation of the 2024 Irving Lambert Outstanding Urban Ministries Award to Evelyn Johnson. Robinson briefly described Irving Lambert's legacy and highlighted Johnson's impactful work in urban ministry. President Swanson-Draheim presented the award, and Johnson expressed gratitude to her family, the Covenant Church, God, and her team for their support. She reflected that "every experience and person are perfect preparation for a future that only God can see" and encouraged all to "move together faithfully forward." President Swanson-Draheim concluded with prayer.

#### MISSION MOMENT

The moderator recognized Ramelia Williams, director of ministry initiatives for Love Mercy Do Justice, who addressed the assembly. A video was presented to the assembly highlighting the FREE initiative, supporting partners who serve individuals affected by sex trafficking and prostitution. Williams expressed gratitude to all who have supported this important initiative.

Williams reflected on Superintendent Garth McGrath's acknowledgment during the opening of the Annual Meeting, which honored the native land of the brothers and sisters who nurtured it before others arrived. She connected this reflection to the biblical story of Cain and Abel, recalling God's question to Cain, "Where is your brother?" and Cain's response, "Am I my brother's keeper?" She emphasized that just as Abel's blood cried out from the ground, so too does the blood of African slaves, and she urged the assembly to consider their role as their brothers' and sisters' keepers.

Williams encouraged the assembly to reflect on freedom by visiting the Underground Railroad Museum in the evening to celebrate God's work of liberation. In recognition of recent Juneteenth celebrations, she invited the attendees to join her in commemorative activities, including a march across the bridge, with transportation provided.

The moderator thanked Covenant Trust Company for sponsoring the Underground Railroad event and called the assembly to recess at 5:29 p.m.

## SECOND BUSINESS SESSION

Friday, June 28, 2024

8:30 a.m.

The moderator recognized Letha Kerl and Chris Peterson, regional coordinators for Europe for Serve Globally, who introduced guest speaker Torben Joswig from Norway. Joswig shared how the Holy Spirit is moving in Norway, describing his personal journey of transitioning from pulpit preaching to engaging directly with the audience. He highlighted the profound influence of the Evangelical Covenant Church on churches throughout Norway.

### *Worship and Reflection*

The session continued with a time of worship and a reflection from Kevin Farmer centered on the theme “Faithfully Forward.” He highlighted God’s sovereignty and purpose, reminding attendees that they were created with intention even before they were formed in their mother’s womb. And he affirmed God as the Alpha and Omega, the ultimate source of joy and hope, whose unchanging nature provides unwavering confidence during struggles.

The worship team led the assembly in a time of worship.

The second business session reconvened at 9:11 a.m.

The moderator recognized Kyle Fletcher, LUMI technician, who coached delegates on how to participate in this second hybrid business meeting using the LUMI platform/device.

### **4.b. REPORT ON CREDENTIALS AND MOTION**

The moderator recognized Jessica Boggs, chair of the credentials committee, who presented the following motion on behalf of the committee. Boggs provided the following:

Credentialing Report #2:

Total credentialed voting delegates: onsite 312, online: 139

Total additional registrants in non-voting categories: onsite 130, online 10

Total registered conference attendance of onsite 442, online 141, for a total of 583.

The motion carried.

### **33. REPORT FROM NORTH PARK UNIVERSITY**

#### **a. REPORT OF THE PRESIDENT OF NORTH PARK UNIVERSITY**

The moderator recognized Mary Surridge, president of North Park University, to address the assembly. She highlighted significant updates from North Park University:

- **Student Enrollment and Engagement:** The academic year welcomed the third-largest incoming class, many of whom overcame challenges during the COVID-19 pandemic. Returning students, including the football team, helped create a welcoming environment.
- **Campus and Church Connections:** Events like opening convocation and chapel services, featuring Covenant leaders such as Pastor Harvey Carey and Dean Rev. Dr. Dennis Edwards, strengthened the university’s ties with Covenant churches and organizations. The Gospel Choir also ministered through visits to various congregations.
- **Athletic and Spiritual Achievements:** The women’s volleyball team celebrated an undefeated season, and the football program achieved historic success under the spiritual leadership of Coach Kyle Rooker, who emphasizes faith formation

and character development.

- Service and Outreach: Students organized initiatives to support Venezuelan families in nearby shelters, including clothing drives, childcare, and meals, reflecting North Park's mission of service and ministry in its urban context.
- Strategic Partnerships and Fundraising: The university renewed its partnership with SVF in Sweden, expanded academic opportunities, and raised \$309,000 on Giving Day to support scholarships and emergency student needs.

President Surridge reflected on the Covenant's historic 1980 decision to keep North Park in Chicago, celebrating its urban mission and ongoing impact. The year concluded with commencement ceremonies in May, recognizing the achievements of graduates, including athletes who had a separate celebration due to competition schedules.

President Surridge expressed her gratitude to the Covenant for its continued support and partnership in advancing the mission of North Park University.

#### **b. REPORT FROM DEAN OF THE SEMINARY / VICE PRESIDENT OF CHURCH RELATIONS**

The moderator recognized Dennis Edwards, dean of North Park Theological Seminary, who presented updates and highlights. The seminary celebrated 58 graduates in 2023 and 40 master's degree graduates, along with several doctor of ministry graduates, in 2024. Dr. William Peterson, assistant to the superintendent of the Midsouth Conference, delivered an inspiring commencement address in 2023.

In February 2024, three faculty members were installed into endowed chair positions:

- Dr. Michelle S. Dodson: Milton B. Engebretson Chair in Evangelism and Justice
- Dr. Hauna Ondrey: Wilma E. Peterson Chair in Church History
- Dr. Max Lee: Paul W. Brandel Chair in Biblical Studies

The seminary launched programs and initiatives including two virtual forums on humility, inspired by Dean Edwards's recent book, *Humility Illuminated*, and engaged professors and practitioners in discussions relevant to the church. The Ignite and Equip programs, in collaboration with regional conferences, provided affordable pathways to seminary education. The School of Restorative Arts continued to serve incarcerated students at Stateville and Logan Correctional Centers, despite ongoing transitions at these facilities. The "Next" initiative, led by Cheryl Lynn Cain, emphasizes lifelong learning and makes faculty available to teach in churches and conferences.

Edwards thanked donors, churches, and conferences for their generosity and support. He encouraged attendees to recommend North Park as a first-choice seminary, highlighting its affordability and quality. Acknowledging challenges facing theological education and the church, he asked for prayers for the seminary's students, faculty, and health.

The report concluded with 2 Peter 1:3: "His divine power has given us everything we need for life and godliness through the knowledge of him who called us by his own glory and goodness."

Sally Carlson from the Covenant Executive Board prayed for President Surridge and Dean Edwards and the ministries and communities they lead.

#### **16. APPROVAL OF NORTH PARK THEOLOGICAL SEMINARY FACULTY MEMBER**

- a. The moderator recognized Dennis Edwards, dean of North Park Theological Seminary, who delivered a brief introduction for the call of North Park Theological Seminary faculty members:
  - Dr. David Bjorlin as Assistant Professor of Worship
  - Dr. Sophia Magallanes-Tsang as Assistant Professor of Old Testament

### Motion for Dr. David Bjorlin's Call

On behalf of the North Park University Board of Trustees and with the concurrence of the Board of the Ordered Ministry, the Ministerium Annual Meeting, and the Covenant Executive Board, Dean Edwards brought forward the motion for the approval of Rev. Dr. David Bjorlin to serve as assistant professor of worship at North Park Theological Seminary. No second was required.

The moderator acknowledged the motion and opened the floor for discussion.

A delegate rose to speak against the motion, raising questions about Dr. Bjorlin's alignment with the Covenant's discerned position on human sexuality based on his role on staff at Resurrection Covenant Church in Chicago.

Discussion followed. Herb Frost, executive minister of Serve Clergy, reminded the assembly that ministerial vows are for loyalty to the Covenant and that an amendment to require ministers' alignment in thought had been defeated.

A call to question came to the floor and the vote proceeded.

*The motion carried.*

### Motion for Dr. Sophia Magallanes-Tsang's Call

On behalf of the North Park University Board of Trustees and with the concurrence of the Board of the Ordered Ministry, the Ministerium Annual Meeting, and the Covenant Executive Board, Dean Edwards brought forward the motion for the approval of Dr. Sophia Magallanes-Tsang to serve as assistant professor of Old Testament at North Park Theological Seminary. No second was required.

The motion for Dr. Sophia Magallanes-Tsang to serve as assistant professor of Old Testament at North Park Seminary.

*The motion carried.*

The moderator recognized Dr. Sophia Magallanes-Tsang, who expressed her gratitude for the opportunity to serve the assembly and the students of North Park Theological Seminary.

The moderator recognized Dean Dennis Edwards, who prayed for Dr. David Bjorlin and Dr. Sophia Magallanes-Tsang.

## **29. Report from Centro Hispano de Estudios Teológicos (CHET)**

The moderator recognized Dr. Magdalena Sanchez, interim president of Centro Hispano de Estudios Teológicos (CHET), an institution dedicated to providing seminary education to the Latino/Latina Christian community in Spanish.

Dr. Sanchez provided her final report, reflecting on 35 years of CHET's history and its mission to equip Latino/Latina leaders for ministry. She highlighted that CHET was established in 1989 by First Covenant Church of Los Angeles to serve the growing Latino population. Over decades, CHET expanded its programs, acquired its own building, and transitioned to online education during the COVID-19 pandemic. With Latinos projected to comprise 25% of the US population by 2050, CHET remains vital in preparing leaders for this growing demographic. Dr. Sanchez announced her tenure will conclude this summer and expressed gratitude for the Covenant's support, affirming CHET's continued commitment to raising up leaders for God's kingdom.

The moderator recognized Rev. Dany Flores, who prayed for the students and faculty, Dr. Sanchez, and the staff.



## MISSION MOMENT: SG CWRD Video

The mission moment highlighted Covenant World Relief and Development's (CWRD) work addressing global suffering caused by violent conflicts and disasters. Through grassroots peacemaking initiatives and partnerships, such as reconciliation efforts in Colombia, CWRD fosters healing and promotes peace, inspired by Matthew 5:9: "Blessed are the peacemakers."

## 20. SERVICE RECOGNITION FOR GLOBAL PERSONNEL

The moderator called on executive minister of Serve Globally, Grace Shim, and Deborah Masten, director of global personnel, who prayed for human suffering caused by conflicts in Sudan, Israel, Gaza, Ukraine, Yemen, and other regions; and overwhelming displacement and humanitarian needs, such as the millions affected by war and violence globally. The prayer emphasized reconciliation, forgiveness, and the extension of grace to all, as modeled by Jesus Christ.

Lillian and Don Dwight, Erika and Nils Clauson, Karen and Carl Groot, Janet and Ron Ziegelbaur received recognition for their service and shared words of gratitude.

The moderator recognized Jennifer Fetch, member of the Covenant Executive Board, who prayed for the Serve Globally personnel.

## 18. ACTIONS TO BE TAKEN FROM THE ORDERED MINISTRY FOR 2024

The moderator recognized Herb Frost, executive minister of Serve Clergy, to present on the actions on behalf of the Ordered Ministry, who reported on Agenda Items 18a-e and 21.

### 18.a. CHANGE IN STANDING

Most of the categories in this report (with the exception of Reinstatement of Credential) do not require action by the Annual Meeting.

#### ACTIVE TO INACTIVE

- Bum Yong Kim (OWSa)
- Jeffrey Loewen (OWSa)
- Tabatha Mason (CSM)
- John Teter (OWSa)
- Al Tizon (OWSe)

#### INACTIVE TO ACTIVE

- Aune Carlson (OWSa)
- Kyle Small (OWSa)

#### TRANSFERRED CREDENTIAL

- Douglas Bixby (OWSa) to the United Church of Christ
- Eva Cudmore (OWSa) to the United Church of Christ
- Andrea Marie Johnson (OWSa) to the United Methodist Church
- Stephen Wiens (OWSa) to the United Church of Christ

#### RESIGNATION OF CREDENTIAL

- Nathan Albert (OWSa)
- Rebecca Barnett (OWSa)
- William Barnett (OWSa)
- T. Paul Burdick (OWSa-retired)
- Brian Estrella (OWSa)
- Ralph Moller (OWSa)
- Troy Parson (OWSa)
- Bob Shim (CM)

Mary Putera (OWSa)  
Julio Sical (OWSa)  
Jonathan Woolner (OWSa)

REINSTATEMENT OF CREDENTIAL  
Robin Swieringa (OWSa)

REINSTATEMENT OF CREDENTIAL

The Board of the Ordered Ministry, with the concurrence of the Covenant Ministerium, recommended to the 138th Annual Meeting of the Evangelical Covenant Church the reinstatement of Robin Swieringa's ordination standing.  
*The motion carried. Herb Frost prayed for their transition.*

#### 18.b. APPROVAL OF LICENSES

Danielle Ng, director of credentialing, presented the list of licenses, which included the Bi-vocational Licenses, Ministry Licenses, and Global Service Licenses. A motion was put forward by the Board of Ordered Ministry, with the approval of the Covenant Ministerium, to move that the 138th Annual Meeting approve the granting of ministerial licenses as outlined in agenda item 18. b.  
*The motion was adopted and carried.*

## 2024–2025 Licenses

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Licenses valid July 1, 2024–June 30, 2025

### Alaska

#### BVL

LaBore, Bonnie  
Bethel Evangelical Covenant Church, Bethel, AK  
Razzo, Abel Anthony  
Evangelical Covenant Church, Unalakleet, AK  
VanAmburg, Stan O.  
Community Covenant Church – Fairbanks, Fairbanks , AK

#### ML

Alverts, Michael G.  
Community Covenant Church, Eagle River, AK  
Barefoot, James W.  
Mat-Su Covenant Church, Wasilla, AK  
Keyser, Jeffery R..  
Covenant Youth of Alaska (CYAK), Eagle River, AK  
Shaw, TylerD.  
Community Covenant Church, Eagle River, AK  
Ventress, James C.  
Evangelical Covenant Church, Nome, AK  
Williams, Andrew D.  
Scammon Bay Covenant Church, Scammon Bay, AK

**Total in conference: 9**

## **Canada**

### **BVL**

Bayley, Karen R.  
Hope Community Covenant Church, Strathmore, AB  
Johnson, Kenneth T.  
Evangelical Covenant Church, Fort Frances, ON  
Mast, Mark D.  
One Hope Canada, Rainy River, ON  
Ndiom, Michel  
Green Timbers Covenant Church, Surrey, BC

### **ML**

Anderson, Erik V.  
Faith Covenant Church, Winnipeg, MB  
Charles, Jason S.  
City Collective Evangelical Covenant Church Surrey, BC  
Dyck, D. Sean  
Evangelical Covenant Church, Minnedosa, MB  
Filicicchia, Michael D. A.  
Evangelical Covenant Church of Canada, Strathmore, AB  
Fowler, Meghan  
Faith Covenant Church, Winnipeg, MB  
Friesen, Shannon Marie  
Stonehouse Evangelical Covenant Church, Steinbach, MB  
Goertz, Robert I.  
The Rosebud Church, Rosebud, AB  
Jensen, Gavin W.  
Holy Community Covenant Church, Winnipeg, MB  
Kane, Jesse Johnston  
Evangelical Fellowship Church, Edmonton, AB  
Penner, Richard F.  
Evangelical Covenant Church, Nelson, BC  
Strong, Jeffrey W.G.  
Evangelical Covenant Church, Nelson, BC  
Tam, Darrick  
The Worship Project, Maple, ON  
Westerhoud, Natasha B.M.  
Evangelical Covenant Church, Norquay, SK

**Total in Conference: 17**

## **Central**

### **BVL**

Chang, Samuel Y.  
Christ Covenant Church of Villa Park, Villa Park, IL  
Coleman, Tiana E.

Missio Dei Uptown, Chicago, IL  
 Cornelius, Cheryl D.  
 Church of Gary Covenant Church, Gary, IN  
 Crozier, Thomas M.  
 Jesus People USA Covenant Church, Chicago, IL  
 Davis, Phyllis E.  
 Fellowship Christian Church, Oak Park, IL  
 Duncan, Melissa Beth  
 Bethany Covenant Church, St. Charles, IL  
 Fisk, Rick K.  
 DeerGrove Covenant Church, Palatine, IL  
 Fredrickson, Beth L.  
 Harbor Point Ministries, Lake Geneva, WI  
 Jones, Michael D.  
 Community Covenant Church, Calumet Park, IL  
 Kholodenko, Max  
 Core Christian Community Church, Chicago, IL  
 Kholodenko, Trishia Oksanna  
 Core Christian Community Church, Chicago, IL  
 Lizama, Drina B.  
 Luz de Esperanza, Campton Hills, IL  
 Lizama, Rafael A.  
 Luz de Esperanza, Campton Hills, IL  
 Nowlin, Nilwona E.  
 Kingdom Covenant Church, Chicago, IL  
 Strahan, Debra L.  
 Jesus People USA Covenant Church, Chicago, IL  
 Thomas-Flagg, LaNiece M.  
 Mission Covenant Church, Blue Island, IL  
 Torres Edgar I.  
 Central Conference, Chicago, IL  
 Washington, Verneé L.  
 Kingdom Covenant Church, Chicago, IL  
 White, Tamela  
 Calvary Covenant Church, Chicago, IL  
 White, Timothy L.  
 New Community Covenant Church, Chicago, IL  
 Winter, Andrew Gregory  
 Jesus People USA Covenant Church, Chicago, IL

## **ML**

An, Taehwan  
 Peacemakers Korean Covenant Church, Schaumburg, IL  
 Anderson, Eric P.  
 Covenant Harbor, Lake Geneva, WI  
 Barron, Francisco Javier  
 Iglesia del Pacto Evangelico Renacer, Algonquin, IL

Catanus, Gabriel Jay  
 Garden City Covenant Church, Chicago, IL  
 Cha, Kwang Sun  
 New Vision Covenant Church, Wilmette, IL  
 Choi, Min Ho  
 Peacemakers Korean Covenant Church, Schaumburg, IL  
 Edstrom, Andrew N.  
 Northwest Covenant Church, Mt. Prospect, IL  
 Fogel, Jonathan M.  
 Hope Covenant Church, Orland Park, IL  
 Gaiya, Zachs T.  
 Faith Evangelical Covenant Church, Wheaton, IL  
 Hinz, Daniel R.  
 Bethesda Evangelical Covenant Church, Rockford, IL  
 Johnson, Rachel M.  
 Northbrook Covenant Church, Northbrook, IL  
 Kang, Joshua Minsoo  
 Lakeview Covenant Church, Northbrook, IL  
 Kim, Won J.  
 Christ Covenant Church of Villa Park, Villa Park, IL  
 Mercado, Osvaldo  
 Iglesia Del Pacto Evangelico Belen, Chicago, IL  
 Miller, Lynnea Kay  
 Winnetka Evangelical Covenant Church, Wilmette, IL  
 Morrell, Andrew H.  
 REAL Community Covenant Church, Marion, IN  
 Norris, Barry  
 Valley Evangelical Covenant Church, Stillman Valley, IL  
 Pak, William M.  
 Lakeview Covenant Church, Northbrook, IL  
 Ramos, Norma  
 Iglesia Del Pacto Evangelico Peniel, Chicago, IL  
 Randolph, Travis C.  
 Beacon of Hope Hospice, Galesburg, IL  
 Robinson, Darnell Dion  
 Harvest Covenant Church, Milwaukee, WI  
 Shakya, Ram K.  
 Transformation Christiya Nepali Church, Batavia, IL  
 Taylor, Cody Paul  
 Hope Evangelical Covenant Church, Crystal Lake, IL  
 Tetrault, Michael R.  
 Riverside Covenant Church, West LaFayette, IN  
 Torres, Mario R.  
 Iglesia Del Pacto Vida Eterna, Rockford, IL  
 Townsend, Charles W.  
 Evangelical Covenant Church, Belvidere, IL  
 Werling, Nathan  
 Northwest Covenant Church, Mt. Prospect, IL

**Total in Conference: 48**

## **East Coast**

### **BVL**

Adams, Daniel  
Newton Covenant Church , Newton, MA

Barrett, Alison Ruth  
Highrock North Shore, Beverly, MA

Epps, Aundrea  
Redeemed Church, Yorktown, VA

Mitchell, Laura R  
Central Square Church, Cambridge, MA

Privitt, Marcus S.  
Haverhill Commons Covenant Church, Haverhill, MA

Roth, Leah A.  
The Commons Evangelical Covenant Church, Rochester, NH

Sadlier, Daniel J.  
Mosaic Covenant Church, New York, NY

### **ML**

Bang, Steve  
Metro Community Church, Englewood, NJ

Bruce, Catherine  
Reformed Church of Shawagunk, Wallkill, NY

Carrion, Sixto Michael  
Redeemer City to City, New York, NY

Dennis, James R.  
Fellowship Covenant Church, Bronx, NY

Fore-Ravelo, Tamara Y.  
Inner Visions, Silver Springs, MD

Graham, Ian M.  
Ecclesia Princeton, Pennington, NJ

Jakubowski, Richard T.  
Sanctuary North, Providence, RI

Jarrett, Travis L.  
Great Road Covenant Church, Acton, MA

Marcucci, Joseph P.  
Highrock Church, Inc., Arlington, MA

May, Ethan C.  
Evangelical Covenant Church, Tomahawk, WI

McEvoy, Christine  
InterVarsity Christian Fellowship USA, Madison, WI

Mook, Andrew L.  
Sanctuary Church, Providence, RI

Mury, John L.  
Highrock Church, Inc., Arlington, MA

Okpala, Craig O.

Hope Church Jersey City, Jersey City, NJ  
 Ostos Cruz, Rut Esther  
 Expansion Covenant Church, Corona, NY  
 Padilla Castro, Simon A.  
 Expansion Covenant Church, Corona, NY  
 Park, Gene J.  
 Evangelical Covenant Church, Tomahawk, WI  
 Proulx, Dale Anthony  
 Pilgrim Covenant Church, Lunenburg, MA  
 Roberts, Kimberly Jo  
 Highrock Church, Inc., Arlington, MA  
 Sadlier, Amanda J.  
 Mosaic Covenant Church, New York, NY  
 Simpkins, Marlon C.  
 Regional Hospice And Palliative Care, Danbury, CT  
 Taber, Michael John  
 Highrock Church, Inc., Arlington, MA  
 Venturini, Elisabeth A.  
 Bethany Covenant Church, Bedford, NH  
 Wall, David D.  
 Bethany Covenant Church, Bedford, NH  
 Webel, Matthew R.  
 Haverhill Commons Covenant Church, Haverhill, MA  
 Wright, Kimberly  
 Church of the Resurrection, New York, NY  
 Yung, Jason Mui  
 Central Square Church, Cambridge, MA

**Total in Conference: 34**

## Great Lakes

### BVL

Arakelian, Phillip G  
 Crossroads Community Church, South Lyon, MI  
 Beale, Rita R.  
 Hope Community Church, Detroit, MI  
 Dry, Brendan D.  
 LifeChurch Auburn Hills, Auburn Hills, MI  
 Ehrich, Karen Sue  
 Christ Community Church, Allegan, MI  
 Ginger, Dawn  
 Life Covenant Church, Canton, MI  
 Henderson, Harlan A.  
 Faith Covenant Church, Westerville, OH  
 Hill, N. David  
 First Evangelical Covenant Church, Grand Rapids, MI

Kareithi, John M.  
Revival Covenant Church, Columbus, OH

Mayer, Katherine M .M.  
One Church, Louisville, KY

McClain, Benjamin D.  
Crossroads Community Church, South Lyon, MI

McGarry, Rick  
New Wine Covenant Church, Mason, MI

McGarry, Terry  
New Wine Covenant Church, Mason, MI

Morgan, Micah J.M.  
Sanctuary Columbus, Columbus, OH

Niemi, Jennifer L.  
Crossroads Community Church, South Lyon, MI

Nunham, Jeff M.  
Bretton Woods Covenant Church, Lansing, MI

Raju, Azia N.  
Citadel of Faith Covenant Church, Detroit, MI

Russ, Brian D.  
Christ Covenant Church, Livonia, MI

Stone, Linda Ann  
First Evangelical Covenant Church, Grand Rapids, MI

## **ML**

Barger, Scott R.  
Cran-Hill Ranch Rodney, MI

Bradford, Paul L.  
Evangelical Covenant Church, Cheboygan, MI

Bryde, James Alan  
Faith Covenant Church, Farmington Hills, MI

Buckner, Katelyn R.  
Life Covenant Church, Canton, MI

Carey, Harvey F.  
Citadel of Faith Covenant Church, Detroit, MI

Carr, Philip C.  
New Evangelical Covenant Church, Southfield, MI

Connell, Charles A.  
Evangelical Covenant Church, Whitehall, MI

Cozart, Harvey, Lighthouse Church, Richmond, KY

Dalman, Dale A.  
Esperanza Covenant Church, Grand Rapids, MI

Duren, Arthur L.  
Kingdom Embassy Covenant Church, Muskegon, MI

Ek, Peter William  
Thornapple Evangelical Covenant Church, Grand Rapids, MI

Filipiak, Noah  
Mosaic Covenant Church of Grand Rapids, Grand Rapids, MI



Grandy, John E.  
 Life Covenant Church, Canton, MI  
 Holmgren, Kaitlyn  
 Zion Covenant Church, Jamestown, NY  
 Jackson, Laura S.  
 Faith Covenant Church, Farmington Hills, MI  
 Johnson, Donearl L.  
 LifeChurch Auburn Hills, Auburn Hills, MI  
 Ludge, Michelle L.  
 First Evangelical Covenant Church, Grand Rapids, MI  
 Miyamoto, Shunichi  
 Faith Covenant Church, Farmington Hills, MI  
 Nesburg, David K.  
 Grand Valley State University  
 Campus Ministry Allendale Charter Ministry, Township, MI  
 Perry, Devon  
 Lamar Faith Covenant, Farmington Hills, MI  
 Rahill, Alexander W.  
 Life Church Livonia, Livonia, MI  
 Ratcliff, Christopher  
 Hope Community Covenant Church, Detroit, MI  
 Reinard, Aaron D.  
 Scandia Evangelical Covenant Church, Russell, PA  
 Smith, Craig R.  
 Evangelical Covenant Church, Whitehall, MI  
 Stillin, Trevor M.  
 Absolute Home Health and Hospice, Grand Blanc Township, MI  
 Strabbing, Timothy R.  
 Hope Community Church, Detroit, MI  
 Valentine, Jeanette D.  
 Journey Covenant Church, Cuyahoga Falls, OH  
 Van Voorst, Jared R.  
 Life Covenant Church, Canton, MI  
 Williams, David Anthony  
 Life Transformation Church, Columbus, OH  
 Younger, Leeann R.  
 Cityview Covenant Church, Pittsburgh, PA

**Total in Conference: 48**

## **Midsouth**

### **BVL**

Brieger, Nancy E.  
 Restoration Covenant Church, Round Rock, TX  
 Lee, Matthew  
 Mosaic Community Covenant, Missouri City, TX  
 Taylor, Christy-Lee Rauch  
 Sonoma Springs Church, Las Cruces, NM

## **ML**

Crume, Tre Edward  
Redeemer Evangelical Covenant Church, Carrollton, TX  
Partain, Stephen T.  
Grace Community Church, New Orleans, LA  
Wu, David Y.  
Mosaic Formation, Houston, TX

**Total in Conference: 6**

## **Midwest**

### **BVL**

Answer, Darryl A.  
New Community Evangelical Covenant Church, Kansas City, MO  
Burdick, Nathaniel R.  
Grace Covenant Church, Lakewood, CO  
Ferris, Joshua R.  
Primal Church, Johnstown, CO  
Giles, Kimberly  
Trailhead Covenant Church, Longmont, CO  
Houwen, Stephen A.  
Life House Covenant Church, Longmont, CO  
Kiruhura, Eugene  
Shalom Covenant Church, Urbandale, IA  
Larson, Kevin J.  
Sedalia Community Church, Manhattan, KS  
Lundy, Eileen F.  
Community Covenant Church, Omaha, NE  
Mach, Isaac Duop  
The Well Covenant, Des Moines, IA  
Sandberg, John  
Community Covenant Church, Kearney, MO  
Sivewright, Jason P.  
Engage South KC Kansas City, MO  
Vega, Jose Ruben  
Iglesia Evangelica Casa de Oracion, Wayne, NE  
Vogel, John V.  
Evangelical Covenant Church, Moran, KS

### **ML**

Anderson, Matthew R.  
Arvada Covenant Church, Arvada, CO  
Bacani, Rosanno J.  
Covenant Cedars Bible Camp, Hordville, NE  
Barton, David M.  
Trailhead Community Covenant Church, Longmont, CO  
Boeschling, Jael B.  
Community Covenant Church, Omaha, NE

Bruggeman, Meghan R.  
 Renew Covenant Church, Carroll, IA  
 Clerkin, Anthony J.  
 Hope Covenant Church, El Dorado, KS  
 Cole, Melvin B.  
 Freedom Covenant Church, Kansas City, MO  
 Diller, Dwight A.  
 Alert Covenant Church, Leonardville, KS  
 Eaton, Amber Lynn  
 Agape Evangelical Covenant Church, Springs, CO  
 Eden, Jessica Nicole  
 Bethlehem Covenant Church, Waverly, NE  
 Farmer, Maryruth Grace  
 Evangelical Covenant Church, Ceresco, NE  
 Fick, Jessica Lynn-Leep  
 Hillcrest Covenant Church, Prairie Village, KS  
 Fisher, Jacob C.  
 First Covenant Church, Omaha, NE  
 Flanagan, Jeffrey Lee  
 Harvest Ridge Covenant Church, Shawnee, KS  
 Gingrich, Kimberly  
 Hillcrest Covenant Church, Prairie Villiage, KS  
 Henoach, Tyler  
 First Covenant Church, Salina, KS  
 Hinman, Philip Michael  
 Evangelical Covenant Church, Lindsborg, KS  
 Hutsell, Tamara Linn  
 Swedeburg Covenant Church, Wahoo, NE  
 Joos, Charlotte Marie  
 Community Covenant Church, Lenexa, KS  
 LaFollette, Preston C.  
 Deerbrook Covenant Church, Lees Summit, MO  
 Lang, Alexia B.  
 Engage South KC Kansas City, MO  
 Leonard, Kayleigh Elizabeth  
 Arvada Covenant Church, Arvada, CO  
 Meakins, Cheryl Rea  
 Arvada Covenant Church, Arvada, CO  
 Ndegwa, Samuel M.  
 Imani Restoration Center Church, Aurora, CO  
 Nickerson, Nicki Renee  
 Centennial Covenant Church, Littleton, CO  
 Penn, Austin Daniel  
 Community Covenant Church, Osage City, KS  
 Pickering, Chad M.  
 New Life Wichita Covenant Church, Andover, KS  
 Raymond, Daniel J.  
 Council Tree Covenant Church, Fort Collins, CO

Redenius, Allan M.  
First Covenant Church, Fort Dodge, IA

Reiner, Stefanie  
First Covenant Church, Mason City, IA

Rojas, Amadeo Roberto  
Renuevo Covenant Church, Arvada, CO

Russell, Gregory A.  
Renovate Church Parker, CO

Russell, Susan R  
Renovate Church Parker, CO

Rodriguez, Jose  
Kansas City Covenant Church, Kansas City, KS

Severson, Nathan P.  
Hillcrest Covenant Church, Prairie Village, KS

Stephens, William E.  
Ascent Community Church, Louisville, CO

Truax, Adam  
Community Covenant Church, Kearney, MO

Vair, Deborah Lyn  
Castle Oaks Evangelical Covenant Church, Castle Rock, CO

Vair, L. Scott  
World Orphans, Castle Rock, CO

Vaughan, Philip A.  
Castle Oaks Evangelical Covenant Church, Castle Rock, CO

**Total in Conference: 56**

Northwest

**BVL**

Cassell, James R.  
New City Covenant Church, Edina, MN

Coronna, Mark S.  
Calvary Covenant Church, Stockholm, WI

Damberger, Erin Marie  
Lakeside Covenant Church, Victoria, MN

Freeman, Linda M.  
Essentia Health Virginia, MN

Jacobson, Kristine Lynnette  
Crossroads Evangelical Covenant Church, Forest Lake, MN

Lopez Perez, Juan H.  
La Bendicion Covenant Church, Brooklyn Park, MN

Ross, Roger Alexander  
Turtle Mountain Epiphany Covenant Church, Belcourt, ND

Todhunter, Paulita Colleen  
Epiphany Covenant Church, Minneapolis, MN

Wagar-Gilreath, Gayle S.  
Community Covenant Church, Minneapolis, MN

Yuek, Elijah K.  
South Sudan Evangelical Covenant Church, Sioux Falls, SD

**ML**

Arland, Sophie Marie  
Crossroads Church, Woodbury, MN

Arndt, Michelle A.  
Rosseville Covenant Church, Roseville, MN

Asker, Sandra L.  
Crossview Covenant Church, North Mankato, MN

Asker, Brian J.  
Crossview Covenant Church, North Mankato, MN

Auer, Christopher  
Risen Life Covenant Church, Brooklyn Center, MN

Bjornrud, Seth  
Evangelical Covenant Church, New London, MN

Botzet, Jennifer  
Sanctuary Covenant Church, Minneapolis, MN

Christiansen, Matthew Brent  
Evangelical Covenant Church, New London, MN

Dell'Arciprete, Mauricio Nicolas  
Destino Covenant Church, Minneapolis, MN

Felty, Aaron M.  
Plymouth Evangelical Covenant Church, Plymouth, MN

Finsaas, David C.  
Harvest Church Crookston, MN

Gunderson, Kyle R.  
Cedarbrook Church, Menomonie, WI

Halbersma, Brad  
Fridley Covenant Church, Fridley, MN

Hanson, Kohl M.  
Karmel Evangelical Covenant Church, Princeton, MN

Hoffner, David T.  
Minnehaha Academy, Minneapolis, MN

Hovda, Roger Wayne  
First Covenant Church, Willmar, MN

Hovis, Jason S.  
Karmel Evangelical Covenant Church, Princeton, MN

Inestroza, Polly E.  
Crosstown Covenant Church, Minneapolis, MN

Jackson, Bradley W.  
Crossview Covenant Church, North Mankato, WI

Jones, Cynthia Marie  
Catalyst Covenant Church, White Bear Lake, MN

Keehr, Sullivan G.  
Catalyst Covenant Church, Shoreview, MN

King, Jake C.  
Evangelical Covenant Church, Braham, MN

Kozamchak, Laura A.  
Presbyterian Homes and Services, Minneapolis, MN

Larson, Justin D.  
North City Covenant Church, Minneapolis, MN

Linna, Georgiana L.  
Riverwood Covenant Church, Rockford, MN

Maley, Jonathan P.  
Crossroads Church, Woodbury, MN

Mason, Douglas M.  
Evangelical Covenant Church, Baudette, MN

Mergens, David R.  
Alexandria Covenant Church, Alexandria, MN

Nelson, Nathan L.  
Mission Covenant Church, Poplar, WI

Nelson, Jessica L.  
Crossroads Church, Woodbury, MN

Nordin, Galen R.  
Lancaster Covenant Church, Lancaster, MN

Nygaard, Mark L.  
Saint Therese of New Hope Senior Services, New Hope, MN

Pitts, Verna M.  
Ecumen Hospice North Branch, MN

Renlund, Lisa M.  
Crossroads Church, Woodbury, MN

Risley, Sarah E.  
Mission Covenant Church, Poplar, WI

Russell, Terri Michelle  
Salem Covenant Church, New Brighton, MN

Schanil, Gregory B.  
Bethlehem Covenant Church, Wheaton, MN

Staples, Jamison Robert  
Renew Covenant Church, Eau Claire, WI

Starr, Ryan W.  
Lakeview Covenant Church, Duluth, MN

Tobiason, Mia A.  
Hope Evangelical Covenant Church, Grand Forks, ND

Turrill, Joseph J.  
Evangelical Covenant Church, Lake Norden, SD

Wiens, Kay B.  
Maple Grove Covenant Church, Maple Grove, MN

**Total in Conference: 52**

## Ordered Ministry

### ML

Broeker, Robert W.  
Department of the Army

Choi, Hyang Sook  
Department of the Army

Hutchinson, Ben M.  
Department of the Air Force  
Menne, Paul R.  
Department of the Army  
Willocks, Gregory O.  
Department of the Navy

**Total in Conference: 5**

## **Pacific Northwest**

### **BVL**

Dewald-Grauer, Tyra L.  
The Well Covenant Church, Corvallis, OR  
Do, Eunice  
The Table Covenant Church, Mercer Island, WA  
Figueroa Mendoza, Magdiel A.  
Iglesia Esperanza Viva, Sumner, WA  
Kolman, April  
Tigard Covenant Church, Tigard, OR  
Metzger, Paul L.  
Southeast Conference, Atlanta, GA  
Randolph, Lynda S.  
Southeast Conference, Atlanta, GA  
Robison, Alison Lynn  
Renew Covenant Church, Lynnwood, WA  
Segura, Rosa M.  
Iglesia Latinoamericana Covenant Church, Bellevue, WA  
Tzec, Magdiel  
Pacific Northwest Conference, Mercer Island, WA  
VanHoy, Ronald G.  
St. Clare Hospital Lakewood, WA

### **ML**

Anderson, Timothy J.  
Creekside Covenant Church, Redmond, WA  
Anderson, Brooke E.  
Salem Hospital Salem, OR  
Andlovec, Kathleen M.  
First Covenant Church, Portland, OR  
Cheng, Ian  
Seattle Chinese Covenant Church, Bellevue, WA  
Collard, Paul G.  
Columbia Grove Covenant Church, East Wenatchee, WA  
Cramer, Joshua D.  
Resurrection Covenant Boise, Boise, ID  
Crumrine, Aaron B.  
Selah Covenant Church, Selah, WA

Do, Bob Uc Thang  
The Table Covenant Church, Mercer Island, WA

Emmons, Benjamin Lee  
Crossroads Community Covenant Church, Yelm, WA

Ernst, Asher B.  
City Covenant Church, Spokane, WA

Fairbanks, Robert A  
Immanuel Church, Spokane, WA

Finney, Mark D.  
Emmaus Church Spokane, WA

Gothold, Peter A.  
Evangelical Covenant Church, Kent, WA

Grosskopf, Jeff A.  
Bellingham Covenant Church, Bellingham, WA

Huskamp, Michelle L. M.  
Monroe Covenant Church, Monroe, WA

Khilchenko, Andrey Y.  
City of Rain Covenant Church, Kent, WA

Kidd, Jeremy  
Harbor Covenant Church, Gig Harbor, WA

Knapp, Matthew R.  
Harbor Covenant Church, Gig Harbor, WA

Kwon, Sangkil  
Tacoma Trinity Church, Tacoma, WA

Larsen, Aubrey  
Praise Covenant Church, Tacoma, WA

McCann, Angela Mary  
Cascade Covenant Church, North Bend, WA

McDaniel, Heather  
Alive Covenant Church, Poulsbo, WA

Moore, A. Phillip  
The Garden Covenant Church, Spokane, WA

Muia, Amy J.  
Bethany Covenant Church, Mount Vernon, WA

Salcedo, Torina M.  
Evangelical Covenant Church, Kent, WA

Strunk, O. William  
Multicare Deaconess Hospital, Spokane, WA

VanderLinda, Richard E.  
Praise Covenant Church, Tacoma, WA

Wadsworth, Zahra J. A.  
West Hills Covenant Church, Portland, OR

Watson, Lyndsey M.  
Covenant Kids Congo, WA

**Total in Conference: 39**

**Pacific Southwest**  
**BVL**



Bonilla, Rebekah A.  
 Cornerstone Covenant Church, Turlock, CA  
 Carlson, Lori E.  
 Come, Learn, Rest Ministries, Oakdale, CA  
 Collins, Anthony L.  
 The Leadership Connection, Walnut Creek, CA  
 Engle, Karyn L.  
 Edgewater Covenant, Pittsburg, CA  
 Fearnside, Janet  
 All Things New Covenant Church, Monterey, CA  
 Forrest, Bruce M.  
 Calveras Co Sherriff's Office  
 Godshall, Natalie  
 Redeemer Covenant Church, Orangevale, CA  
 Gonzales, Jaime  
 Nueva Esperanza Church, Antioch, CA  
 Guzman, Edwin O.  
 Pacific Southwest Conference, Walnut Creek, CA  
 Hong, Albert O.  
 New Hope Covenant Church, Oakland, CA  
 Huerta, Rebecca  
 Iglesia Del Pacto Evangelico, Kingsburg, CA  
 Kim, Sharon  
 The Garden Church, Chatsworth, CA  
 Kreisher, Debbie A.  
 Freedom Point Covenant Church, Loomis, CA  
 LaVigne, Shane  
 River City Christian, Gold River, CA  
 Le, Alan  
 First Covenant Church, Oakland, CA  
 Lee, Robert I.  
 The Garden Church, Chatsworth, CA  
 Loring, Jimalene  
 Chapel In The Pines Community Covenant, Arnold, CA  
 Medina, Maritza  
 El Encino Covenant Church, Downey, CA  
 Nesta, Juana I.  
 Stockton Covenant Church, Stockton, CA  
 Peña, Hector Víctor  
 Agape Iglesia Del Pacto, Phoenix, AZ  
 Ramos, Jorge A.  
 La Jornada Covenant Church, Pleasant Hill, CA  
 Robertson, Joseph M.  
 Hope Church of Turlock, Turlock, CA  
 Sorenson, Anita L.  
 Pasadena Covenant Church, Pasadena, CA  
 Stahl, Lesley Hollis  
 The River Church Community, San Jose, CA

Terashima, Norifumi  
Pacific Southwest Conference, Walnut Creek, CA  
Turner, Jasmin  
Amistad Covenant Church, Las Vegas, NV  
Villela, Sandra L.  
Amistad Covenant Church, Las Vegas, NV  
Wood, Sarah  
Freedom Point Covenant Church, Loomis, CA

**ML**

Aanderud, Nathan E.  
Rolling Hills Covenant Church, Rolling Hills Estates, CA  
Alessio, Jennifer M.  
Heights Church Citrus Heights, CA  
Armstead, Christa M.  
Midtown Covenant Church, Sacramento, CA  
Barsotti, Catherine M.  
CHET Compton, CA  
Bishop, Gregory J.  
Grace Covenant Church, Spring Valley, CA  
Blue, Jennifer C.  
Servant Partners Pomona, CA  
Boies, Judson B.  
Bayside Covenant Church - Granite Bay, Granite Bay, CA  
Buitrago, Cesar A.  
Amigos de Jesus Covenant Church, Patterson, CA  
Byron, Caleb M.  
Modesto Covenant Church, Modesto, CA  
Cane, Trudy J.  
Community Covenant Church, West Point, CA  
Carter, Fred L.  
Eagle Rock Covenant Church, Los Angeles, CA  
Coray, Joseph R.  
Modesto Covenant Church, Modesto, CA  
Del Carlo Jenks, Cosette P.  
Ocean Hills Covenant Church, Santa Barbara, CA  
Falgien, Kathryn L.  
Hope Center Covenant Church, Pleasant Hill, CA  
Frick, Robert W.  
Puna Covenant Church, Keaau, HI  
Glynn, Douglas  
Hope Covenant Church, Chandler, AZ  
Gundlach, Elizabeth H.  
Modesto Covenant Church, Modesto, CA  
Gutierrez, Michael A.  
Redeemer Covenant Church, Downey, CA  
Hawkins, Jack D.  
Canyon Springs Covenant Church, San Diego, CA

Hernandez, Nichole Marie  
 Coastline Covenant Church, Redondo Beach, CA  
 Howell, David  
 Community Counseling Associates, Fair Oaks, CA  
 Huang, Daniel G.  
 Newsong Community Church, Irvine, CA  
 Johnson, Melody D.  
 Pacific Southwest Conference  
 Johnston, Parker  
 University Covenant Church, Davis, CA  
 Kaiser, Cecile  
 Chapel In The Pines Community Covenant, Arnold, CA  
 Kim, Lois Eunji  
 The Garden Church, Chatsworth, CA  
 Kim, David  
 The Garden Church, Chatsworth, CA  
 Loux, Timothy  
 Hope Center Covenant Church, Pleasant Hill, CA  
 Luna, Rolando  
 Comunidad Familiar Cristiana of the ECC, Redwood City, CA  
 Lund, Joshua  
 University Covenant Church, Davis, CA  
 Manzano, Fernando David  
 La Vina Covenant Church, Kerman, CA  
 Mariano, Lemuel  
 On Ramps Covenant Church, Fresno, CA  
 Merida, Fredy Amilcar  
 Vida Abundante Roseville, CA  
 Milbrath, Christopher J.  
 District Church El Dorado Hills, CA  
 Miller, Angie  
 Generations United, Redwood City, CA  
 Pennell, Zachary  
 Good Samaritan Community Covenant Church Valley Springs, CA  
 Reiher, Aaron F.  
 First Covenant Church, Eureka, CA  
 Ronan, Jacqueline Q.  
 Peninsula Covenant Church, Redwood City, CA  
 Scott, Joel D.  
 Bridge Covenant Church, Gilbert, AZ  
 Seitz, Daniel J.  
 Hillside Covenant Church, Walnut Creek, CA  
 Solomon, Israel B.  
 The Harbor Covenant Church, Los Angeles, CA  
 Speedie, Rachel Kimiko  
 Midtown Covenant Church, Sacramento, CA  
 Sweeney, Craig E.  
 Heights Church Citrus Heights, CA

Terashima, Norifumi  
Rolling Hills Covenant Church, Rolling Hills Estates, CA

Tomscak, Heather M.  
Freedom Point, Roseville, CA

Tomscak, Justin G.  
Freedom Point, Roseville, CA

Wesley, David M.  
Serving USA

Wysong, Stephen C.  
Hillside Covenant Church, Walnut Creek, CA

Yamamoto, Michael  
The Garden Church , Chatsworth, CA

Zuehlsdorff, Shelly  
Marin Evangelical Covenant Church, San Rafael, CA

Zuehlsdorff, Benjamin R.  
Marin Evangelical Covenant Church, San Rafael, CA

**Total in Conference: 78**

**Serve Globally**

**GSL**

Klein, Marta  
Global Personnel

Muniz, Fabio  
Global Personnel

Nahnychuk, Colleen  
Global Personnel

Noren, Karl E.  
Global Personnel

Noren, Mary L.  
Global Personnel

**Total in Conference: 7**

**Southeast**

<b>BVL</b>	
Grimes, Valarie Radiant Church Savannah	Savannah, GA
Johnson, Darryl R. Walk of Faith Church	Mound Bayou, MS
Owens, Mary Ann Trinity World Christian Center	Douglasville, GA
Reed, Dorean Trinity World Christian Center	Douglasville, GA
Wong-Turner, Sharon A. Kingdom Covenant Church	Miami, FL

Zentz, Jenny Elaine	
Rock Harbor Covenant Church	Melbourne Beach, FL

#### **ML**

Diamond, Angela Renee	
Rock Harbor Covenant Church	Melbourne Beach, FL
Larsen, Andrew J.	
Safety Harbor Covenant Church	Safety Harbor, FL
Miller, Timothy A.	
Lakeview Community Church	Tarpon Springs, FL
Strickland, Brian D.	
Gracespring Covenant Church	Vero Beach, FL

**Total in Conference: 10**

**Grand Total: 407**

### **18.c. PRESENTATION OF CANDIDATES FOR TRANSFER OF ORDINATION**

Rev. Herb Frost presented a motion on behalf of the Board of Ordered Ministry, approved by the Covenant Ministerium, to move that the 138th Annual Meeting approve the finalization of the Transfer of Ordination for the following candidates.

*The motion was accepted and carried.*

Henry M. Burbano

Serving:	Covenant Church, Houston, TX
Ordaining Body:	The Covenant Church of Ecuador
Conference:	Midsouth

Georgia A. Hill

Serving:	Life Church Riverside, Detroit, MI
Ordaining Body:	United Church of Christ
Conference:	Great Lakes

Jonathon V. Kosec

Serving:	Evangelical Covenant Church of Bay Indies, Venice, FL
Ordaining Body:	Lutheran Congregations in Mission for Christ
Conference:	Southeast

Sung Ryong Kwak

Serving:	Dodam Covenant Church, Mount Prospect, IL
Ordaining Body:	Korean Evangelical Church of America
Conference:	Central

### **18.d. PRESENTATION OF CANDIDATES TO WORD AND SERVICE**

Rev. Herb Frost and Danielle Ng introduced the candidates for Ordination to Word and Service to the delegates. A motion on behalf of the Board of Ordered Ministry and approved by the Covenant Ministerium, to move the 138th Annual Meeting grant Ordination to Word and Service to the following candidates. Individual seconds from current members of the Ministerium, were submitted as well.

*The motion carried.*

Rachel M. Hart

Serving:	Linwood Covenant Church, Wyoming, MN
Specialization:	Christian Formation (all ages)
Conference:	Northwest

Amy E. Long

Serving: Minnehaha Academy, Minneapolis, MN  
Specialization: Christian Formation (all ages)  
Conference: Northwest

Phyllis K. Myung

Serving: Great Road Church, Acton, MA  
Specialization: Christian Formation (all ages)  
Conference: East Coast

Hannah F. Nielsen

Serving: The River Church Community, San Jose, CA  
Specialization: Christian Formation (all ages)  
Conference: Pacific Southwest

Deborah E. Packnick

Serving: Covenant Church of Easton, Easton, CT  
Specialization: Christian Formation (all ages)  
Conference: East Coast

Andrea J. Spicer

Serving: Jesus People USA, Chicago, IL  
Specialization: Restorative Justice  
Conference: Central

## **18.E. PRESENTATION OF CANDIDATES TO WORD AND SACRAMENT**

Rev. Herb Frost and Danielle Ng introduced the candidates for Ordination to Word and Service to the delegates. A motion on behalf of the Board of Ordered Ministry and approved by the Covenant Ministerium, to move the 138th Annual Meeting grant Ordination to Word and Sacrament to the following candidates. Individual seconds from current members of the Ministerium, were submitted as well.

The moderator recognized the delegate who requested explanation of the difference between Ordination to Word and Service and the Ordination to Word and Sacrament. Danielle Ng addressed the difference between the credentials and proceeded with the motion previously noted.

*The motion carried.*

### **Benito Amaya**

Serving: City Gateway Covenant Church, Compton, CA  
Conference: Pacific Southwest

### **David M. Barboza**

Serving: Grace Hills Covenant Church, Angels Camp, CA  
Conference: Pacific Southwest

### **Leanne M. Benton**

Serving: Redeemer Covenant Church, Tulsa, OK  
Conference: Midsouth

### **Jessica C. Boggs**

Serving: Evangelical Covenant Church, Princeton, IL  
Conference: Central

### **Leonardo E. Carrillo**

Serving: Comunidad Cristiana, I.P.E., Highland Park, CA  
Conference: Pacific Southwest

**D. Alejandro Carrizo**

Serving: Las Buenas Nuevas Covenant Church, Houston, TX  
Conference: Midsouth

**Adam J. Christian**

Serving: First Covenant Church, River Falls, WI  
Conference: Northwest

**Allison E. Corriveau**

Serving: Newton Covenant Church, Newton, MA  
Conference: East Coast

**Prajakta S. David-Kelley**

Serving: The Evangelical Covenant Church, Chicago, IL  
Conference: Central

**Joy A. Fishler**

Serving: Life Community Church, Roseville, CA  
Conference: Pacific Southwest

**Rodney M. Gadsden**

Serving: CrossRoads Covenant Church, DeSoto, TX  
Conference: Midsouth

**Kyle J. Harmon**

Serving: Pine Lake Covenant Church, Sammamish, WA  
Conference: Pacific Northwest

**Megan R. Herrold Sinchi**

Serving: Re-entering call process  
Conference: Central Randall J. Hoffbeck  
Serving: Community Covenant Church, Eagle River, AK  
Conference: Alaska

**John S. Kim**

Serving: New Life Covenant Church, Palatine, IL  
Conference: Central

**Rebekah J. Lindberg**

Serving: Community Covenant Church, Peabody, MA  
Conference: East Coast

**Daniel E. Parry**

Serving: New Gottland Evangelical Covenant Church, McPherson, KS  
Conference: Midest

**Evans Paul**

Serving: Serve Globally Personnel: serving Haiti  
Conference: Serve Globally

**Carmen R. Quinche**

Serving: Comunidad Cristiana I.P.E., Highland Park, CA  
Conference: Pacific Southwest

**Lynette E. Sanchez**

Serving: Countryside Community Church, Sherwood, OR  
Conference: Pacific Northwest

**Serena A. Sinclair**

Serving: Covenant Grove Church, Modesto, CA  
Conference: Pacific Southwest

**Edith G. Soto López**

Serving: Jesus Fiel Amigo Covenant Church, Brooklyn Park, MN  
Conference: Northwest

**Daniel P. Swartz**

Serving: Emmanuel Covenant Church, Shoreview, MN

Conference: Northwest

**Laura M. Tarro**

Serving: Bethany Covenant Church, St. Charles, IL

Conference: Central

**Alexander J. Taylor**

Serving: Evangelical Covenant Church, Princeton, IL

Conference: Central

**Anthony R. Thomas**

Serving: Calvary Covenant Church, Chicago, IL

Conference: Central

**Rebecca J. Worl**

Serving: Pine Lake Covenant Church, Sammamish, WA

Conference: Pacific Northwest

The moderator recognized Kyliah Villa, from the Board of the Ordered Ministry, who prayed for all ordinands and credentialed ministers.

The moderator acknowledged the delegates who requested to second the recommendation. While standard practice, as outlined in Robert's Rules of Order, it does not require recording the names of those who second motions.

**19. CLERGY LIFETIME SERVICE RECOGNITION**

Rev. Herb Frost and President Tammy Swanson-Draheim presented on Agenda 19. Frost proceeded to read a citation that paid tribute to the faithful service of 52 ministers within the Evangelical Covenant Church. This service included various aspects such as teaching and nurturing Christian growth, providing spiritual guidance and authority, equipping members for ministry, inspiring evangelization efforts, delivering faithful preaching of the word of God, and caring for people. Frost acknowledged those who were physically present during this acknowledgment. Following this, both President Tammy Swanson-Draheim and Herb Frost led the assembly in a prayer of thanksgiving, expressing gratitude for the dedicated service of the ministers listed below and for the families that have supported them through their ministry calls.

Thomas G. Beeghly, Whitehall, MI

Michael D. Brown, Brandon, SD

Scott A. Burnett, Newcastle, WA

Steven D. Carlson, Turlock, CA

Peter T. Cha, Lincolnshire, IL

Mark E. Chapman, Prior Lake, MN

Michael P. Coglán, Kearney, MO

Edward F. DeForest, Kingsport, TN

Gretchen M. DeNeui, Los Gatos, CA

Paul H. DeNeui, Los Gatos, CA

Paul R. Duppenenthaler, Sherwood, OR

Ruth M. Dutton, Sammamish, WA

Mark A. Ellingson, Brooklyn Park, MN

Ross B. Erickson, Mason City, IA

Herbert H. Frost, Lino Lakes, MN

Judith A. Hamrick, Uniontown, OH

Donna M. Harris, Minneapolis, MN

Scott D. Hartley, Maple Grove, MN

John D. Hege, Palmer, AK

Stephen A. Houwen, Longmont, CO

Jonathan D. Ireland, Santa Barbara, CA



Brian G. Johnson, Omaha, NE  
 Carolyn S. Johnson, McMinnville, OR  
 Darryl R. Johnson, Mound Bayou, MS  
 Heidi R. Johnston, El Cajon, CA  
 Sam S. Jung, Seattle, WA  
 Paul F. Knight, Grand Forks, ND  
 Brian L. Kyle, Grand Rapids, MI  
 Jerrod A. Lange, Northport, MI  
 Steven P. Larson, Hutchinson, MN  
 Deborah D. Masten, Redondo Beach, CA  
 Kevin S. Melin, Willmar, MN  
 Deborah C. M. Montzingo, Lyndhurst, OH  
 Joyce E. Norman, Blue Springs, MO  
 David P. Nystrom, Auburn, CA  
 Deb L. O'NeilLewis, Bethesda, MD  
 Michael J. Ostermann, Clyde, KS  
 Stephen F. Pace, Olympia, WA  
 Piedad Peña-Restrepo, Chicago, IL  
 Karl E. Peterson, Minneapolis, MN  
 Chamron Phal, Alameda, CA  
 Daniel R. Pietrzyk, Salem, WI  
 Eugenio Restrepo, Chicago, IL  
 Keith G. Robinson, Rockford, MN  
 Joel P. Rude, Burnsville, MN  
 Adrienne Low Satterberg, Middletown, CT  
 Eric P. Sparrman, Excelsior, MN  
 Julie A. Steel, Snoqualmie, WA  
 Daniel B. Thompson, Plymouth, MN  
 Johan J. Tredoux, Lenexa, KS  
 Gregory M. West, San Diego, CA  
 Heidi M. Wiebe, Strathmore, AB

## 15. ELECTION OF EXECUTIVE MINISTER OF SERVE LOCALLY

The moderator recognized Rev. Howard Burgoyne, chair of the executive minister of Serve Locally Nominating Committee, and Rev. Paul Robinson, interim executive minister for Serve Locally, to present an update on the search process. Burgoyne provided an overview of the search committee's work and introduced Robinson's background and qualifications. Robinson's exceptional leadership as executive minister of Love Mercy Do Justice (LMDJ), his effective team integration across Covenant ministries, and his innovative vision for supporting local churches were highlighted. He holds degrees in finance and divinity, has extensive pastoral and nonprofit experience, and was ordained in 2006. On behalf of the Covenant Executive Board and Nominating Committee, Burgoyne recommended Paul Robinson as the candidate to be executive minister of Serve Locally.

*The moderator acknowledged the motion, and with no additional nominations, the motion carried.*

Robinson expressed gratitude to God, his family, and colleagues. Reflecting on the church's mission, he cited Revelation 7:9-10 and Acts 6, emphasizing unity and overcoming challenges to achieve exponential growth. He reaffirmed his commitment to advancing the Covenant Church's mission with creativity and vision.

The moderator recognized Diane Leavitt, who prayed for Paul Robinson and his ministry.

PRESENTATION OF NEW DIRECTOR OF EVANGELISM

The moderator recognized Paul Robinson, executive minister of Serve Locally; Paul Lessard, vice president of Mission Priorities; and leisha Hawley, director of evangelism.

Paul Robinson introduced the new director of evangelism, Rev. leisha Hawley, and provided a brief biography, including that she is a board-certified chaplain with extensive experience serving in the Washington Department of Corrections and New York City’s Rikers Island. As a pastor, she has planted and led a church, served congregations on the East Coast, and pastored in Washington State. As a collaborative and visionary leader, leisha is passionate about sharing the gospel. She has also worked as a ministry coach and mentor to diverse groups, demonstrating her dedication and preparation for impactful ministry.

Rev. leisha Hawley led the assembly in prayer.

The moderator recognized vice moderator Carolyn Poterek, who expressed gratitude to our affiliates for their support. She also provided details regarding the lunch sponsored by National Covenant Properties.

The assembly recessed at 11:00 a.m.

THIRD BUSINESS SESSION

Friday, June 28, 2024  
2:00 p.m.

The moderator called the business session to order at 2:02 p.m. (EDT).

The moderator recognized Kyle Fletcher, LUMI technician, who led the assembly to vote for quorum purposes using the LUMI platform/device.

4c. REPORT ON CREDENTIALS AND MOTION

The moderator recognized Jessica Boggs, chair of the credentials committee, who presented the following motion on behalf of the committee. Boggs provided the following:

CREDENTIALING REPORT #3:

Total credentialed voting delegates: onsite 232, online: 146

Total additional registrants in non-voting categories: onsite 133, online 10

Total registered conference attendance of onsite 365, online 156, for a total of 521.

The motion carried.

22. 2024 TW ANDERSON OUTSTANDING LAYPERSON

The moderator recognized President Tammy Swanson-Draheim and Paul Lessard, who presented the 2024 T.W. Anderson Award to Scott Peterson for his faithful service for the work of gospel in his church, in his community, at Portage Lake Bible Camp, and at CHIC. Scott Peterson received the award and expressed his appreciation and shared his family camp experience. President Swanson-Draheim prayed for his ministry. A T.W. Anderson video was presented to the assembly prior to the award presentation.

14. REPORT AND ACTION ON THE COVENANT BYLAW AMENDMENTS

The moderator announced that item numbers 14.a.3. and 14.b.2. related to the changes to the bylaws were not approved at the Ministerium meeting on Wednesday; therefore, they are not being forwarded to this body.

The moderator recognized Dierdra Clark. She will be presenting agenda Items 14.a.1, 2,

and 4.

Clark directed delegates to item #14.a, and unless there are objections, will take the three bylaw amendments together. Two of the amendments are related to changes necessary due to the organizational restructuring, and one would bring language into alignment with mission priority language.

#### **14.a.1. SECTION 6.3 THE PRESIDENT**

The proposed change would allow the president to designate a vice president to serve as an ex-officio member of boards and committee of all corporations established by the Covenant and its affiliates.

As the denomination has grown in its complexity, the number of boards and committees that the president is a member of has increased immensely. This modification would allow for the president of the Covenant to continue to have voice and vote at the boards and committees of affiliates through a proxy when the president is unable to be present.

#### **14.a.2. SECTION 10.5.b.i. THE BOARD OF THE ORDERED MINISTRY**

Replace “missionary” with “global personnel” to bring language into alignment with mission priority language.

#### **14.a.4. SECTION 11.12 COUNCIL OF SUPERINTENDENTS**

The proposed change would allow the vice president of mission priorities, the executive minister of Serve Clergy, and the executive minister of Serve Locally to be ex-officio members of the Council of Superintendents.

On behalf of the Executive Board of the Evangelical Covenant Church, Clark recommended that that Article 6, Section 6.3, Article 10, Section 10.5b.1, and Article 11 Section 11.2 be amended as requested on the delegate notebook page 61.

The moderator recognized the delegate who recommended motions be voted separately and the request was accepted.

The motion proceeded as noted by Clark to amend:

14.a.1. Section 6.3. The President. The motion carried.

14.a.2. Section 10.5.b.i. The Board of the Ordered Ministry. The motion carried.

Point of order: Questions to delegates were addressed and vote continued.

14.a.4. Section 11.2. Council of Superintendents. The motion carried.

#### **14.b.1. 2024 RULES OF ORDERED MINISTRY CHANGES**

The moderator recognized Herb Frost, executive minister of Serve Clergy, who provided brief clarifications on proposed amendments to agenda item #14.b.1.:

- Article 1.1.c: Officially add the president as a named member.

- Terminology Update: Replace all references to “missionaries” throughout the document be changed to global personnel.

- Article X, Section 10.3.c: Replace the term “advocate” with “support person.”

On behalf of the Board of the Ordered Ministry and with the concurrence of the Covenant Ministerium, Frost recommended amending Article 1.1, Article 10.3. and the noted language adjustment to align the Rules for the Ordered Ministry with other governance documents and our current practice.

The moderator acknowledged the motion to amend Article 1.1, Article 10.3. and the proposed language adjustments as presented.

*The motion carried.*

The moderator recognized Susan Park, Covenant Executive Board member, who offered

a prayer, asking for God's guidance in the church's organizational efforts.

**17.a. 2024 ANNUAL MEETING BALLOT**

The moderator recognized Michelle Brown, chair of the Board of Nominations, who presented guidelines for nominations, the 2024 ballot on behalf of the Board of Nominations and Covenant Executive Board, and shared outcomes.

Point of Information: The moderator recognized a delegate who personally addressed a question. Following this, the ballot process continued.

**ANNUAL MEETING OFFICERS (two-year)**

The moderator recognized Rev. Greg Applequist, who nominated Mary Peterson as secretary for the Annual Meeting officers. Biographical information is required before voting. No additional candidates. Ballot is closed and will be voted tomorrow under 17.a.a.7.

**a.1. EXECUTIVE BOARD (six-year term)**

Baionne Coleman  
Mark Eastburg  
Debra Hamilton  
Trinity Opp  
David Sim

**a.2. BOARD OF THE ORDERED MINISTRY (five-year term)**

Brenda Giordano  
Ray Wall

**a.3. BOARD OF PENSIONS AND BENEFITS**

No candidate. Ballot is closed.

**a.4. COVENANT MINISTRIES OF BOARD OF BENEVOLENCE (five-year term)**

Art DeRooy  
Benjamin Moore  
Travis Nordstrom  
Susan Poston  
Tiffine Watts

**a.5. BOARD OF TRUSTEES OF NORTH PARK UNIVERSITY (three-year term)**

Arriel Gray  
Dawn Helwig  
N. Marcia Jimenez  
Kristian Werling  
Ann Wiesbrock  
Dennis Wolf

**a.6. BOARD OF NOMINATIONS (five-year term)**

Adam Gilliard  
Joe Muzzi

The moderator then presented the ballot results and officially confirmed the following

elected candidates for each board brought forward to the 138th Covenant Annual Meeting:

a.1. EXECUTIVE BOARD (six-year term)

Baionne Coleman  
Mark Eastburg  
Debra Hamilton  
Trinity Opp  
David Sim

a.2. BOARD OF THE ORDERED MINISTRY (five-year term)

Brenda Giordano  
Ray Wall

a.4. COVENANT MINISTRIES OF BOARD OF BENEVOLENCE (five-year term)

Art DeRooy  
Benjamin Moore  
Travis Nordstrom  
Susan Poston  
Tiffine Watts

a.5. BOARD OF TRUSTEES OF NORTH PARK UNIVERSITY (three-year terms)

Arriel Gray  
Dawn Helwig  
N. Marcia Jimenez  
Kristian Werling  
Ann Wiesbrock  
Dennis Wolf

a.6. BOARD OF NOMINATIONS (5-year term)

Adam Gilliard  
Joe Muzzi

The moderator recognized Valerie Weyand, member of the Covenant Executive Board, who prayed for the newly elected leaders and for God's provision.

### **30. REPORT FROM COVENANT MINISTRIES OF BENEVOLENCE**

The moderator recognized Todd Slechta, president of Covenant Ministries of Benevolence (CMB). Terri Cunliffe and Alyssa Goduti joined him on stage. Slechta introduced himself and included an apology for not submitting a written report due to family circumstances but pledged to provide a detailed report next year.

•*UNALLOCATED SWEDISH COVENANT HOSPITAL FUNDS:*

In response to a motion from the floor of the Annual Meeting 2021, CMB updated the assembly that the funds from the Swedish Covenant Hospital proceeds were allocated to ministries reflecting the historic mission of the Home of Mercy and Swedish Covenant Hospital. Ministries benefiting from those funds include the Covenant itself, North Park University's nursing department, the Paul Carlson Partnership, Love Mercy Do Justice mission priority, Centro Hispano de Estudios Teológicos (CHET), and supplemental pension program for clergy and surviving spouses.

**•CELEBRATIVE MOMENT OF LEGACY HONORING TERRI CUNLIFFE:**

A video was presented to the assembly regarding Terri Cunliffe's legacy. Cunliffe, the fourth president of Covenant Living, led the organization through significant challenges, including the global pandemic, showcasing her resolute leadership during a critical time. She was instrumental in modernizing Covenant Living, positioning it to meet the needs of retiring baby boomers and ensuring its sustainability for decades to come. Her innovative approach included rebranding efforts and strategic acquisitions, which strengthened the organization both financially and operationally, benefiting residents and staff alike.

Reflecting on her 36-year career, Cunliffe expressed gratitude for her journey, the relationships she built, and the trust placed in her by the Covenant community. She emphasized that leadership transitions do not alter Covenant Living's commitment to serving the church, its members, pastors, and global personnel. As she moves into retirement, she leaves behind a legacy of family-like connections and enduring service to the Covenant. Todd Slechta concluded by praying for her.

**•NEW PRESIDENT AND CEO OF COVENANT LIVING AND SERVICES, DAVID ERICKSON**

Todd Slechta announced that David Erickson has officially assumed the role of president and CEO of Covenant Living. A more formal introduction will be provided at a later date, but in the meantime, he encouraged the assembly to congratulate David if they see him.

**•ÄDELBROOK BEHAVIORAL & DEVELOPMENTAL SERVICES**

Todd Slechta shared that Ädelbrook Behavioral and Developmental Services became a CMB affiliate 14 years ago through a partnership with the East Coast Conference. Ädelbrook supports young people with autism spectrum disorders and their families, caregivers, and communities. Alyssa Goduti, president and CEO, highlighted their mission in Connecticut, serving 500 children and families across 26 locations, addressing childhood trauma, and employing 615 staff who exemplify faith in action. She expressed gratitude for the support that enables their impactful work.

The moderator recognized Darryl Johnson, Covenant Executive Board liaison from Covenant Ministries of Benevolence who prayed for Slechta and Goduti, CMB, its ministries, and the entire CMB team.

**31. REPORT FROM COVENANT TRUST COMPANY**

The moderator recognized Steve Klimkowski, president of Covenant Trust Company (CTC), formerly chief financial officer for the Covenant, who introduced CTC as an investment firm owned by the Evangelical Covenant Church. Established in 1978 to support donor contributions through estate planning, it became a chartered trust company in 1988, co-owned by the Covenant, Covenant Ministries, and North Park University. Today CTC has 41 employees based in offices in downtown Chicago.

In 2023, CTC facilitated \$7.24 million in charitable giving to Covenant entities through legacy plans, IRA QCDs, donor-advised funds, and appreciated stock gifts. It also partners with North Park Theological Seminary to teach seminarians financial stewardship and alignment with their values. As a fiduciary, CTC prioritizes their clients' best interests.

The moderator recognized Will Davidson, member of Covenant Executive Board, who prayed for Klimkowski and the entire CTC team.

**34. REPORT FROM PAUL CARLSON PARTNERSHIP**

The moderator recognized Renée Hale, executive director of Paul Carlson Partnership (PCP). PCP is celebrating 60 years of advancing healthcare, economic development, and infrastructure in the Democratic Republic of Congo (DR Congo). Highlights included dental and ultrasound training, the Medical Ambassadors Program, a nursing

scholarship, and durable medical equipment shipments. Fundraising efforts like the Biking for Congo Challenge and the Fuprocaf Ubangi (Karawa Coffee) project supported these initiatives, alongside bridge repair projects ensuring vital access. Staff updates included the retirement of Craig Anderson, who was replaced by Phil Ditto, and Bob Anderson is set to retire in July, with his successor starting August 1. PCP emphasized “Faithful Forward Movement,” trusting in God’s providence through partnership with the Covenant Church of Congo. Hale concluded by thanking delegates.

The moderator recognized Sam Chang of the Covenant Executive Board who prayed for the ministry of PCP.

#### **44. REPORT ON COMMISSIONS**

The moderator recognized Paul Robinson, executive minister of Serve Locally, to present the report on commissions.

The Christian Action Commission, chaired by Lenore Three Stars in 2023, focuses on addressing pertinent social issues and equipping the denomination with resources to address them. Key accomplishments include advancing the Repudiation of the Doctrine of Discovery (RoDoD) to promote healing and awareness. Upcoming projects include tackling issues such as alcohol abuse in Alaska tribal communities, trauma, sex trafficking, and Missing and Murdered Indigenous Women (MMIW). Robinson recommended, with the concurrence of the Covenant Executive Board, that the Commission on Christian Action be extended for an additional five year.

*The motion carried.*

The Disability Commission was proposed to address the needs of the 83 million U.S. adults and 3 million children with disabilities, a group underserved by 80–85 percent of churches. The commission aims to create inclusive church cultures, enhance accessibility, and provide training and resources. Planned initiatives include consultations, training cohorts, and accessible programming at Covenant events.

Robinson, with the concurrence of the Executive Board, recommended the establishment of the Disability Commission. The moderator recognized the delegate who highlighted that more than 30 percent of the population has a connection to individuals with disabilities, yet they are among the least reached by churches due to accessibility challenges and behavioral barriers. He urged churches to address accessibility challenges and foster inclusivity for this population.

*The motion carried.*

The moderator recognized Dean Erickson, Covenant Executive Board member, who prayed for both commissions.

#### **13. COVENANT RESOURCE PAPER: FREEDOM, UNITY, AND RESPONSIBILITY**

The moderator recognized Howard Burgoyne, superintendent of the East Coast Conference and chair of the committee writing the resource paper on “Freedom, Unity, and Responsibility.” Burgoyne expressed gratitude to the committee and stakeholders involved in creating this vital resource for Covenant mission and ministry. He explained that, per Covenant bylaws, a resource paper provides context and clarity on key matters of faith, doctrine, and conduct, serving as a non-binding discipleship resource rather than a disciplinary tool.

The proposed paper, “Freedom, Unity, and Responsibility in Covenant Life and Mission,” was developed over six years, with significant input from various leadership bodies. Burgoyne shared key biblical passages emphasizing unity and responsibility and outlined the extensive process behind the paper’s creation. He recommended, with the concurrence of the Covenant Executive Board, the Board of Ordered Ministry, Council of Superintendents, and Covenant Offices Leadership Team, the adoption of the proposed

Covenant Resource Paper, “Freedom, Unity, and Responsibility in Covenant Life and Mission.”

The assembly proceeded with debate.

Call the question came from the floor.

Motion to end debate passed.

The assembly proceeded to vote on the motion to approve the Covenant Resource Paper: “Freedom, Unity, and Responsibility.”

*The motion carried.*

A proposed motion came from an online delegate to create a commission to specifically research and discern the following:

1. How are other Christian communities/church denominations handling human sexuality and inclusivity within the church?
2. What is the full history in the Covenant regarding human sexuality/inclusivity?
3. What is the full history of human sexuality/inclusivity in the broader Christian church?
4. What are the current Covenant guidelines of human sexuality in meeting the needs of the church today? Subpoint 1: Furthermore, what/ if any ambiguity exists in the current guidelines?
5. The complete list of specific actions/conduct that have brought individuals out of alignment with the Covenant.
6. The complete list of specific actions/conduct that have brought churches out of alignment with the Covenant.
7. Clarify any/all actions that individuals/churches can take which would put them at risk for corrective action.
8. What the impact of corrective action has had on active clergy/churches in the Covenant?
9. What the impact of corrective actions has had on individuals that have been removed from the Covenant?
10. What the impact of removal of individuals/churches had on the respective conferences of the Covenant?
11. What the impact of removal of individuals/churches has had on the Covenant?
12. Is the process in identifying, accusing, adjudicating, and/or removing of individuals/churches not in alignment coherent and unambiguous?
  - a. What/if any due process is currently afforded?
  - b. What/if any suggested modifications to the current procedures?
13. What/if anything can be done, which is not already contemplated, short of removal of individuals/churches not in alignment with the Covenant?
14. Whether the recommended guidance for local churches on how to discern human sexuality in the modern church is effective?
  - a. What churches have undergone this discernment using a different approach?
  - b. What is the impact discernment on human sexuality and inclusivity has had on churches that had undergone the process?



Structure: The commission shall be independent and shall not be composed of any individuals with voting capacity in any national or regional Covenant board or committee (including the Covenant Ministerium, Board of Ordered Ministry) to ensure a thorough and impartial process.

- The commission shall be comprised of fifteen (15) people, including three (3) professors from North Park Theological Seminary, six (6) pastors of local churches, and six (6) lay leaders.
- The members of the commission shall be appointed by those responsible for authoring the paper in agenda item 13.
- No person responsible for that paper shall be appointed to the commission to ensure impartially.
- The commission shall be finalized by November 1, 2024.

*The motion was seconded.*

Call the question came from the floor.

The assembly moved to debate.

*The motion to end debate passed.*

*The motion to amend the agenda as it was read failed.*

The moderator recognized Howard Burgoyne, who prayed.

## **INTRODUCTION OF THE NEW VICE PRESIDENT OF FINANCE**

The moderator recognized President Tammy Swanson-Draheim, Steve Dawson, interim executive director of Finance; and the newly appointed vice president of Finance, Cyndi Hoffman.

Swanson-Draheim spoke about Hoffman's calling to the vice president role, highlighting her qualifications and dedication. Dawson followed with a formal introduction, offering insights from one finance professional to another. After his remarks, the president noted that the installation of new leaders would take place later in the evening. She then acknowledged Dawson's significant contributions and legacy, presenting him with a gift as a token of appreciation. She shared a few words of gratitude for his service.

Paul Lessard, vice president of Mission Priorities, led a prayer for Dawson.

## **ANNOUNCEMENTS**

The moderator recognized Carolyn Poterek, vice moderator, who shared final announcements which included the return of the LUMI devices; she thanked Covenant Ministries of Benevolence for sponsoring the LUMI technology and providing coffee, and invited the assembly to the evening worship.

The assembly recessed at 5:35 pm.

# FOURTH BUSINESS SESSION

Saturday, June 29, 2024

8:30 a.m.

## MORNING WORSHIP CONTINUED

The moderator recognized the worship team, who led the assembly in worship. Rev. Dany Flores shared a devotion in Spanish and Rev. Meztli Doles translated.

The moderator called the business session to order at 9:11 a.m. (EDT). The moderator confirmed today's time certain for this business session.

- 10:15 Financial Report

- 10:45 Presentation and Adoption of the FY2025 Mission and Mission

The moderator recognized vice moderator, Carolyn Poterek, to share announcements at the beginning of the session.

The moderator recognized Kyle Fletcher, LUMI technician, who provided detailed instructions and a live demo to help delegates successfully navigate the technology of the LUMI platform during the meeting.

### 4d. REPORT ON CREDENTIALS AND MOTION

The moderator recognized Jessica Boggs, chair of the Credentials Committee, who presented the following motion on behalf of the credentials committee:

Credentialing Report #4:

- Total credentialed voting delegates: onsite 283, online: 124

- Total additional registrants in non-voting categories: onsite 133, online 10

- Total registered conference attendance of onsite 416, online 134, for a total of 550.

*The motion carried*

### 10. ACTION ON REMOVAL OF CHURCHES FROM THE ROSTER

The moderator recognized Dierdra Clark, who shared the importance of recognizing churches whose ministry has concluded and expressed gratitude for God's work in their ministries. Based on the recommendation of the respective regional conferences and the Executive Board, Clark recommended to the 138th Covenant Annual Meeting that the following churches be removed from the roster of member churches of the Evangelical Covenant Church:

- The City of Truth Covenant Church, Chicago Heights, IL (Closed)

- Arbor Covenant Church, Madison, WI (Withdrawn)

- Evangelical Covenant Church of Milwaukee, WI (Closed)

- New Vision Covenant Church, Bayside, NY (Withdrawn/Merger)

- Table Covenant Church, Fairfax, VA (Merger)

- Bethany Covenant Church, Lyndhurst, OH (Closed)

- Crossroads Community Church, Halstead, KS (Withdrawn)

- Faith Covenant Church, Essex, IA (Closed)

- Mercy Commons Covenant Church, Edina, MN (Closed)

- City of Lakes Covenant Church, Minneapolis, MN (Closed)

- Ebenezer Iglesia del Pacto, Southgate, CA (Withdrawn)

- The Bridge Community Church, San Jose (Closed)

The motion to remove the churches listed above from the roster of member churches of the Evangelical Covenant Church passed.

The moderator recognized Paul Lessard, vice president of Mission Priorities, who led a moment of prayer.

### **35. MISSION AND MINISTRY LEADERSHIP RESPONSE TO DELEGATE QUESTIONS**

The moderator recognized Dierdra Clark, who invited Paul Lessard, vice president of Mission Priorities; Alex Rahill, director of church planting; and the moderator, Julia Sandstrom, to answer the questions submitted by delegates. Questions included asking for a comprehensive review of how the denomination does church planting. One delegate asked the moderator about the process of adding items to the Annual Meeting Agenda.

### **27. REPORT ON 2023 MISSION ADVANCEMENT**

The moderator recognized Gayle Gilreath, executive director of Mission Advancement, who discussed the Covenant Church's commitment to fostering generosity through the Three Strands Strong partnership between local churches, regional conferences, and the denomination, inspired by Ecclesiastes 4:12. Despite a five-year downward trend in giving, there has been a 5% increase in 2024, attributed to post-pandemic recovery and strategic engagement with church leaders. Offerings are allocated as follows: 90% to local churches, 3.5% to conferences, and 6.5% to the denomination, supporting ministries like church planting, leadership development, and global missions. Delegates were encouraged to promote this partnership. Video and slides will be available on <https://covchurch.org/>.

Gilreath introduced Rev. Marco Ambriz, pastor of First Covenant Church in Oakland, California, who has invested generously into the Covenant's shared mission and ministry for many years. Ambriz shared his perspective that proportional giving is a grateful privilege rather than an obligation. He highlighted the importance of financial planning, transparent communication, and maintaining strong ties with the conference and denomination. He encouraged leaders to consistently share the partnership vision, utilize denominational resources, and embrace a posture of gratitude in giving for effective ministry.

The moderator recognized Vicky Reier from the Covenant Executive Board, who prayed for Mission Advancement.

### **32. REPORT FROM NATIONAL COVENANT PROPERTIES**

The moderator recognized Peter Hedstrom, president of National Covenant Properties (NCP), who shared his report after a video was presented to the assembly. Hedstrom shared updates on NCP, highlighting their commitment to connecting mission-minded Covenant investors. He began by honoring the legacy of Robert C. Larson, NCP's first president, who served faithfully for 65 years and recently passed away. Larson's visionary leadership laid the foundation for NCP's mission and impact.

Hedstrom highlighted NCP's achievements, including \$250 million in loan commitments and \$11 billion in loans supporting Covenant churches, communities, and ministries. He emphasized NCP's focus on generosity, leadership development, and real estate coaching, supporting over 4,000 investors and facilitating church growth. He shared a personal reflection on hiking in Zion National Park, likening its challenges to the risks and faith required in ministry. He expressed gratitude for NCP's partnership with Covenant churches in advancing the Great Commission.

The moderator recognized Justin Noseworthy from the Covenant Executive Board, who prayed for NCP's ministry and team.

## ONLINE DELEGATE CONCERN

The moderator addressed an online delegate's concern about a statement made during the meeting, feeling it was disrespectful when she attempted to raise questions respectfully. Disappointment was noted regarding the perceived disrespect and the assembly's reaction. A request was made for the moderator to apologize to the online delegate and remind the assembly of respectful engagement.

Moderator's clarification and apology: The moderator clarified that the applause in the room was in response to a video celebrating good work, not directed at the delegate's comment. Acknowledging the timing and complexity of the situation, the moderator apologized for not addressing the delegate's comment appropriately and for any hurt or offense caused and not calling that out of order. The moderator recognized Gayle Gilreath, executive director of Mission Advancement, who also apologized.

## **24. FINANCIAL REPORT & 25. PRESENTATION AND ADOPTION OF THE FISCAL YEAR 2025 MISSION AND MINISTRY BUDGET**

The moderator recognized Cyndi Hoffman, vice president of finance and treasurer for Covenant, and Steve Dawson to present agenda item 24 to 26.

### **24. Financial Report: a. Fiscal Year 2022/23 Performance Report**

Steve Dawson presented the results for fiscal year 2023 and explained that local church giving is a key budget driver, representing 40% of the needed funds, with combined contributions from individuals and Covenant entities making up two-thirds of the budget. Despite church support falling short due to pandemic impacts, effective management limited reserve deployment, and most budget categories were on target.

The financial summary showed a net income of over \$1 million before including an employee retention credit of \$1.629 million, resulting in a surplus of over half a million dollars for the year. Dawson highlighted the allocation of funds across clergy support, local and global missions, governance, finance, operations, fundraising, communications, and educational support for North Park University.

### **26. Report from the Covenant Board of Pensions and Benefits**

Despite a challenging market in 2022, the Covenant's investment fund remained 101% funded, with positive 2023 results increasing funding to 106%. Thanks were given to Scott Hanson for managing the pastors' pensions. The health insurance plan, covering 1,200 households, faces rising costs due to new medical treatments, prompting an evaluation of future management strategies. Additionally, the pension plan for about 100 non-clergy employees is being terminated, allowing beneficiaries to cash out or convert benefits to an annuity, with completion expected by September 30. It was emphasized that pastors are not affected by this change.

### **25. Presentation and Adoption of the Fiscal Year 2025 Mission and Ministry Budget\***

Cyndi Hoffman presented the proposed budget for October 1, 2024, to September 30, 2025, requiring assembly ratification. The budget funds ministry at a higher level while maintaining financial responsibility without using reserves. It includes a 3% increase in employee compensation and a 9% rise in benefits. Revenue streams are from church and individual giving (54%), affiliate fees, and invested income, with \$760,000 allocated for new church plants and \$1.5 million for global ministries.

Budget allocations include \$3.3 million for Serve Clergy, \$4.1 million for Serve Locally, and a 6% increase for Serve Globally. Mission Support, covering administration, finance, advancement, and operations, sees a 1.7% increase. The Covenant Executive Board recommended the 2025 fiscal year budget of \$18,721,358, for approval at the 138th Annual Meeting.

A discussion of the financial report and the Mission and Ministry Budget proceeded.

The motion for the approval of the Mission and Ministry budget of \$18,721,358 for fiscal year 2024-2025.

The motion passed.

The moderator recognized Karen Stein, member of the Covenant Executive Board, who prayed.

The moderator addressed comments from online delegates.

- Delegate Rob Thomas from Winnetka Covenant Church (Wilmette, Illinois) stated that he took no offense to the comments. Logistics of being online causes delay versus in person.
- The moderator recognized the vice moderator to read the comment from Maggie Enland from West Hills Covenant Church who thanked Gayle and the moderator for clarifying, apologizing, and addressing her concerns.

## **21. RECOGNITION OF EXECUTIVE BOARD MEMBERS CONCLUDING TERM OF SERVICE**

The moderator recognized Dierdra Clark, Covenant corporate secretary, and President Tammy Swanson-Draheim, who then proceeded to recognize and celebrate Covenant Executive Board members Diane Leavitt, Julie A. Persson, Jon Bonkoski, Scott Dennis, and Vicki Reier for concluding their terms of service. President Swanson-Draheim concluded with prayer.

The moderator recognized online delegate Krista Robert Stevens from Community Covenant Church, Peabody, Massachusetts, who proposed to the agenda item to vote on a simple action. “I would propose that because of the trauma and loss of churches and pastors over our set of positions around human sexuality, and given that we overwhelmingly passed the resource paper on life together last night, I would move that the Covenant would pause for a three-year jubilee from action to remove or discipline churches and clergy on their positions on human sexuality.”

The motion was seconded and moved to discussion.

Call the question.

*The motion to end the debate passed.*

The motion to add the agenda item failed. Per the moderator's request, Howard Burgoyne prayed for the body.

## **17 a.7 THE BOARD OF NOMINATIONS**

The moderator recognized Michelle Brown, chair of the Board of Nominations, who presented the final candidate to fill a vacancy. The candidate's biography was emailed to delegates and displayed on the screen. The motion to elect Mary Peterson of First Covenant Church of Omaha, Nebraska, to the role of secretary of the Annual Meeting Officers for a two-year term.

*The motion carried.*

## **41a. RESOLUTION OF SYMPATHY**

The moderator recognized Dierdra Clark, corporate secretary for the Covenant, who extended appreciation for partners in ministry whom God called to himself since last we met and shared a video with the assembly. Clark moved that the 138th Annual Meeting of the Evangelical Covenant Church express its sympathy to the families of the Covenant pastors, global personnel, and pastors' spouses who have gone to be with the Lord.

The motion to approve the Resolution of Sympathy was seconded.

*The motion carried.*

#### **41 b. RESOLUTION OF GRATITUDE**

The moderator recognized Dierdra Clark, corporate secretary for the Covenant, who shared that the 138th Annual Meeting of the Evangelical Covenant Church resolved to express its gratitude to all who diligently worked to make this event possible and encouraged the assembly to read the names of those who helped to bring this Annual Meeting together. Clark moved that the 138th Annual Meeting of the Evangelical Covenant Church, with the approval of this annual meeting, adopt the Resolution of Gratitude for Gather 2024.

The motion was seconded and approved unanimously.

Point of Privilege: At 11:23 a.m., corporate secretary Dierdra Clark expressed gratitude to the moderator, Jorden Meyers, Erik Anderson, and the support team for their contributions to the success of her first Annual Meeting.

#### **38. APPROVAL OF MINUTES 138TH COVENANT ANNUAL MEETING**

The moderator recognized Dierdra Clark, who recommended that the minutes of the 138th Covenant Annual Meeting be reviewed and corrected by the Annual Meeting Officers and approved by the Covenant Executive Board.

*This motion was seconded and carried.*

#### **36. DELEGATE EVALUATION**

Dierdra Clark informed the body that an evaluation form will be distributed to complete to gather feedback and help improve the planning of future annual meetings.

The moderator recognized Jessica Boggs, chair of Credentials Committee, who presented the following motion on behalf of the credentials committee. Boggs provided the following:

#### **4e. REPORT ON CREDENTIALS AND MOTION**

*Credentialing Report #5:*

*Under Conferences/Regions*

“We had a total of 259 IN-PERSON church delegates from 138 churches and a total of 192 VIRTUAL church delegates from an additional 88 churches not represented in person.”

*Under General Delegates*

“We had a total of 101 IN-PERSON general delegates a two Virtual general delegates.

For a total of 360 IN PERSON credentialed delegates from 138 churches and a total of 194 Virtual credentialed delegates from an additional 88 churches.

For an overall total of 554 credentialed voting delegates from 227 churches”

*Honorary Delegates through Exhibitors*

“We had 137 IN-PERSON additional attendees from 17 churches, in addition to those represented above and 10 VIRTUAL additional attendees from 0 additional churches not already represented in person.”

For a total of 497 IN PERSON attendees from 155 churches and 204 VIRUAL attendees from 88 additional churches not represented in person.

“For an overall total Registered Conference attendance of 701 people from 243 churches.”

*In the category of additional registrants:*

Total additional attendees 137, from 17 churches, 10 online no additional churches not already represented in person.

Overall total registered conference attendance of 701 people from 243 churches.

*The motion carried.*

### **39. PRAYER FOR THE MISSION AND MINISTRY OF THE COVENANT**

The moderator recognized Eric Palmquist, incoming chair of the Covenant Executive Board, who prayed to conclude the Annual Meeting.

The moderator requested all delegates to return their LUMI devices and LUMI voting cards. Additionally, the assembly was invited to participate in tonight's commissioning, ordination and consecration service which could be attended either onsite or online livestream at [covchurch.org/gather](https://covchurch.org/gather) scheduled for 7 p.m. EDT.

### **42. ADJOURNMENT**

The moderator moved to adjourn the meeting, and the motion was seconded and carried.

### **43. BENEDICTION**

The moderator gave the benediction and officially concluded the 138th Annual Meeting of the Evangelical Covenant Church at 11:39 a.m.

# Roll of Certified Delegates to the 138th Annual Meeting

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(v)=Virtual Attendee

## Alaska Conference

*Conference Delegates: Curtis Ivanoff, Brian Nanninga*

Anchorage, First: Criss Mitchell, Lynette Boyer  
Nome; Michael Zabel  
Wasilla, Mat-Su; John Meader (v), Sheree Meader (v)

## Canada Conference

*Conference Delegates: Lauralea Friesen, Randall Friesen, Glenn Peterson*

## BRITISH COLUMBIA

Surrey, Green Timbers: Andrew Sebanc (v)

## Central Conference

*Conference Delegates: Danny Martinez, Kenneth Oliver, Karen Palmberg*

## ILLINOIS

Batavia; Jan Gustafson, Keith Gustafson, Nancy Nehmer  
Campton Hills, Luz de Esperanza; Drina Lizama (v), Rafael Lizama (v)  
Carpentersville, Renacer; Javier Barron, Rosa Barron  
Chicago, Beverly; Beth Nelson (v), Donald Nelson (v)  
Chicago, Calvary; Anthong Thomas  
Chicago, Edgebrook; Joel Pearson (v)  
Chicago, JPUSA; Deb Strahan, Andrew Winter  
Chicago, New Community; Mary Dawson, Leslie Sanders  
Chicago, North Park; Linnea Olfelt, Michael Shawn Sanders, Peter Sjoblom  
Chicago, Oakdale; Kevin Davenport, D. Darrell Griffin  
Chicago, Ravenswood; Colleen Carlson (v), LeRoy Carlson (v)  
Chicago, Uptown; Jeremy Falk, Sheryl Slechta  
Galesburg, The Covenant; Joe Hackett (v)  
Glen Ellyn; David Lauber, Dawn Lauber, Norm Wetterau  
Hinsdale; Alana Helverson, Lars Stromberg  
Libertyville; Paul Couleur (v), David Hinz, Karen Hinz  
Moline, Elim; Linda Gilmour, Steven Peterson  
Moline, First; Anne Jorgensen  
Naperville; Larry Anderson, Brad Nordling, Diane Quagliana  
Palatine, DeerGrove; Mark Johnson (v)  
Peoria, First; Kevin Wright (v)  
Princeton; Derek Boggs, Jessica Boggs, Alexander Taylor  
Rockford, First; Peter Dibley, Cody Taylor  
Stillman Valley, Valley; Elaine Ahlberg, James Ahlberg  
Villa Park, Christ Covenant; Won Kim  
Wheaton, Faith; Graca Gaiya, Zachs Gaiya  
Wilmette, Winnetka; Valerie Hausman (v), Robert Thomas (v)

## INDIANA

Donaldson; Robin Swieringa  
Lafayette; Yvonne French



Marion, REAL; Ronnie Farmer (v), Andrew Morrell  
South Bend, Covenant Community; Gamaliel Reeves (v), Theo Williams (v)

### **MICHIGAN**

Menominee, Community; Linnea Ek (v)

### **MISSOURI**

St Louis, Embrace; Carl Helfrich, Karen Helfrich

### **WISCONSIN**

Lake Geneva, Anchor; SueEllen Havens, Vance Havens  
Sheboygan, Zion; Michel DeLong, Susan DeLong

### **EAST COAST CONFERENCE**

*Conference Delegates: Barbara Ettinger, Michael Ravelo*

### **CONNECTICUT**

Berlin, Bethany; Carolyn Carlson, Craig Carlson  
Easton; David Gibbs, JoAnn Gibbs, Kristine Lackowski

### **MASSACHUSETTS**

Acton, Great Road; Phyllis Myung, Helen Salley (v)  
Arlington, Highrock; Taylor Burgoyne  
Attleboro; Timothy Paul (v)  
Boston, Forest Hills; Eric Geels (v), Maria Higgins(v), Christina Tinglof (v)  
Brookline, Riverwalk; Kat Hampson, Rebekah O'Donnell (v)  
East Bridgewater, Community; Matthew Gillis  
N Easton, Covenant Congregational; Ryan Chambers Johnson (v), Cheryl Opper (v)  
Newton; Allison Corveau (v), Lee Riggs (v)  
Quincy, Granite City; Jodi Jean (v), Ryan Yi (v)  
West Peabody, Community Covenant; Joel Anderle (v), Krista Stevens (v)

### **NEW HAMPSHIRE**

Bedford, Bethany; Christopher, Ek  
Keene, Monadnock; Diane Riley, Steve Riley  
Rochester, The Commons; Christopher Bannon (v)

### **NEW YORK**

East Harlem, Resurrection; Kimberly Wright  
East Northport; Peter Nielsen

### **PENNSYLVANIA**

Harleysville, Christ Covenant; James Stanley-Erickson (v)  
Halifax, The Valleys; Kristine Heckard (v)  
Hilltown, St Peter's; Andrew Wollitzer (v)

### **RHODE ISLAND**

Riverside; Corenna Hoyt (v)

### **VIRGINIA**

Richmond, East End; Nathan Walton

## Great Lakes Conference

*Conference Delegates: Sara Charlton, Jody Eidnes, Garth McGrath*

### KENTUCKY

Louisville, One Church; Matthew Brown (v), Joshua Rodenbaugh (v)  
Paducah, Healing Covenant; Dawn Choate, Roger Choate

### MICHIGAN

Auburn Hills, Life Church; Donearl Johnson, Trevor Stillin  
Canton, Life Covenant; John Grady (v), Julee Offino (v), Jared Van Voorst (v)  
Farmington, Faith; James Bryde, Bill Keith, Heidi Keith, Michael Rice  
Grand Rapids, First: Ginny Ahrens, Scott Peterson, Terry Peterson, Linda Stone, Janet Ziegelbaur  
Grand Rapids, Thornapple; Cheri Fox, Phil Fox, Mike Smith, Sue Smith  
Harbert; Bruce Linscheid, Craig Nordstrom  
Livornia, Life Church; Marcie Rahill  
Muskegon, Forest Park; Stewart Hall (v), Ken White (v)  
Saranac, Community; Luke Bogger  
South Lyon, Crossroads; Joe Muzzi (v)  
Southfield, Life Church; Alan Tumpkin, Marcia Ward-Tumpkin

### NEW YORK

Liverpool, Redeemer; Willian Lonis (v), William Miller (v)

### OHIO

Ashtabula, First; Salvatore DeAngelis  
Fairfield, Covenant Community; Stephen Hoffman, Rebecca Hoffman  
Westerville, Faith; Hillary Sheffer  
Willoughby, First; William Nyerges (v), Phyllis Van (v)

## Midsouth Conference

*Conference Delegates: Garth Bolinder, Allan Serrano, Terrance Woodson*

### NEW MEXICO

Las Cruces, Sonoma Springs; Alfredo Della Rocco, Debbie Della Rocco (v)

### OKLAHOMA

Tulsa, Redeemer; Adam Barnett, Leanne Benton, Dave Brown, Karen Grunst (v), Stan Rogers (v)

### TEXAS

Carrollton, Redeemer; Mark Mohrweis  
DeSoto, Crossroads; Janet Gadsden, Cheryl Smith, Jerra Williams (v)  
Houston, Las Buenas; Alejandro Carrizo, Baxter Swenson  
Missouri City, Mosaic; Alice Lee, Cindy Wu

### MIDWEST CONFERENCE

Conference Delegates: Jill Craig, Brian Johnson

### COLORADO

Castle Rock, Castle Oaks; Debra Lawson, Larry Lawson, Donna Vaughn  
Fort Collins, Council Tree; Diane Borden  
Wheat Ridge, Applewood; Nathan Alley (v)

## **IOWA**

Mason City, First; Steve Johnson, Terry Johnson, Melody McMillan  
Pomeroy; Robbie Kudla

## **KANSAS**

Clay Center; Brad Mann (v), Cindy Roth (v)  
Clyde, Brantford; Kent Kalivoda (v), Michael Ostermann (v)  
Lenexa, Community Covenant; Scott Andersen, John Paul Harris-Webster(v), David  
McCowan, Venessa McCowan  
Leonardville, Alert; Dwight Diller, Karen Diller  
Lindsborg; Abby Hinman, Phillip Hinman  
McPherson, Countryside; Reba Becker (v), Jon Black (v), Lynn Black (v), Ammy Brunk (v),  
Kelly Morrow (v)  
McPherson, New Gottland; Daniel Perry  
Osage City, Community Covenant; Kay Dayhoff (v)  
Prairie Village, Hillcrest; David Backus, Joyce Backus, Doug Liljegen  
Salina, First; Lynette Farr (v), Anita Kelley (v), Dough McHenry (v), Karla Schlatter (v),  
Mark Schlatter (v)

## **MISSOURI**

Kearney, Community Covenant; Brian Snodderly, Mary Snodderly, Adam Truax

## **NEBRASKA**

Oakland, Salem; Deb Bonsall, James Growth, Alan Monson  
Omaha, First; Greg Applequist  
Wakefield; Blake Craig, Annette Phipps  
Wausa; Casey Holencik

## **Northwest Conference**

Conference Delegates: Nicole Kahoud, Kara Stromberg,  
Jonathan Wilson (v)

## **MINNESOTA**

Alexandria; Sarah Erickson (v), Dave Mergens (v), Trinity Opps,  
Greg Schanil (v), Chanda Winkels (v)  
Anoka; Steve Thompson (v), Guy Winters (v)  
Bemidji; Dave Anderson (v), Todd Ertsgaard (v)  
Braham; Jake King (v)  
Brooklyn Center, Brookdale; Paula Frost, Peter Frost, Amy Long  
Brooklyn Park, Redeemer; Dan Thompson  
Buffalo; Janine Kruger, Dave Macalena, Joel McQueen, Val Pederson (v), Mark Stromberg (v)  
Burnsville, Faith; Brad Kindall, Jill Kindall, Charlene Rotvold (v)  
Crookston, Harvest; David Finsaas (v)  
Dassel; Marv Norlien (v)  
Duluth, First; Jenny Armstrong (v)  
Edina, New City; Kristin Bailey (v)  
Excelsior; James Pearson, Janice Pearson, James Volling, Connie Volling (v)  
Forest Lake, Crossroads; Kris Jacobson (v)  
Fridley, Mark Ellingson (v), Brad Halbersma (v)  
Harris; Tracy Welker (v)  
Hutchinson, Oak Heights; Sara Larson, Steve Larson  
International Falls; Stacy Hall (v)  
Kennedy, Evangelical Mission; Lyndon Johnson  
Little Falls, Grace; Keith Bergstrom (v), Jeanyne Gomez (v), Kent Gomez (v)  
Maple Grove; Duane Pfaff (v), Cheryl Theilen, Rich Theilen

Minneapolis, Bethlehem; Joel Johnson  
 Minneapolis, Bloomington; Dorothy Hruska (v), Ken Hruska (v), Anna Maloney (v)  
 Minneapolis, Crosstown; Polly Inestroza (v)  
 Minneapolis, Sanctuary; Rose Lee-Norman (v), Edrin Williams  
 New Brighton, Salem; Donna Erickson, Dan Mortenson, Laura Mortenson, Mark Pattie  
 New London; Matthew Christiansen (v), Kevin Melin (v), Dan Riley (v)  
 New Richland, Vista; Paula Hansen, Debbie Schleicher  
 Owatonna, Christ Community; Brent Carlson, Catherine Carlson  
 Plymouth; Bob Leinberger (v)  
 Princeton, Karmel; Kohl Hanson  
 Red Wing, First; Marjean Johnson (v), Roger Johnson (v), Jim Murphy (v)  
 Rochester, Rochester; Jarry Richardson (v), Shannon Richardson, Todd Speiker  
 Rochester, Salem Road; Dwight Boyum, Roland Mossberg (v)  
 Rockford, Riverwood; Keith Robinson  
 Roseville; Kyliah Clarke Villa, Matt Kennedy (v)  
 Shoreview, Catalyst; BobbiJo Lundberg (v), Jeff Olson (v)  
 Shoreview, Emmanuel; Jeremy Marr (v), Jason Peterson (v), Daniel Swartz  
 South Haven, Lake Union; Tyler Menssen  
 St Cloud, Hope; Brian Zahasky (v)  
 St Paul, First; Janel Haider, Kate Makosky (v), Kari Taylor  
 Trimont; Brett Golinghorst, Dalena Golinghorst  
 Upsala, Community Covenant; Zach Klein, Anne Weihsmann, Steve Weihsmann  
 Victoria, Lakeside; Steve Anderson (v), Erin Damberger (v)  
 Virginia, First; Michael Hannay (v), Julie Phaneuf Hill (v)  
 Waseca, Real Life; Laura Cogan (v), Michael Cogan (v)  
 Wheaton, Bethlehem; Cheryl Shekleton, Tim Shekleton  
 Winthrop; Julia Dahlke, Gary Gilkinson  
 Woodbury, Crossroads; Kristy Beissler (v), Chris Crutchley (v), Keith Miraldi (v), Church  
 Palmer (v)  
 Worthington, Living Waters; Colin O'Donnell (v), Gretchen O'Donnell (v)  
 Wyoming, Linwood; Rachel Hart, Christopher Kelly (v), David Ostercamp

## **NORTH DAKOTA**

Fargo, Grace; Connie Howitson (v), Rex Howitson (v)  
 Grand Forks, HOPE; Amanda Bentow, Bret Benton, Bonnie Knight, Paul Knight

## **SOUTH DAKOTA**

La Bolt, Countryside; John DePalma

## **WISCONSIN**

New Richmond, Prairieview; Mike Bechtold (v), Nancy Norberg (v)  
 Poplar, Mission Covenant; Darrell Nelson, Joe Richards, Dan Schafter  
 River Falls, First; Jeff Carow (v), Adam Christian, Debra Hanson (v), Dan Pearson (v)  
 Stockholm, Lund Misson; Darren Catron (v)

## **Pacific Northwest Conference**

*Conference Delegates: Gustavo Sandrigo, Rebecca Worl, Greg Yee*

## **OREGON**

Corvallis, The Well; Tyra Grauer (v)  
 Portland, First; Katy Andlovec (v), Chad Glazener (v)  
 Portland, West Hills; Maggie Englund (v), Mark Mathis  
 Salem, Trinity; Richard Grant (v), Patricia Jackson (v)  
 Tigard; David Greenidge

## **WASHINGTON**

Arlington, United; Jessica Ronhaar  
Bellevue, Encounter; Sara Hwang, Michael Lee, Seung Lee  
Bellevue, Highland; Holly Bustad, John Bustad, Jeff Reed (v)  
Bellevue, Newport; Janet Batiste, Britta Burger (v), Brenda Giordano  
Bellingham, Bellingham; John Kerl, Adria Willett-Leonardo (v)  
Bellingham, Lettered Streets; Chris Eltrich, Bridget Reeves (v)  
Clearlake, Community Covenant; Jeannette Conner (v)  
Des Moines, Midway; Brad Hill, Ruth Hill  
Kent, ECC; Shari Allard (v), Corey Johnsrud (v), Torina Salcedo (v), Dan Schuttler (v)  
Maple Valley, Cedar Creek; Paul Whitcomb, Terry Whitcomb  
Monroe; Michelle Huskamp (v), Stephanie Pickens (v)  
Mt Vernon, Bethany; Jo Wolfe  
North Bend, Cascade; John Lindberg  
Olympia, Grace; Heather Brandsma, Jeff Brandsma, Alison Olson, Kyle Olson  
Redmond, Creekside; Kelsey Peterson (v)  
Sammamish, Pine Lake; Thomas Bailey  
Seattle, Emmanuel; Bob Zurinsky (v)  
Seattle, First; Todd Johnson, Aaron Nilson, Rita Swanson  
Selah, Selah Covenant; Aaron Crumrine (v), Jacqui Crumrine (v)  
Shoreline, Shoreline Covenant; Kate Coffee (v), Dennis Pool (v)  
Spokane, Gathering House; Dale Rockwell (v), Dennis Schlotfeldt (v)  
Sumner, Faith; Deanne Miller-Flem (v)  
Tacoma, Praise; Janey Barnhart, Michelle Marsden, Richard VanderLinda, Maritsa Williams  
Yakima, Wiley Heights; David Johnson

## **Pacific Southwest Conference**

*Conference Delegates: Jeremiah Fair, Melody Johnson, Bryan Murphy*

## **ARIZONA**

Gilbert, The Bridge; Joseph Alcala (v), Vickie Longenecker (v)  
Phoenix, Genesis; Ryan Lunceford  
Tucson, Eastside; Kirsten Phillips

## **CALIFORNIA**

Arnold, Chapel in the Pines; Jon Dietrich (v), Glenn Sewell (v)  
Bell Gardens, Primera Iglesia; Maria Viera, Marilyn Viera  
Berkeley, Church Without Walls; Abigail Jensen, Danielle Kilgore  
Eureka, First; Ali Hasan (v), Debra McGinty (v)  
Hilmar, Hilmar; David Ward (v), Kathleen Ward (v)  
Los Altos, Foothills; Victoria Gilmore (v), Hans-Erik Nelson (v)  
Los Altos, Grace; Stephen Wong  
Modesto, Covenant Grove; Serena Sinclair  
Modesto, Modesto; Gina Indelicato (v), Ed Martin (v)  
Oakland, First; Adrien Abuyen, Marco Ambriz, Alan Le, Rita Shiau  
Orangevale, Redeemer; Daniel Meyerpeter (v)  
Rancho Mirage, Mission Hills; Dennis Gallagher  
Sacramento, Midtown; Donecia Smith, Efrem Smith  
San Diego, Clairemont; Erin Dougherty, Mark Neely Jr.  
San Jose, New Life; Frank Riley  
San Jose, The River; Cameron Ashizawa (v), Christopher Maitz, Deborah Woo-Miller  
Simi Valley, ECC; Douglas King, Sharon King

Stockton, Stockton; Juana Nesta  
Torrance, Coastline; Garrick Hanger (v), Safy Jacob (v), Dan Sullivan (v)  
Turlock, Cornerstone; Amanda Oppenhuizen  
Walnut Creek, Hillside; Odunayo Ogunbameru, Olukemi Ogunbameru,  
Mary Palmer, Tom Weibert

## **Southeast Conference**

*Conference Delegates: Rose Cornelius, Catherine Gilliard*

### **FLORIDA**

Melbourne Beach, Rock Harbor; Kevin Diamond (v), Jenny Zentz (v)  
Miami, Kingdom; Doris Granberry (v)  
Safety Harbor; Shirley Bragdon, Anne Rickel  
Tarpon Springs, Lakeview; Janet Sullivan Creaney (v)  
Venice, Bay Indies; Alan Forsman, Cheryl Kosec, Jonathon Kosec

### **GEORGIA**

Atlanta, New Life; Adam Gilliard, Angela Hopewell

### **NORTH CAROLINA**

Asheboro, Central Carolina; Edward Arroyo

## **Evangelical Covenant Church**

President: Tammy Swanson-Draheim  
Corporate Treasurer: Cyndi Hoffman  
Corporate Secretary: Dierdra Clark  
Assistant Corporate Secretary: Jorden Meyers

## **Executive Board**

Jon Bonkoski, Howard Burgoyne, Sally Carlson, Linnea Carnes, Sam Chang, Barbara Coslow, Will Davidson, Kanyere Eaton, Dean Erickson, G. Dany Flores, David Im, Greg Jao, Darryl Johnson, Diane Leavitt, Jennifer Mitchell Fetch, Justin Noseworthy, Eric Palmquist, Susan Park, Julie Persson, Vicky Reier, Timothy Rodgers, Magdalena Sanchez, Albert Schoffmann, Karen Stein, Margaret Swenson, Jocelyn Torres, Valerie Weyand, Samuel Williams

## **Council of Administrators**

Dean of North Park Theological Seminary: Dennis Edwards  
President of Covenant Ministries of Benevolence: Todd Slechta  
President of Covenant Trust Company: Steve Klimkowski  
President of National Covenant Properties: Peter Hedstrom  
President of North Park University: Mary Surridge

## **Covenant Offices Executives**

Executive director of Marketing & Communications: Jennifer McIntyre  
Executive director of Mission Advancement: Gayle Gilreath  
Executive minister of Mission Priorities: Paul Lessard

### **Executive director of Operations**

Executive minister of Serve Clergy: Herb Frost

Executive minister of Serve Globally: Grace Shim

Executive minister of Serve Locally: Paul Robinson

### **Annual Meeting Officers**

Moderator: Julia Sandstrom

Vice Moderator: Carolyn Poterek

Secretary: Norma Ramos

### **Board of Nominations**

Michelle Brown

### **Covenant Organizations**

Association of Covenant Camps & Conference Centers: Robert Mohrweis, Dave Cairns

Covenant Ministerium: TJ Smith, Ruby Varghese

### **Serve Globally Delegates**

AFRICA: Josef Rasheed

ASIA: Apidon Boonrang, Tiparpha Boonrang

CAMEROON: Ronald Ziegelbaur

D.R. CONGO: Craig Wickstrom

EUROPE: Katherine Choi-Lee, Letha Kerl, Chris Peterson,

Johnna Hayward Muniz Lyon (v), Greg Fauss

LATIN AMERICA AND CARIBBEAN: Pia Pena Restrepo, Eugenio Restrepo, Evens Paul

MEXICO: Lisandro Restrepo, Patricia Restrepo

MIDDLE EAST/NORTH AFRICA: Hannah Baker

SERVE GLOBALLY: Paul de Neui

THAILAND: Carl Groot, Karen Groot, Kristi Johnson

TAIWAN: Donald Dwight, Lillian Dwight

### **Honorary Delegates**

EMERITI: Deborah Blue, Evelyn Johnson, Glenn Palmberg (v), John Wenrich

INTERNATIONAL GUEST: Torben Joswig

### **Resource Personnel**

ADVANCEMENT: Prajakta David, Kreig Gammelgard

COVENANT BENEFITS: Aaron Dean, Christina Kempe

FINANCE: Steve Dawson, Melissa Liew, Fredrik Wall

MARKETING & COMMUNICATIONS: Cathy Norman Peterson, Paul Stewart

NATIONAL COVENANT PROPERTIES: Jill Hall, Rob Hall, Paul Kruit, Rollin Persson

ORDERED MINISTRY: Dennis Carlson

PARLIAMENTARIAN: Clarence Chan

PRESIDENT'S OFFICE: Erik Anderson, Betzy Cisneros

SERVE CLERGY: Marti Burger, Karen Ingebretson, Jin Lee, Danielle Ng

SERVE GLOBALLY: Nils Clauson, Renée Hale, Deborah Masten,

Chrissy Palmerlee, Lyndsey Watson

SERVE LOCALLY: Dominique Gilliard, Ieisha Hawley, Mary Hendrickson,

Alex Rahill, Ramelia Williams





