



Gather 2025

THE 140TH COVENANT ANNUAL MEETING
ORLANDO | JUNE 25-28

DELEGATE NOTEBOOK

covchurch.org/gather



140th Annual Meeting*

OF THE EVANGELICAL COVENANT CHURCH

JUNE 26–28, 2025
HYBRID

DELEGATE RESOURCES pages 2-21

*Understanding Roles of Delegates, Executive Board
and Ministries, and the Moderator*

Electronic Voting

Glossary of Common Parliamentary Terms

AGENDA pages 22-26

See Agenda for contents included in this Delegate Notebook.

**The Covenant Executive Board moved at their meeting in March 2025,
to adjust the numbering of this Annual Meeting from the 139th to the
140th to match the 140th anniversary of the denomination.*



Delegate Resources

Welcome to the Covenant Annual Meeting! The purpose of the Covenant Annual Meeting is the same as the purpose of the Church of Jesus Christ—at all times and in all situations—to discern and do the will of God. A lot must happen at an Annual Meeting and a lot of people participate.

At the Annual Meeting, we:

- Celebrate what God is doing in and through us
- Connect with those committed to our common mission
- Pray for the mission and ministry of the Evangelical Covenant Church
- Worship together
- Ordain, license, and commission pastors and global personnel
- Elect persons into leadership positions (administrators and board members)
- Receive new churches into our fellowship (and say farewell to some)
- Review the stewardship of the resources God has blessed us with and approve projected investment of resources
- Review our efforts in accomplishing God's mission in the previous year
- Chart a course for the future, trusting God for the outcomes
- Approve amendments to the Constitution and Bylaws
- Make decisions necessary to the mission and ministry of the Evangelical Covenant Church, regional conferences, and affiliates

To make sure that everyone is clear about what is happening when and how, several documents are used to govern the Annual Meeting:

- The Constitution and Bylaws of the Evangelical Covenant Church
- *Robert's Rules of Order, Newly Revised* (most recent edition)
- Standing Rules of Order (approved at a meeting to guide that specific meeting)

These governing documents help us:

- Protect the right of the majority to decide
- Protect the right of the minority to be heard
- Protect the rights of the individual members, both those present and those absent
- Prevent a “railroad” of the meeting by manipulation
- Prevent an emotional “stampede” of the meeting

At first some of the language and protocols used during the meeting may seem strange to you, but we have provided resources in this section to help your engagement.

There are three key participants at the Annual Meeting:

I. THE DELEGATES

Delegates represent churches, Covenant administration, and related affiliates, boards, and other key leaders. Everything that happens at the Annual Meeting requires the delegates’ participation. Delegates receive the reports, approve recommendations, deliberate on the issues, and vote on motions. Our delegates, through the guidance of the Holy Spirit and the leadership of Jesus Christ, ultimately determine the course for the Covenant Church’s future.

Delegates need to do the following:

1. **Keep alert.** The leaders of the Annual Meeting work very hard to make sure that everyone is “on the same page,” but they can’t do it alone. Please be aware of what is happening, and if you are unsure, please ask! The order of the printed agenda is not the order in which items are addressed. Due to the length of time required for various agenda items and given the schedule to allow for regular breaks, the Moderator has the right to adjust the order in which items are addressed. This will require delegates to remain engaged.
2. **Listen carefully and think about the motion before the group.** Read up on the agenda items prior to the start of the meeting so that you are able to engage with the motions thoughtfully and with proper context of what exactly is being voted on.
3. **Engage!** There are many ways to participate: ask questions, make comments, actively listen, and vote. Remember that silence generally means agreement when we are a part of a large deliberative body.

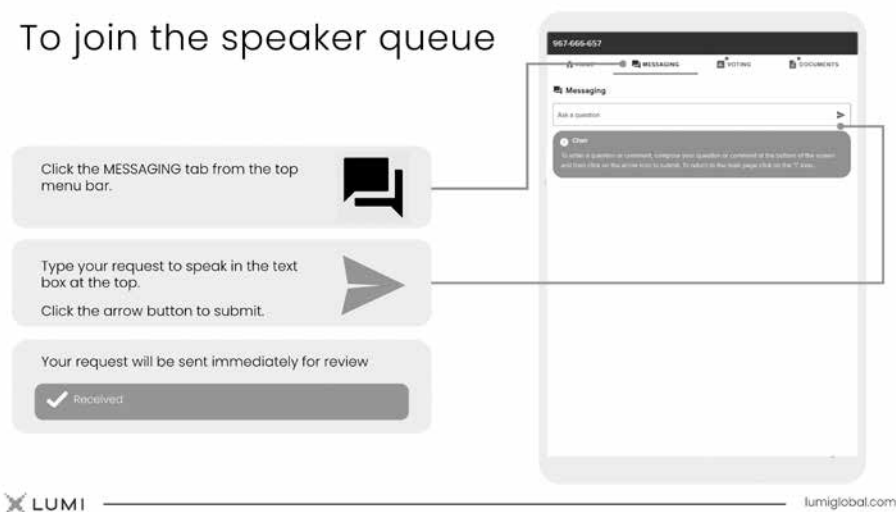
SPEAKING

Every delegate has the right to speak in the meeting regardless of how you are participating—whether online or onsite.

Here are some guidelines for speaking:

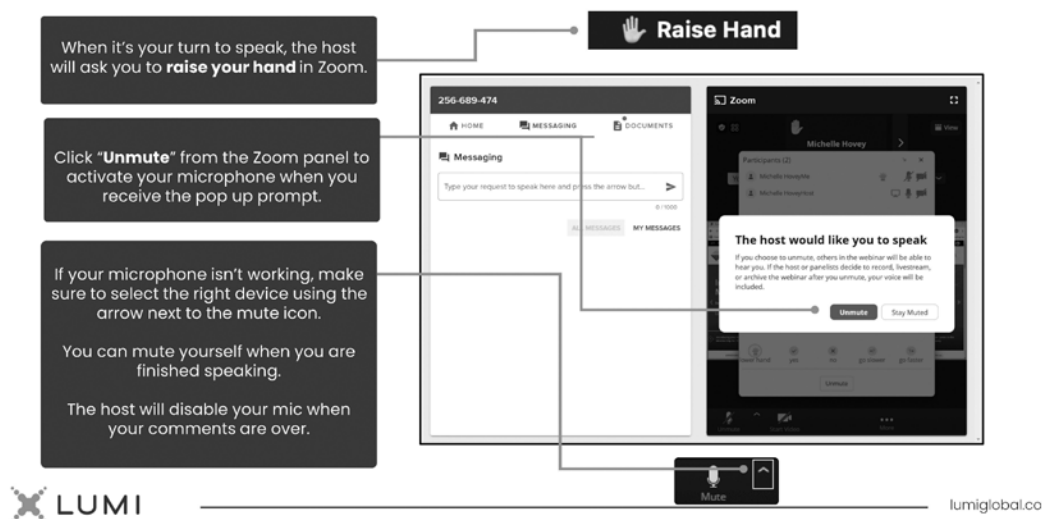
1. Make sure the subject you want to talk about is under discussion.
2. If you are a virtual attendee, use the Messaging feature on LUMI to share your intent to speak for any reason.
 - a. When you select Messaging, you will be provided a text box to type your request to speak to the Moderator.
 - b. Once you are finished typing your request to speak, click the arrow button to submit.
 - c. Your request will be sent immediately for review.

To join the speaker queue



- d. If there is still time in the discussion available for comments or questions, the Moderator will address you and invite you to speak.
- e. Before the Moderator addresses you and invites you to speak, a virtual delegate host will assist you in “coming to the mic.” The host will prompt you to “raise your hand” in Zoom by pressing the button to “raise your hand.” A pop-up dialogue box will appear on the video section (on the right side of your screen) asking you to unmute and speak. Follow the instructions on the screen to unmute and speak.

To speak from the virtual floor.



3. If you are onsite, you will approach the appropriate microphone in the room and await your turn to be recognized by the Moderator.
4. For both onsite and virtual delegates, when you have been recognized, speak to the Moderator and state your name and the church or entity you represent, and the city and state. Say what is on your mind. **Remember, you do not make a speech to the Assembly; you are speaking to just one person, the Moderator, and the others are listening in.**
5. If you have a question, the Moderator may know the answer, or the Moderator may ask someone else to provide the answer.
6. If you have a point to make, you may speak once to an issue. You may not speak again on the same issue as long as someone else who has not yet had a turn is seeking the floor or is waiting to speak.
7. If you desire to speak a second time on the same issue and there is an opportunity to do so because no one else is waiting to speak, you may approach the microphone a second time.
8. Once you have spoken a second time, you have used up your rights to debate on that issue.

If you have a matter for discussion that is not on the Agenda, please write a description of it and submit to the Moderator using the “Messaging” button or email to governance@covchurch.org. Please keep in mind that the “Messaging” feature is only to be used for official meeting business and Robert’s Rules of Order applies equally there as it does elsewhere—please don’t use the button as a “chat” to say hi to other delegates, to make comments on the proceedings, or anything else that would be considered out of order in a meeting.

Due to the nature of our hybrid meeting, it is strongly requested that agenda item requests be submitted electronically by delegates to the Moderator at governance@covchurch.org prior to the start of the 140th Covenant Annual Meeting. The Moderator will decide whether to present your request to the Annual Meeting; if the response is “yes,” it will come to the assembly for vote to place on the Agenda. If you submit it before we adopt the Agenda, it requires a majority vote to add it to the Agenda. If you submit it after we adopt the Agenda, it requires a 2/3 majority vote of all registered delegates. At the appropriate time, the Moderator will invite you to present your matter to the Annual Meeting.

Remember that you represent yourself, your church or entity, and Jesus Christ. Motives should not be called into question during a debate, and the merits of the motion are the issue to be considered. As brothers and sisters in Christ, we recognize that while brothers and sisters may argue, we are in relationship in Christ together.

II. THE EXECUTIVE BOARD AND MINISTRIES

1. The Executive Board is the mover of almost all the recommendations that arise from the Agenda, which the Board approves before it comes to the Annual Meeting. This process, established by the Covenant Bylaws, ensures a coordinated mission and avoids possible contradictory recommendations from various official sources. All recommendations are subject to the amendment, referral, or rejection of the meeting. As the mover of most of the recommendations on the Agenda, a spokesperson for the Board is usually granted what Robert’s Rules call “preference in recognition.” This is the privilege of a mover to speak first to a motion. (Please note that motions arising from a board, commission, or committee do not require a second as they already have more than one supporter.)
2. The Board of the Ordered Ministry reports directly to the Annual Meeting after obtaining the approval of the Covenant Ministerium to its recommendations.
3. Commissions and committees are basically study groups who formulate statements which may become the official statements of an Annual Meeting. All of these are reported through the Executive Board.

III. THE MODERATOR

The Moderator of the Annual Meeting is the presiding officer of the meeting. This important role as Moderator is this person's only function.

The Moderator:

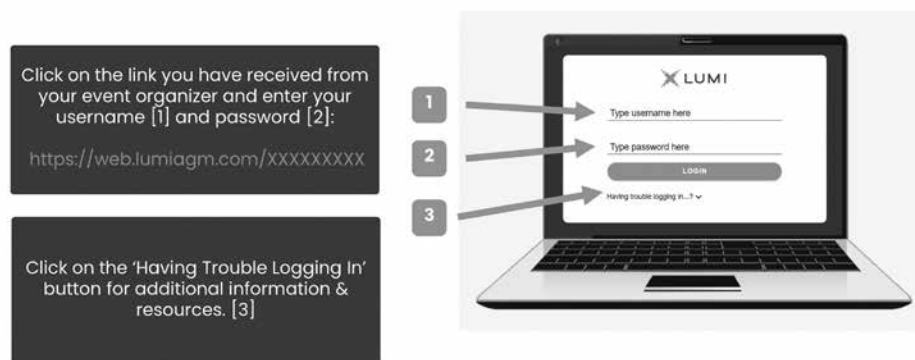
- interprets and applies the rules of the meeting
- expedites the business of the meeting
- ensures that everyone involved in the meeting is treated fairly
- clarifies what is happening
- advises delegates in the procedures of the meeting
- maintains the discipline and joy of Christian fellowship

ELECTRONIC VOTING FOR THIS ANNUAL MEETING

We have partnered with LUMI to assist us during this year's hybrid Annual Meeting. Some learning may be required to get the hang of the system before you use it to cast your vote and participate in the meeting.

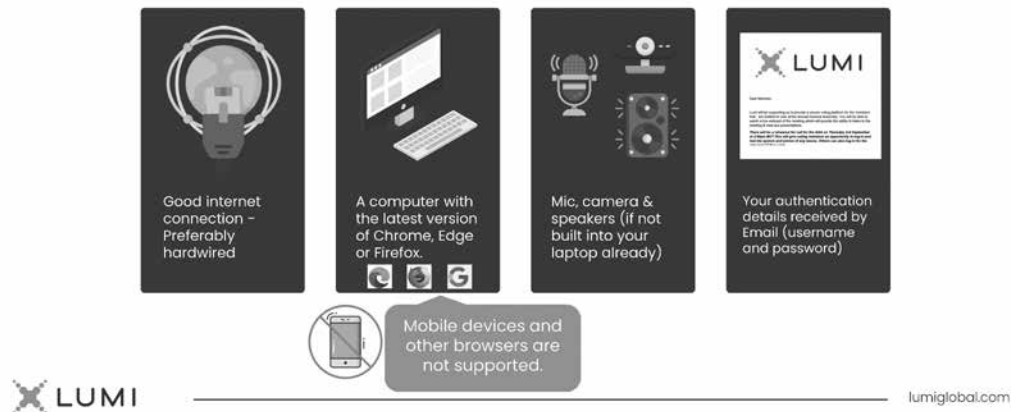
This system is designed for virtual and hybrid meetings like ours, and **every delegate will be using the LUMI system, whether online or onsite. Onsite and online attendees will interact with LUMI in slightly different ways (more on this below).**

LOG INTO THE VIRTUAL MEETING PLATFORM



If you are joining the meeting virtually: You **must use a laptop or desktop computer** to participate. In previous years, delegates were able to use phones and tablets to participate in the meeting. LUMI, however, only works on computers with specific web browsers—**mobile devices and web browsers outside of Google Chrome, Microsoft Edge, and Mozilla Firefox are not supported.** It is important to avoid trying to use Safari (the default web browser on Mac) and instead use one of the three previously mentioned browsers to access the LUMI website. Online delegates are expected to have a reliable means for participation, including a strong internet connection to support their engagement in the meeting. Delegates will be credentialed according to the principle of “one delegate, one device” (**one delegate may not use more than one device at a time, and multiple delegates may not share the same device**). This is a security feature that is tied to LUMI to help ensure the voting process is safe and accurate. If you need to switch devices for any reason during the meeting, you will need to log out of LUMI on your original device before you attempt to log in to LUMI on a second device.

VIRTUAL ATTENDEES: REQUIREMENTS TO ACCESS THE MEETING



CONNECTING TO THE MEETING



Along with a reliable internet connection, **it is suggested that online delegates use a microphone-equipped headset or earphones (Bluetooth or wired)** to reduce audio feedback, allow you to better hear the audio of the Annual Meeting, and to block background noises when speaking to the Moderator. When you plug in your headset or turn on your earphones, you will need to ensure that your computer's settings have been set so that the “speaker” is your headset, and the “microphone” is also your headset. This is a critical part of your setup so that when you queue to speak through the LUMI platform, Zoom is set up with the correct speaker and microphone. This will minimize any technical difficulties.

Below is a sample screenshot of some of the main features online delegates will use on the LUMI website during the meeting. Please familiarize yourself with these details as you will use this screen for most of the meeting. (Onsite attendees will not engage with the meeting through a laptop or desktop, so this screenshot does not apply to your experience.) Online delegates will need to enable the video screen for the webcast so they can see what is happening live.



As the technology will be different for onsite and virtual delegates, the training is offered as separate videos for you to watch at your leisure. Recorded sessions can be found on the Gather website (covchurch.org/gather). Onsite delegate orientation will take place on Thursday, June 26, at 10:00 a.m. Eastern.

If you are joining the meeting onsite: Onsite attendees will be using LUMI's physical voting devices to cast votes. This will consist of both a voting card and a voting keypad. You will receive a voting card during registration, which will authenticate your identity as someone who is able to vote in the LUMI system. **It is important that you keep track of your voting card throughout Gather.** Voting keypads, on the other hand, will be provided when you enter the meeting space and will be collected on your way out at the end of each business session. This will allow for the devices to be charged for the next session.

To vote, you need to physically insert your voting card into the voting keypad (making sure the arrows and the chip at the bottom of the voting card are facing you), and the card must remain in the keypad the whole time in order to cast your vote. When the vote is opened, the voting options will appear on the device screen. Simply press the physical numerical button on the keypad that corresponds with your choice for voting. For the majority of the motions we will vote on (but not all), 1 will correspond with "For," 2 will correspond with "Against," and 3 will correspond with "Abstain." After you have voted, a confirmation will appear on the screen. In order to change your vote, simply enter your new choice (usually 1, 2, or 3). Once you have confirmed your choice, your vote will be submitted.

Onsite and online delegates are responsible for making sure their devices are fully charged. All delegates are responsible for ensuring that their technology is working as intended—as long as there is quorum, voting will not be delayed due to any delegate's individual technical needs. As for online delegates, onsite delegates will be credentialed according to the principle of "one delegate, one device" (one delegate may not use more than one device at a time, and multiple delegates may not share the same device). If you are onsite, your voting card authenticates you as a voter and can only work in combination with the voting keypad. This is a security feature that is tied to LUMI to help ensure the voting process stays safe and accurate. If you are onsite and your voting card or voting keypad is not functioning properly, raise your hand and a member of our onsite helpdesk will offer assistance.

A BRIEF GLOSSARY OF COMMON PARLIAMENTARY TERMS

AMEND, MOVE TO. Most motions may be amended on the floor of the meeting, particularly when they deal with the business rather than the procedures of the meeting. All amendments must be

germane to the original motion. Amendments can be made in three (3) ways: addition, deletion, or substitution. When an amendment has been seconded, it must be debated and decided, or otherwise dealt with, before the motion it seeks to amend may be further considered.

APPEAL FROM THE RULING OF THE MODERATOR. A delegate is testing the Moderator's ruling against the opinion of the meeting. The motion to appeal requires a second. An affirmative vote by the meeting sustains the Moderator's ruling.

BALLOT, TO ORDER THE VOTE ON A PENDING QUESTION TO BE TAKEN BY. The Bylaws and Rules specify that certain questions be decided by ballot. Questions other than these may also be decided by ballot if a majority of the meeting concurs with a request from a delegate for it.

CONSENT AGENDA. Items on the Consent Agenda are routine, procedural, informational, self-explanatory, non-controversial items that require action but generally don't require discussion or debate. Acting on these items moves the meeting along, allowing for more time for substantive issues. Items on the Consent Agenda may be removed from the Consent Agenda at the request of any two delegates. Items removed from the Consent Agenda shall be acted upon by the assembly at a place in the Agenda determined by the Moderator.

DIVISION OF THE ASSEMBLY. This is a vote by rising. It may be demanded by any delegate to verify a vote taken by voice or by a show of hands or may be ordered by the Moderator when a vote by show of hands or by voice has been "too close to call." If it is still not possible to discern the outcome visually, the Moderator may order a count by the Sergeants-at-Arms. Most of the meeting may also order a count.

EXECUTIVE SESSION. According to Robert's Rules of Order, certain items require confidentiality. One of those items relates to how a society disciplines a member. When the body determines that a matter must be debated and decided in secret, a motion for Executive Session is proper. After a majority vote on the motion for Executive Session, everyone, except delegates and resource personnel, is excused from the meeting. In addition, the live stream will cease until the Executive Session is concluded.

INFORMATION, POINT OF. Asking a question about the business at hand.

MADAME MODERATOR. The traditional form for addressing the Moderator from the floor of this meeting.

ORDER, POINT OF. A delegate calls the Moderator's attention to a possible breach of the Rules. If the delegate is not satisfied with the Moderator's subsequent explanation, he or she may appeal if the point has been raised concerning an actual ruling of the Moderator.

PARLIAMENTARIAN. An advisor to the Moderator on parliamentary law.

PARLIAMENTARY INQUIRY, POINT OF. Asking a question about the application of the Rules in the business at hand.

PERSONAL PRIVILEGE, POINT OF. A delegate believes that his or her rights or the rights of another are being infringed upon.

POSTPONE TO A CERTAIN TIME. A delegate may move to postpone the item under discussion until a later point in the meeting. The motion requires a second and is debatable.

PREVIOUS QUESTION, MOVE THE. A motion to cut off debate on an issue which requires a second, and a two-thirds majority. An affirmative vote merely cuts off debate and is not a vote on the motion under debate.

PRIVILEGED MOTION. A motion that does not relate to the pending question at hand but does have to do with matters of such urgency or importance that, without debate, they are allowed to interrupt the consideration of anything else.

PUTTING or CALLING THE QUESTION. Taking a vote.

RECONSIDER, MOVE TO. A motion to reconsider an item previously voted upon may be made at any time, though it may have to wait until other business has been dealt with before it can be taken up. If a majority decides that the item previously voted upon will be reconsidered, debate on it re-opens, and another vote is taken (or it is otherwise disposed of, by referral, etc.) The motion to reconsider has unique characteristics: It may be made only by a delegate who originally voted with the prevailing side on the item; it may be made no later than the day following the original vote; it cannot apply to an item when provisions of it have already begun to be carried out (such as the signing of a contract); and it cannot be itself reconsidered.

REFER, MOVE TO. (Not to be confused with a motion to table.) A referred motion goes to a board or committee as designated by the Motion to Refer. It requires a second and is debatable.

SECOND. A seconder need not agree with the motion or vote for it. The seconder need only agree that the motion deserves the attention of the meeting.

SERIATIM. In a series (i.e., a long motion consisting of a series of resolutions, paragraphs, articles, or sections that are not totally separate questions can be considered by opening the different parts to debate and amendment separately, without a division of the question).

STANDING RULES. These rules are prepared by the Agenda Committee to provide guidance for this particular Annual Meeting setting for how items are dealt with generally. The Standing Rules require a two-thirds majority for approval and a two-thirds majority for suspension of any part of such.

SUSPEND THE RULES. It is possible to suspend a rule that is standing in the way of accomplishing what the meeting clearly wants to do either by motion or by unanimous consent. Bylaws may not be suspended unless they are in the nature of “rules of order.” This is a complex issue, with each instance subject to the interpretation and ruling of the Moderator.

TABLE, MOVE TO. (Or “LAY ON THE TABLE”). Unlike a referred motion, a tabled motion goes nowhere. No one considers it, studies it, or does anything with it until a motion passes to “take it from the table.” If this does not happen at this Annual Meeting, the motion is dead, i.e., we could not move to “take something from the table” that was put on the table at a previous Annual Meeting.



Report on Credentials for the 140th Annual Meeting

CREDENTIAL COMMITTEE REPORTS TO THE 140TH ANNUAL MEETING OF THE EVANGELICAL COVENANT CHURCH*

**Unaudited statistics are provided at this time. A final audited report will be printed in the minutes.*

FIRST CREDENTIALING REPORT

	ONSITE	ONLINE	TOTAL
Total credentialed voting delegates	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total additional registrants in non-voting categories	<input type="text"/>	<input type="text"/>	<input type="text"/>
TOTAL REGISTERED ATTENDANCE	<input type="text"/>	<input type="text"/>	<input type="text"/>

SECOND CREDENTIALING REPORT

	ONSITE	ONLINE	TOTAL
Total credentialed voting delegates	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total additional registrants in non-voting categories	<input type="text"/>	<input type="text"/>	<input type="text"/>
TOTAL REGISTERED ATTENDANCE	<input type="text"/>	<input type="text"/>	<input type="text"/>

THIRD CREDENTIALING REPORT

	ONSITE	ONLINE	TOTAL
Total credentialed voting delegates	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total additional registrants in non-voting categories	<input type="text"/>	<input type="text"/>	<input type="text"/>
TOTAL REGISTERED ATTENDANCE	<input type="text"/>	<input type="text"/>	<input type="text"/>

FOURTH CREDENTIALING REPORT

	ONSITE	ONLINE	TOTAL
Total credentialed voting delegates	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total additional registrants in non-voting categories	<input type="text"/>	<input type="text"/>	<input type="text"/>
TOTAL REGISTERED ATTENDANCE	<input type="text"/>	<input type="text"/>	<input type="text"/>

FIFTH CREDENTIALING REPORT

	ONSITE	ONLINE	TOTAL
Total credentialed voting delegates	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total additional registrants in non-voting categories	<input type="text"/>	<input type="text"/>	<input type="text"/>
TOTAL REGISTERED ATTENDANCE	<input type="text"/>	<input type="text"/>	<input type="text"/>

FINAL CREDENTIALING REPORT

REPRESENTING	DELEGATES	CHURCHES
CONFEEERENCES		
Alaska	<input type="text"/>	<input type="text"/>
Canada	<input type="text"/>	<input type="text"/>
Central	<input type="text"/>	<input type="text"/>
East Coast	<input type="text"/>	<input type="text"/>
Great Lakes	<input type="text"/>	<input type="text"/>
Midsouth	<input type="text"/>	<input type="text"/>
Midwest	<input type="text"/>	<input type="text"/>
Northwest	<input type="text"/>	<input type="text"/>
Pacific Northwest	<input type="text"/>	<input type="text"/>
Pacific Southwest	<input type="text"/>	<input type="text"/>
Southeast	<input type="text"/>	<input type="text"/>
TOTAL OF DELEGATES BY CONFERENCE	<input type="text"/>	<input type="text"/>

Delegates in Addition to Those Represented in Conferences

GENERAL DELEGATES

	DELEGATES	CHURCHES
Officers of the Covenant	<input type="text"/>	<input type="text"/>
Executive Board	<input type="text"/>	<input type="text"/>
Council of Administrators	<input type="text"/>	<input type="text"/>
Annual Meeting Officers	<input type="text"/>	<input type="text"/>
Board of Nominations	<input type="text"/>	<input type="text"/>
Covenant Ministerium	<input type="text"/>	<input type="text"/>
Assoc. of Cov. Camps and Conf. Centers	<input type="text"/>	<input type="text"/>
Commission Delegates	<input type="text"/>	<input type="text"/>
Serve Globally Delegates	<input type="text"/>	<input type="text"/>
Regional Conference Offices	<input type="text"/>	<input type="text"/>
TOTAL GENERAL DELEGATES	<input type="text"/>	<input type="text"/>
*TOTAL CREDENTIALLED DELEGATES	<input type="text"/>	<input type="text"/>

**(sum of Delegates by Conference & General Delegates)*

ADDITIONAL REGISTRATIONS

Honorary Delegates	<input type="text"/>	<input type="text"/>
Advisors from Covenant Institutions	<input type="text"/>	<input type="text"/>
Advisors from Nonmember Churches	<input type="text"/>	<input type="text"/>
Resource People	<input type="text"/>	<input type="text"/>
Registered General Conferees	<input type="text"/>	<input type="text"/>
Exhibitors	<input type="text"/>	<input type="text"/>
*Total Additional Attendees	<input type="text"/>	<input type="text"/>

TOTAL REGISTERED ATTENDEES (SUM OF TOTALS)

<input type="text"/>	<input type="text"/>
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Proposed Standing Rules of Order for the 140th Covenant Annual Meeting

The Annual Meeting Agenda Committee recommends the adoption of the following proposed standing rules of order for the 140th 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 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 140th 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 FOR THE 2025 COVENANT ANNUAL MEETING

1. The Business Meeting Shall Be Conducted in Hybrid Format — With Both 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 prerecorded video.

2. Obtaining the Floor

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

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 increase 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) 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 deemed to be 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 prior to the start of the 140th 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: Mary Peterson

Parliamentarian: Clarence Chan

President: Tammy Swanson-Draheim

Corporate Secretary: Dierdra Clark

Assistant Corporate Secretary: Jorden Meyers



AGENDA

ONE HUNDRED FORTIETH COVENANT ANNUAL MEETING

June 26 – June 28, 2025

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

Per Standing Rules, 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 or 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.

Este material también se encuentra en Español

TIME CERTAIN

Friday, June 27

9:00 am	Service Recognition for Global Personnel
9:45 am	Clergy Lifetime Service Recognition
10:15 am	Actions to Be Taken from the Ordered Ministry
1:35 pm	Irving Lambert Outstanding Urban Ministries Award

Saturday, June 28

9:00 am	T.W. Anderson Outstanding Layperson Award
9:45 am	FY2023/24 Performance Report
10:15 am	FY2026 Mission and Ministry Budget

**Reports exceeding the ten (10) minute limit per the Standing Rules are marked with an asterisk.*

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Annual Meeting Officers

Moderator: Julia Sandstrom

Vice Moderator: Carolyn Poterek

Secretary: Mary Peterson

Parliamentarian: Clarence Chan

President: Tammy Swanson-Draheim

Corporate Secretary: Dierdra Clark

Assistant Corporate Secretary: Jorden Meyers



Gather 2025 Honorary Delegates

GLOBAL GUESTS

Pastor Iván Carrasco	Latin America	Argentina
Brother Daniel Christudas	Asia	India
Mrs Monica David	Asia	India
Rev Jyotirmaya Deep	Asia	India
Mrs Sandra Del Carmen Verdugo	Latin America	Argentina
Mrs Josephine Duale	Africa	DR Congo
Mr Ricardo Espinoza	Latin America	Chile
Pastor Juan David Guevara Encalada	Latin America	Colombia
Pastor Siri Iversen	Europe	Norway
Mrs Sandra Jeldres	Latin America	Chile
Pastor John Jone	Africa	Mozambique
Pastor Maria Jone	Africa	Mozambique
Rev Théophile Duale Langba	Africa	DR Congo
Mrs Beatriz Leyva	Latin America	Mexico
Rev John Lin	Asia	Taiwan
Mrs Luz Mary Mejia Salazar	Latin America	Colombia
Rev Mathew Jock Moses	Africa	South Sudan/Ethiopia
Rev Hiro Ochiai	Asia	Japan
Mrs Mayumi Ochiai	Asia	Japan
Pastor Abel Pegorraro	Latin America	Uruguay
Mrs Marie Pegorraro	Latin America	Uruguay
Rev Niklas Piensoho	Europe	Sweden
Mrs Helena Piensoho	Europe	Sweden
Mr Gerardo Sanchez	Latin America	Mexico
Pastor Christian Sani	Latin America	Ecuador
Rev Dr Jack Sara	MENA	Palestine/Israel
Dr Madleine Sara	MENA	Palestine/Israel
Rev Jéma Taboyan	Europe	France
Mr Jean-Paul Taboyan	Europe	France
Rev Vernon Wu	Asia	Taiwan

EMERITI

Gary Walter	President Emeritus
Curt Peterson	Serve Globally Emeritus



Approval of Honorary Delegates and Resource Persons

RESOURCE PERSONNEL

Prajakta David-Kelley	Advancement
Kreig Gammelgard	Advancement
Christina Kempe	Covenant Benefits
Scott Hanson	Covenant Ministries of Benevolence
Linda Stuhmer	Covenant Ministries of Benevolence
Melissa Liew	Finance
Fredrik Wall	Finance
Kyle Fletcher	LUMI Technicians
Adam Zuber	LUMI Technicians
Cathy Norman Peterson	Marketing and Communications
Dillon Rahill	Marketing and Communications
Edgar Rios	Marketing and Communications
Paul Stewart	Marketing and Communications
Jill Hall	National Covenant Properties
Rob Hall	National Covenant Properties
Paul Kruit	National Covenant Properties
Rollin Persson	National Covenant Properties
Clarence Chan	Parliamentarian
Erik Anderson	President's Office
Marti Burger	Serve Clergy
G. Dany Flores	Serve Clergy
Karen Ingebretson	Serve Clergy
Jin Lee	Serve Clergy
Danielle Ng	Serve Clergy
Nils Clauson	Serve Globally
Renée Hale	Serve Globally
Deborah Masten	Serve Globally
Chrissy Palmerlee	Serve Globally
Lyndsey Watson	Serve Globally
Dominique Gilliard	Serve Locally
leisha Hawley	Serve Locally
Mary Hendrickson	Serve Locally
Glenn Peterson	Serve Locally
Ramelia Williams	Serve Locally



Churches Applying for Membership

Based upon the recommendation of the respective conferences, the Executive Board recommends to the 140th Annual Meeting that the following churches be accepted into membership in the Evangelical Covenant Church.

CHURCH	APPROXIMATE MEMBERSHIP	AVERAGE ATTENDANCE
CANADA CONFERENCE		
Balfour Covenant Church Balfour, British Columbia	36	60
CENTRAL CONFERENCE		
Eden Church Muncie, Indiana	90	85
Iglesia Del Pacto Evangélico Jerusalem DBA Iglesia Casa de Paz Streamwood, Illinois	78	94
Iglesia Restauración Del Covenant Church Chicago, Illinois	60	45
EAST COAST CONFERENCE		
Community City Covenant Church Malden, Massachusetts	50	80
GREAT LAKES CONFERENCE		
City Church Cleveland Cleveland, Ohio	52	62
LifeChurch Riverside Detroit, Michigan	21	115
Lighthouse Church Richmond, Kentucky	10	50
PACIFIC NORTHWEST CONFERENCE		
Resurrection Covenant Boise Boise, Idaho	80	75

PACIFIC SOUTHWEST CONFERENCE

Agape Iglesia del Pacto Phoenix, Arizona	35	100
Clarksburg Community Covenant Church Clarksburg, California	300	110

SUMMARY

Number of new churches:	11
Cumulative approximate membership:	812
Cumulative approximate attendance:	876

CANADA CONFERENCE

Balfour Covenant Church
Balfour, British Columbia
Pastor: Jason Ashley

Average Attendance: 60

Nelson Evangelical Covenant Church launched a new church site approximately 25 years ago in the town of Balfour, British Columbia. Over time the original group who formed that congregation began to grow. At first they met together in the community center while land for a building was prepared for occupancy. God worked through many miracles including freeing up the zoning laws to obtain the land and bringing people from the community together to complete the construction process in a short period of time.

The site was called Balfour Evangelical Covenant Church until January 1, 2025, when they became self-governing, separate from the Nelson church. Through their association with the Nelson church, they developed a rich association with the Evangelical Covenant Church of Canada, and they look forward to continuing this tradition now that they are independent.

The congregation meets in a standalone building, set upon a hill on three acres on the north side of Balfour, allowing them to shine God's light to the community. Behind the church they have developed a garden that supports the community with fresh vegetables. Other ministries are small group Bible studies, missionary support in Africa and South America, Kids Camp, and Beyond the Bell.

The conference has been instrumental in helping make the move from a three-site church to three independent congregations.

CENTRAL CONFERENCE

Eden Church
Muncie, Indiana
Pastor: Tammy Hallam

Average Attendance: 85

A remarkable limestone structure stands tall amidst the fields of east-central Indiana, serving as the home for Eden Church. This faith community has established a significant presence in the rural areas north of Muncie and is recognized for its outreach programs that address the spiritual, emotional, physical, and educational needs of adults, students, and children in search of hope and a sense of belonging.

Eden was established after the Civil War when the church recognized the need to support veterans and their families in readjusting to life at home. For 163 years, meeting the needs of the local community has been their mission. Through weekly services, community study groups, and outreach ministries, members are empowered to express their faith by serving their neighbors.

Addressing both the physical and spiritual needs of individuals is a fundamental value of this faith community. In a region of the state with limited resources, Eden aims to be a healing haven by offering programs that are often hard to find in rural America. From Mending the Soul classes, which provide a safe space for abuse survivors to seek support and healing, to educational youth initiatives like tutoring and mentoring, Eden members work tirelessly to deliver quality resources that help individuals develop healthy lives in all aspects: spiritual, physical, mental, and educational. Eden also offers opportunities for adults and youth to engage in leadership development, as well as one-on-one spiritual guidance, spiritual direction, and life coaching.

In the last year, Superintendent Danny Martinez, along with Central Conference staff, have provided encouragement and support throughout this season of discernment. The Eden Church Leadership Board, along with the pastoral staff and congregation have rooted their discernment in prayer, seeking to answer the question, “Would belonging to a larger missional community help us to impact our church, community, and world in a more significant way?” The answer to that question was heard through a unified “Yes!” at their special congregational meeting held April 6, 2025, where they voted to join with the Covenant in God’s mission to see more disciples among more populations in a more caring and just world.

Iglesia Del Pacto Evangélico Jerusalem DBA Iglesia Casa de Paz
Streamwood, Illinois
Pastors: Alberto and Erica Galvan

Average Attendance: 94

Iglesia Del Pacto Evangélico Jerusalem, operating under the adopted name Iglesia Casa de Paz, was established by Pastors Alberto Galvan and Erica Galvan. The vision for the church was conceived after their participation in a church planter assessment conducted in San Diego, California, in 2013.

Pastors Alberto and Erica Galvan began by hosting as a small Bible study group in their garage, initially consisting of just three individuals. As the group expanded and more families joined, the garage could no longer accommodate their size. So Pastor Alberto secured a new location for the congregation within the Streamwood Park District in 2014.

Over the course of several months, meetings were held in park district facilities until Pastor Alberto forged a relationship with Grace Lutheran Church. In 2015, this partnership in ministry was formalized, enabling Iglesia Del Pacto Evangélico Jerusalem to rent the Grace Lutheran Church facilities for their church ministries, which continues today.

Iglesia Restauración Del Covenant Church
Chicago, Illinois
Pastor: Oscar Ramirez

Average Attendance: 40-45

In 2024, led by God, Iglesia del Pacto Evangélico Nuevo Amanecer and Iglesia Sobre La Roca made the decision to merge, coming together to form Iglesia Restauración del Covenant. The merged church now meets on the north side of Chicago. Iglesia del Pacto Evangélico Nuevo Amanecer decided that the location where they previously met was not an option for the newly merged church as their worship services were held on Sundays at 4:00 pm, which was the only time available.

EAST COAST CONFERENCE

Community City Covenant Church
Malden, Massachusetts
Pastor: Edwin Menon

Average Attendance: 80

Community City Covenant Church was planted in the city of Malden, Massachusetts, in the fall of 2018, in partnership with the conference, the Covenant, and the Highrock Network of Churches. They are a diverse, multinational church, made up of people from many different places around the world, different ages and stages of life, different abilities and socioeconomic backgrounds.

Sunday services are held at an elementary school where they set up and tear down for church every week. The space provides adequate space for worship services, classrooms for Kids City, a children's ministry, and a lobby for fellowship and connection. They are grateful for the Highrock Network, the Covenant, and the East Coast Conference for providing coaching, resources, friendship, and encouragement through the planting process and as they continue to minister to the people of Malden.

Current ministries include English Conversation Class, which offers classes in the fall and spring to those who are looking to not only improve their conversational English but are also looking to build friendships and community. These classes have helped students find Jesus and allowed the church to walk with them as they do life. Kids City, their children's ministry, partners with guardians, working together to help kids learn more about God's love for them as they understand faith for themselves. Youth group, which is a middle and high school ministry, walks alongside teenagers as they learn about Jesus and how faith answers the challenges they face in life. Neighbor to Neighbor is a ministry with people living in one of the fixed-income housing developments in Malden. By delivering bread, they aim to help with food insecurity as well as provide for other physical, emotional, and spiritual needs.

GREAT LAKES CONFERENCE

City Church Cleveland
Cleveland, Ohio
Pastor: Eloy Gonzalez

Average Attendance: 62

City Church Near West Side began as a plant from City Church in Cleveland Heights, which is part of the Southern Baptist Convention. Nate Friedrichsen began planting in the fall of 2016, and the first service was held on September 17, 2017, in the side chapel of Franklin Circle Church. At the end of 2019, the church purchased a building in the Tremont neighborhood of Cleveland. Pastors, staff, and members spent two weeks cleaning, renovating, and preparing the space for guests. On January 5, 2020, City Church held its first service at the new Tremont location. At that time the congregation had around 80 members, four or five weekly community groups, and enjoyed numerous social events, service opportunities, and times of community engagement.

Two months later the Covid-19 pandemic hit, and the church went through a difficult period. Within the first year of the pandemic, the assistant pastor stepped down. In the summer of 2021, Pastor Nate formed the leadership team.

With the approval of the leadership team, Pastor Nate took a five-month sabbatical, beginning in the spring of 2022. At the end of that time, after much prayer and consideration, he decided to retire from his time as a pastor. With no elders or pastors left on staff, the leadership team quickly began to search for a new shepherd for the community. In the Lord's kindness and generosity, a candidate presented himself within weeks of Pastor Nate stepping down, and after several months of interviews, conversations, prayer, and a unanimous "yes" vote from the congregation, Eloy Gonzalez III was installed as the new pastor of City Church Near West Side. Pastor Eloy has brought a renewed sense of energy, commitment to the community, and the hope of Jesus to the church.

The church has begun engaging in service opportunities with Building Hope in the City, a Cleveland faith-based community organization. Several members signed on to volunteer to teach ESL and US citizenship classes, as well as participate in a refugee mentorship program. They are also involved with Safe Families for Children, a global ministry that surrounds families in crisis with compassionate care and support. In August 2019, many participated in RallyCLE for the first time, a day in which local residents are empowered to find ways to beautify, celebrate, and improve their neighborhoods.

The church building is old but much loved; it is situated in Cleveland, about five minutes west of downtown. They have completed significant renovations, but more work remains to allow access for people with disabilities, adequate bathrooms, and to bring the building up to code and develop a functional kitchen for large church gatherings. The mortgage is currently through the lending arm of the Southern Baptist Convention, which was their planting denomination. As they establish their own 501(c)3 entity, they will also be seeking a new mortgage for the building.

Sunday service offers nursery care every week for infants and toddlers. They have recently launched a children's church once a month for elementary-aged children. The majority of members and regular attenders are plugged into small groups that meet either weekly or biweekly. They also offer a few soul care groups. The church has a potluck lunch once a month after church to further fellowship and connection.

LifeChurch Riverside
Detroit, Michigan
Pastor: Georgia Hill

Average Attendance: 75 in person; 40 online

LifeChurch Riverside started as a vision for a church that would serve the Detroit area, an idea that planting pastor Georgia Hill believes came from God more than 10 years before the church began. After several years of praying in small groups, Pastor Georgia met Alan Tumpkin, who recommended her for the Covenant's Church Planter Assessment process. Georgia previously served 19 years as an associate pastor in the United Church of Christ.

Although Covid impacted the beginning of the planting process, it was determined in conversation with Alan Tumpkin and Garth McGrath that they would proceed with signing the Covenant Agreement as they had already been holding a Bible study on Thursday evenings and a prayer conference call at 7 am several days a week. In October 2020 members of the launch team urged the leadership to begin meeting on Zoom. Many people were in need of hope, so they launched a trial service on the first Sunday of November on Zoom at 9:30 am. More than 50 people attended. They launched online church on December 6, 2020, with more than 100 people and have continued meeting weekly ever since.

They gradually made the shift to weekly in-person services, first meeting once a month in person, then after several months we transitioned to twice per month, three times per month until they finally began meeting weekly in person at Marygrove College's campus.

Lighthouse Church
Richmond, Kentucky
Pastor: Harvey Cozart

Average Attendance: 50

The church originally started as a plant through partnership with the Covenant and the Great Lakes Conference. Planting Pastor Harvey Cozart did a soft launch for Hope City Covenant Church in 2017 and fully launched in 2018, after signing the Covenant Agreement. In 2019 Harvey was approached by another church and their leaders who were experiencing some challenging and difficult issues. They asked for his counsel and leadership. After some time, their leadership asked if the two congregations would consider merging. Through much prayer, discernment, and the guidance of Great Lakes Superintendent Garth McGrath, both leadership teams decided to merge, making one new church called Lighthouse Church: An Evangelical Covenant Church.

Lighthouse Church emerged as a deeply committed multiethnic community with a desire to make disciples through the gospel of Jesus Christ. The church has faced challenges as a multiethnic community in the deep South but has maintained their shared conviction that real unity comes by the cross and blood of Jesus. Through their experiences, God has raised up a beautifully wounded bride that is committed to God's mosaic kingdom and the gospel of Jesus Christ.

The church's building can hold around two hundred people. They also have two additional buildings that are used as rental space, storage, a gym, and for children's ministry. They own all of their buildings which sit on about four acres of land.

They impact their community through an effective ministry called Give N Go. This ministry sets up free basketball clinics for kids in the community in collaboration with the Eastern Kentucky basketball team and share the gospel with kids and families. They have also developed a mentoring and tutoring program for kids in the community. Battlefield Dashers Running Club for kids is a free outreach program to kids and parents in the community, designed to train kids to run in marathons and various other running events while also providing mentoring and discipleship. The Immerse Community Bible Study happens on the fourth Sunday of each month and is a nontraditional gathering of the congregation where they worship, engage in an open discussion Bible study, and fellowship through a community meal. They also participate in mission through other various community events in a collaboration with the parks and recreation department in the city of Richmond.

PACIFIC NORTHWEST CONFERENCE

Resurrection Covenant Boise

Average Attendance: 70-75

Boise, Idaho

Pastor: Joshua Cramer

Resurrection Covenant Boise is a community of Jesus-followers founded in 2021, in the heart of a pandemic and in the midst of the social, political, and religious upheaval that came with it. Since then, they have become a community of people who say they may not otherwise have a church home, focused on serving their neighbors, especially those who have come to Boise as refugees.

RCB discovered the Covenant early in the planting process, finding a community of churches that felt like home and offered multifaceted support for the church plant process, a place to learn from leaders in church-planting and justice work, and a group of friends that made them feel seen. The church planting cohort has been a gift—learning with a creative group of planters from Peter Sung, led by Mark Meredith. The Covenant has given RCB—as alone as they can feel in Idaho—companions on this journey of following Jesus.

RCB currently meets on Sunday afternoons in the worship space of St. Paul Baptist Church, the oldest historically Black congregation in Boise, and RCB considers it a gift to partner with this church body. The location is on the outskirts of downtown Boise, positioning them well to connect with and care for the more vulnerable in their community.

RCB values the whole gospel, inviting people to engage with Jesus in meaningful ways as they grow in discipleship and practically living out their faith with a justice mindset. Emmaus Groups are the center of their communal time together, occurring every other Sunday. They read through the Gospels together, noticing Jesus and discussing what they may be called to do as the body of Christ. RCB is active in their city, primarily focused on partnering with a local elementary school that serves the most diverse population among Boise area schools, with more than 30 languages spoken and many families having come to the area as refugees. They are also serving with Glocal Community Partners, a local organization that supports refugees. In a state that is overwhelmingly racially homogeneous, RCB considers it a gift to live with intention alongside multiethnic communities and families.

PACIFIC SOUTHWEST CONFERENCE

Agape Iglesia del Pacto

Average Attendance: 100

Phoenix, Arizona

Pastors: Victor and Guia Peña

In 2012, Victor Peña met with Pat Stark at Genesis Church and shared a story from deep in his heart. Every day as he took his daughter to school, he would pass by an old and abandoned building. It was empty, but in his spirit he saw something greater. He prayed fervently, often stopping in the parking lot and saying, “Lord, this is a good place for a church. Father, please let this building be used for your glory.”

Construction work began on the building. As the renovations progressed, Victor’s faith grew stronger. He asked the workers about the building and was told, “It’s going to be a church.”

Over time Agape moved into a rented space within the Genesis Church Plaza. In 2016, Pat invited Pastor Victor to the Midwinter Conference in Chicago, and soon after, he was recognized as a church planter for Agape Iglesia del Pacto.

Today Agape Church is more than just a place of worship; it is a family where each ministry plays a vital role in building the kingdom of God. Among the many ministries, the children’s ministry is impacting lives, caring for the youngest ones. Preteens are being guided in their spiritual growth in a safe space. The young adults group continues to grow in faith, finding strength in fellowship and discipleship. Hearts are being transformed, people are finding hope, and the church is a living presence in the neighborhood. The story of Agape IDP is a testimony of God’s faithfulness, from an abandoned building that became a house of worship, to a growing community of believers dedicated to serving God. It is a journey of prayer, perseverance, and divine provision.

En el 2012, el Pastor Victor conoció a Pat Stark en Genesis Church y le compartió una historia que había quedado profundamente grabada en su corazón. Todos los días, mientras él llevaba a su hija a la escuela, pasaba por un edificio antiguo y abandonado. El edificio estaba vacío, pero en su espíritu veía algo más grande. Oraba fervientemente, deteniéndose a menudo en el estacionamiento y diciendo: “Señor, este es un buen lugar para una iglesia. Padre, por favor, permite que este edificio sea usado para Tu gloria.”

Comenzó el trabajo de construcción en el edificio y a medida que avanzaban las renovaciones, su fe se fortalecía aún más. Finalmente él preguntó sobre el edificio y le dijeron, “Va a ser una iglesia.”

Con el tiempo, la congregación de Agape se mudó a un espacio alquilado dentro de la plaza de Genesis Church. En 2016, Pat invitó al Pastor Victor a Midwinter en Chicago y poco después, tuvo la bendición de ser reconocido como plantador de iglesia de Agape Iglesia del Pacto.

Hoy, la iglesia Agape es más que un lugar de adoración; es una familia donde cada ministerio juega un papel esencial en la edificación del Reino de Dios. Dentro de todos sus ministerios, el ministerio infantil está impactando vidas, atendiendo a los más

pequeños, incluyendo a los niños menores de cuatro años. También está guiando a los niños preadolescentes en su crecimiento espiritual, brindándoles un espacio seguro para conocer a Jesús. El grupo de jóvenes adultos continúa desarrollándose en la fe, encontrando fortaleza en la comunión y el discipulado. Los corazones están siendo transformados, las personas están encontrando esperanza y la iglesia se convierte en una presencia viva en el vecindario. La historia de la iglesia Agape es un testimonio de la fidelidad de Dios. Desde un edificio abandonado que se convirtió en una casa de adoración, hasta una comunidad creciente de creyentes dedicados a servirle. Es una historia de oración, perseverancia y provisión divina.

Clarksburg Community Covenant Church
Clarksburg, California
Pastor: Sandy Adams Jr.

Average Attendance: 110

Located just twenty minutes from downtown Sacramento, Clarksburg Community Church (CCC) is nestled in the scenic, small-town charm of the California Delta. Founded in 1926, CCC is a thriving, multigenerational congregation with members from the North Delta region and neighboring communities of West Sacramento, Sacramento, and Elk Grove. The original church building, constructed in 1937, has undergone several expansions and renovations over the years to accommodate the growing congregation.

Today, CCC has 110 active members, with more than 300 regularly attending in-person services. Weekly attendance averages around 120, with an additional 30 tuning in live via YouTube. Music and student ministries have long played a vital role in the church's mission and growth, alongside dynamic women's and men's ministries that foster discipleship and community. Since 2021, weekly attendance has doubled, and membership has steadily increased. While various strategic factors have contributed to this growth, Pastor Sandy Adams Jr. attributes the heart of it to a more profound spiritual movement: "When God still has a purpose for a church, God either changes the hearts of the people or changes the people."



Church Planter Commissioning

CANADA CONFERENCE

Yage (James) Yu, Fu Yin Covenant Church (Richmond Hill, ON)

MIDWEST CONFERENCE

Reid Kapple, Trinity Fellowship Evangelical Covenant Church (Olathe, KS)



Action on Removal of Churches from the Roster of the Evangelical Covenant Church

COVENANT REGIONAL CONFERENCE	CHURCH NAME	REASON FOR REMOVAL
Alaska	Kalskag Bible Chapel	Closed
Canada	Off Lake Bible Church	Withdrawn
Central	Iglesia del Pacto Evangélico Nuevo Amanecer	Merger
East Coast	Evangelical Covenant Community Church	Closed
East Coast	Forest Hills Covenant Church	Withdrawn
East Coast	Metro Hope Covenant Church	Withdrawn
Great Lakes	Cityview Covenant Church	Withdrawn
Midwest	Crossroads Church of Greeley	Closed
Midwest	Crossroads Covenant Church	Withdrawn
Midwest	Life House Covenant Church	Closed
Midwest	Rosedale Covenant Church	Withdrawn
Northwest	Grandview Covenant Church	Withdrawn
Northwest	Blue Oaks Covenant Church	Closed
Pacific Northwest	St. Thomas Covenant Church	Withdrawn
Pacific Northwest	Grace Covenant Church	Closed
Pacific Northwest	Hope Covenant Church	Closed
Pacific Northwest	Desert Springs Covenant Church	Withdrawn
Pacific Southwest	New Life Covenant Church	Closed
Pacific Southwest	Monterey Korean Covenant Church	Closed

ALASKA CONFERENCE

SUPERINTENDENT: CURTIS IVANOFF

Kalskag Bible Chapel

Location: Kalskag, AK

Reason for removal: Closed

Number of members: 16

Year joined the Covenant: 2000

Peak membership (approximately): 36

Reason leading to removal from the roster and comments: When the pastor moved away, there was no longer any leadership to support the life of the church, and attendance dwindled.

CANADA CONFERENCE

SUPERINTENDENT: ROB PETERSON

Off Lake Bible Church

Location: Emo, Ontario

Reason for removal: Withdrawn

Number of members: N/A

Year joined the Covenant: 1955

Peak membership (approximately): N/A

Reason leading to removal from the roster and comments: The congregation has discerned they no longer fit theologically and biblically with the Evangelical Covenant Church. They plan to partner with the Associated Gospel Churches.

CENTRAL CONFERENCE

SUPERINTENDENT: DANNY MARTINEZ

Iglesia del Pacto Evangélico Nuevo Amanecer

Location: Chicago, Illinois

Reason for removal: Merger

Number of members: N/A

Year joined the Covenant: 2023

Peak membership (approximately): 40

Reason leading to removal from the roster and comments: In 2024, led by God, the congregation made the decision to merge with another congregation, joining with Iglesia Sobre La Roca to form Iglesia Restauración del Covenant. The merged church now meets on the north side of Chicago.

EAST COAST CONFERENCE

SUPERINTENDENT: HOWARD K. BURGOYNE

Evangelical Covenant Community Church

Location: Essex Junction, Vermont

Reason for removal: Closed

Number of members (when church closed): 14

Year joined the Covenant: 1985

Peak membership (approximately): 100

Reason leading to removal from the roster and comments: The congregation experienced generational decline in recent years with founding members relocating, aging, and passing away. They were hesitant to invite friends, coworkers, or neighbors to church, so the church became a small fellowship group for those who remained. As the pastoral ministry transitioned from full-time to part-time and the last part-time pastor retired, the church entered 2024 in a season of discernment. Working closely with the conference, the members prepared for the necessity of closure and voted in June to conclude their ministry.

Forest Hills Covenant Church (Formerly Covenant Congregational Church)

Location: Boston, Massachusetts

Reason for removal: Withdrawn

Number of members (when church withdrew): 127

Year joined the Covenant: founded 1881; joined the Covenant 1948

Peak membership (approximately): 300

Reason leading to removal from the roster and comments: The church has been in dialogue and discernment about their identity, theology, and desires to become a church that could affirm and support same sex marriages as part of its life and witness. After introducing amendments on the minutes of the Annual Meeting in 2024, and in working with the superintendent on what the consequences of those steps could be, the congregation voted in January 2025 to voluntarily withdraw from the Covenant. The church, founded in 1881, has long been a city church focused on welcoming new waves of immigrants to our shores, while also serving seafarers and sailors in and around Boston. They have been sustained in their support of New England Seafarers Mission and many other city ministries. We bid them peace as they depart and grieve the loss of shared mission in the future while rejoicing in the rich heritage we have shared over generations of challenge and change.

Metro Hope Covenant Church

Location: Harlem, New York

Reason for removal: Withdrawn

Number of members (when church withdrew): 30

Year joined the Covenant: planted 2010; joined 2015

Peak membership (approximately): 60-70

Reason leading to removal from the roster and comments: Metro Hope Covenant Church was planted in partnership with the conference and the Covenant in 2010. The church has focused on ministry and mission in the diverse and under-resourced community of East Harlem, engaging both the historic Latino and Black communities. The church was always sensitive to how it could relate to and welcome the LGBTQ community, living in the tension of welcoming the stranger and the cost of discipleship that includes human sexuality, justice, and hospitality. Over years of bearing witness in the community, more and more people came into the church desiring to relieve tensions by adopting theology and practices that are open and affirming of same sex marriages. In the last several years, those voices have led to a proposal, which over three years was processed and adopted in 2024, to withdraw from the Covenant in order to become an open and affirming congregation, and to seek affiliation elsewhere that would embrace this conviction and practice. Respectful of the Covenant but also of their own witness in their community, the church is resolved to be both grateful to the Covenant and to withdraw from shared mission. The conference respects the church's autonomy in making this decision while grieving the loss of shared mission in the future. We bid them peace as they seek the peace of the city, and we continue to pray for these friends as they journey forward seeking new partnerships and fellowship.

GREAT LAKES CONFERENCE

SUPERINTENDENT: GARTH MCGRATH

Cityview Covenant Church

Location: Pittsburgh, Pennsylvania

Reason for removal from roster: Withdrawn

Number of members (when church withdrew): 40

Year joined the Covenant: 2013

Peak membership (approximately): 80

Reason leading to removal from the roster and comments: In the words of the pastor of the church on September 22, 2024, the members of Cityview Covenant Church voted to “part ways with the Covenant and find a home where they can follow the Spirit’s invitation to fully embrace their LGBTQ siblings, just as they are, in the life of the church.” The church felt that they were “no longer able to reconcile ‘remaining silent in dissent’ with the ‘faithful action that love calls us to in the way of Jesus.’”

MIDWEST CONFERENCE

SUPERINTENDENT: BRIAN JOHNSON

Crossroads Church of Greeley

Location: Greeley, Colorado

Reason for removal: Closed

Number of members (when church closed): 13

Year joined the Covenant: 2011

Peak membership (approximately): 293

Reason leading to removal from the roster and comments: Several years ago attendance at Crossroads Church of Greeley began to decline and the church could no longer afford a full-time pastor. In 2020, amidst the Covid pandemic, a non-Covenant pastor stepped in to serve as part-time interim. However, the church continued to struggle and attendance further declined, leading to the decision for the church to close its doors.

Crossroads Church

Location: Loveland, Colorado

Reason for removal: Withdrawn

Number of members (when church withdrew): 357

Year joined the Covenant: 1996

Peak membership (approximately): 3,250

Reason leading to removal from the roster and comments: After significant reflection and discussion, the congregation reached the conclusion that differences in understanding of human sexuality had created challenges that could not be reconciled while maintaining alignment with both the church's mission and the framework of the Covenant. The congregation discerned that the best course of action would be to move forward with a denomination more aligned with the church's values. This decision was not made lightly, and Crossroads leadership demonstrated a posture of charity, care, and respect for both the conference and the denomination throughout the process. They remain committed to serving their community, fostering meaningful relationships, and striving to make a positive impact, and they trust the Covenant will continue to do the same. We are grateful to the leadership of Crossroads Church for their gracious posture and open communication throughout their discernment process.

Life House Covenant Church

Location: Longmont, Colorado

Reason for removal: Closed

Number of members (when church closed): 19

Year joined the Covenant: 2002

Peak membership (approximately): 60

Reason leading to removal from the roster and comments: Life House Covenant Church's small congregation has dwindled over the years. After the retirement of the founding pastor, financial challenges made it difficult to support a new pastor. Upon the departure of the new pastor, the founding pastor stepped back in to lead the church, but energy and attendance continued to wane and the church decided to close.

Rosedale Covenant Church

Location: Bristow, Nebraska

Reason for removal: Withdrawn

Number of members (when church withdrew): 15

Year joined the Covenant: 1891

Peak membership (approximately): 80

Reason leading to removal from the roster and comments: For several years Rosedale Covenant has been without a Covenant pastor and has had limited connection with the Midwest Conference and the broader Covenant network. In that time, the church has attracted worshipers from other denominations and feels its Covenant heritage has diminished. Due to the more ecumenical nature of the current congregation, they feel it would be more effective as a community church without affiliation to a particular denomination.

NORTHWEST CONFERENCE

SUPERINTENDENT: KARA STROMBERG

Grandview Covenant Church

Location: Larchwood, Iowa

Reason for removal: Withdrawn

Number of members (when church closed): 10

Year joined the Covenant: 1946

Peak membership (approximately): 75

Reason leading to removal from the roster and comments: Grandview was the sole church in Iowa that was part of the Northwest Conference. In recent years, Grandview was led by a pastor who more closely aligned with Southern Baptist theology. The church subsequently discerned they were no longer a theological or missional fit with the Covenant and has withdrawn to become an independent church.

Blue Oaks Covenant Church

Location: Brooklyn Park, Minnesota

Reason for removal: Closed

Number of members (when church closed): 10

Year joined the Covenant: 2013

Peak membership (approximately): 300

Reason leading to removal from the roster and comments: Planted in April 2010 by Pastor Nicole Bullock, Blue Oaks grew into a vibrant African American church in the northern suburbs of Minneapolis. But the Covid pandemic was an incredibly difficult season for Blue Oaks. Post-pandemic, the church tried to move forward with an online-only ministry that failed to gain traction. After much consideration, the pastor and remaining members decided it would be best to officially close.

PACIFIC NORTHWEST CONFERENCE

SUPERINTENDENT: GREG YEE

St. Thomas Covenant Church

Location: Salem, Oregon

Reason for removal: Withdrawn

Number of members: 41

Year joined the Covenant: 2021

Reason leading to removal from the roster and comments: St. Thomas was planted in 2016 and became a member church in 2021. As their name suggests, they desired to reach doubters in our increasingly unchurched world. Independent of conference input, they voted to disaffiliate in October 2023.

Grace Covenant Church

Location: Bremerton, Washington

Reason for removal: Closed

Number of members: 40

Year joined the Covenant: 1943

Reason leading to removal from the roster and comments: Grace served the Bremerton community for 81 years. They celebrated wonderful seasons of effective outreach, vibrant youth ministries, and creating a safe space for broken and hurting people. Grace was always known for its loving hospitality. Their legacy continues as their property has now become the Bremerton Outreach Center where Harbor Covenant Church hosts Dinner Church, Youth for Christ ministers to Bremerton High School students across the street, Nueva Vida Fellowship meets, and Alive Covenant looks to expand their Bremerton hub. A remnant of GCC have been instrumental in this new chapter.

Hope Covenant Church

Location: Tacoma, Washington

Reason for removal: Closed

Number of members: 15

Year joined the Covenant: 1990

Reason leading to removal from the roster and comments: Hope began in 1990, birthed out of one of our founding churches, First Covenant, Tacoma. Hope was always marked by a heart for evangelism in the Tacoma area. After the retirement of their founding pastor, HCC voted to officially conclude 34 years of faithful ministry.

Desert Springs Covenant Church

Location: Pasco, Washington

Reason for removal: Withdrawn

Number of members: 17

Year joined the Covenant: 2000

Reason leading to removal from the roster and comments: Desert Springs' founding verse was Isaiah 43:16: "I am doing a new thing in the wilderness," which they lived into for their time as our lone church in the Tri-Cities area. We thank God for their faithful and fruitful ministry through many seasons, including concentrated revitalization work as new subdivisions sprouted up in the fields next to the church. The global pandemic was a turning point in clarifying their ministry direction, including their affiliation with the Evangelical Covenant Church. They sold their building in January 2021 and in early March 2024 communicated their decision to seek affiliation with a yet undetermined group.

PACIFIC SOUTHWEST CONFERENCE

SUPERINTENDENT: BRYAN MURPHY

New Life Covenant Church

Location: San Jose, California

Reason for removal from roster: Closed

Number of members: Less than 30

Year joined the Covenant: 1892

Peak membership (approximately): 95

Reason leading to removal from the roster and comments: For most of its ministry life, this church was known as First Covenant Church of San Jose, California. It formed in 1892 and was one of the original churches who came together to form the Pacific Southwest Conference in 1901. In 2007–2008, the church sold their historic facility in downtown San Jose and generously invested most of the proceeds in church planting. In the summer of 2024 the church voted to close, with members choosing to affiliate with The River Church, a sister Covenant church in San Jose. Praise be to God for the life and ministry of this church throughout the decades!

Monterey Korean Covenant Church

Location: Marina, California

Reason for removal from roster: Closed

Number of members (when church closed): 2

Year joined the Covenant: 1969

Peak membership (approximately): 60

Reason leading to removal from the roster and comments: This church formed in 1969 when a group of Korean immigrants determined the need for a Covenant church that spoke Korean near the coast. Like many churches in high cost of living communities, the congregation had a vision to own property and build a facility; however, that vision did not come to pass. For several years, leadership maintained simple worship services and a Bible study with the hope of once again calling a pastor. In summer of 2024 the remaining leaders decided unanimously to close the church. Praise be to God for the life and ministry of this church throughout the decades!



Report of the President



Dear Covenant Family,

Thank you for taking the time to be present—to pray, worship, fellowship, and discern together how God is at work in and through us. It is a joy and a privilege to walk alongside you as we follow Christ more deeply into the next season of ministry.

I am especially looking forward to gathering with you in Orlando, Florida, for Gather, where we will celebrate **140 years of God's faithfulness** in the Evangelical Covenant Church. This year's theme, "**Follow Me,**" draws us into Jesus's timeless invitation, one that has transformed lives for generations. We are blessed to be joined by leaders from our global Covenant family whose presence and stories will deepen our understanding of what it means to follow Jesus together across cultures and contexts.

GLOBAL MINISTRY IMPACT

Throughout the year, I have been profoundly moved by the work of God in our global partnerships. In **India**, I had the honor of joining in the 25-year celebration of the **Hindustani Covenant Church school in Solapur**. The passion, joy, and talent of the students deeply inspired me. In partnership with Covenant World Relief and Development, I also visited other ministry and educational sites. One unforgettable moment occurred in a remote village when I was invited to start the machine that would drill a well for clean water. Within just 90 minutes—a process that usually takes 24 hours—water was reached. Together, we rejoiced and praised God for God's provision.

I also had the privilege of visiting ministries and global personnel in **Colombia**, leading a retreat for some of our global personnel in **Albania**, and meeting with the executive committee of the International Federation of Free Evangelical Churches (IFFEC). These opportunities give witness to the incredible transformation that happens when churches unite around the mission of Jesus. These connections are not only about what we offer but also about how we grow and learn from one another.

LOCAL CHURCH ENGAGEMENT

Closer to home, I've preached in **14 local churches** and participated in **six conference gatherings**, each one a testimony to God's creativity and grace in our Covenant community. In August I attended

the **ALIPE baptism service** at Lake Geneva in Wisconsin where Latino churches in the Central Conference gathered for a day of worship and community. It was a blessing to see so many who had made commitments to following Jesus be baptized in the lake. What an encouragement to see thriving, intergenerational congregations deeply rooted in prayer and discipleship. It was a joy to see children, youth, and adults worshiping together.

I also had the privilege of joining **five churches in milestone anniversary celebrations** and sent video greetings to **six more**. And at **Unite 2024**, I was honored to address students at both the east and west locations and witness the energy and faith of thousands of students. It was a joy to engage with Covenant youth. Our young people give me tremendous hope for the Church of today and tomorrow.

COVENANT OFFICES UPDATE

At Covenant Offices, we have had a year of continued growth and connection. Local staff meets weekly, and each quarter our full staff gathers for prayer, learning, and alignment around our shared mission. In March we participated in an all-staff **Sankofa Journey**—an immersive discipleship experience that deepens understanding across our beautiful mosaic. I encourage every church to explore the discipleship journeys offered by our **Serve Locally** team. These are powerful tools for transformation.

As a team we have committed to praying regularly for our regional conferences. Each ministry area is assigned a specific conference, helping us remain closely connected to what is happening across the US and Canada and ensuring our support is practical, meaningful, and timely. Together we are living into our identity as a **three-strand strong** movement.

LEADERSHIP TRANSITIONS

With gratitude, I want to acknowledge **Deb Mitchell**, who served as interim vice president of mission services, and **Rev. Paul Lessard**, who served as vice president of mission priorities. Their wisdom and faithful leadership have been invaluable during this season of reorganization. I'm incredibly thankful for their service and pray God's continued blessing in their next chapters.

I'm also thrilled to introduce our new leaders: **Heather Hernandez** as vice president of mission services and **Rev. Michael White** as vice president of mission priorities. Heather has already been a tremendous blessing to our staff, and we eagerly anticipate Michael's arrival.

I am deeply grateful for the Council of Superintendents. We welcomed **Rev. Rob Peterson**, who was elected as the president and superintendent of the Canada Conference. Former superintendent **Rev. Glenn Peterson** is the new senior director of church planting. God is doing wonderful things in the midst of these transitions.

VISION FOR A FAITHFUL PRESENCE

As I continue to seek the Lord in prayer regarding how the Evangelical Covenant Church can embody a faithful presence—locally and globally—I am drawn to this compelling vision. It reflects who we are and who we are becoming, and it will help guide our collective journey forward as a Christ-centered, three-strand strong people:

Living into the kingdom of God through the prayerful, intergenerational, multiethnic, growing movement of churches served by women and men striving to follow in the way of Jesus by loving others as Jesus loves us.

We see the whole of the church moving closer to the heart of God as we seek to amplify what it means to be a kingdom people. I look forward to sharing more of this vision with you at Gather and inviting you to lean in with me as we live it out.

As we gather, I feel a deep need to call our churches to **prayer**. Let us pray for our communities and the global Church as we respond to Christ's call. Let us intercede for the lost, the hurting, and the marginalized. Let us ask for boldness to act in love, in both word and deed, as we proclaim the good news of the kingdom.

Sharing the love of God is central to our identity as the Covenant Church. May we continue to be a people moved by the Spirit, empowered by the resurrection of Christ, and committed to the mission of God—for **God's glory and our neighbor's good**.

With gratitude and hope,



Rev. Tammy Swanson-Draheim
President, The Evangelical Covenant Church



2025 Proposed Covenant Bylaw Amendments

The following items will be voted on during the 140th Annual Meeting of the Evangelical Covenant Church. The text in green are the words to be added.

ARTICLE VIII

EXECUTIVE BOARD

Section 8.3. COMMITTEES

- a. The Executive Board shall organize itself into committees for the 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~~ a minimum of five 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.

Rationale: *When the CEB committees were restructured to align with the new denominational structure, there was a reduction in the number of committees, leading to the need for more members on each committee.*

Section 7.10. BOARD NOMINATIONS AND ELECTIONS

- 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 **three** years.

Rationale: *In 2021, North Park changed their Bylaws to reflect three-year terms for their Trustees. This change aligns the Covenant Bylaws with the North Park Bylaws.*

Section 8.2. COMPOSITION AND SELECTION 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:~~ **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 Centro Hispano de Estudios Teológicos (CHET), and the president of Covenant Trust Company.**

Rationale: *This Bylaw change allows the president of CHET to be an advisor to the Covenant Executive Board, similar to other affiliates.*



2025 Annual Meeting Ballot

The following names have been nominated by the Board of Nominations and the Covenant Executive Board and are now on the official ballot for the 140th Covenant Annual Meeting. Biographical sketches of these candidates are included.

The listing of nominees may be altered on the official ballot if any candidate declines before the time of election.

2025 BALLOT FROM THE BOARD OF NOMINATIONS:

EXECUTIVE BOARD

(six-year terms)

Darlene Anderson

Faith Covenant Church
St. Adolphe, Manitoba

Connie Carillo

Batavia Covenant Church
North Aurora, Illinois

Kanyere Eaton

Fellowship Covenant Church
Bronx, New York

Denise Lewis

Bethel Bible Fellowship
Frisco, Texas

Nancy Mwangi

Imani Restoration
Covenant Church
Denver, Colorado

(three-year term)

Sarah Cott

Clay Center Covenant Church
Clay Center, Kansas

(two-year term)

Deb Lawson

Castle Oaks Covenant Church
Highlands Ranch, Colorado

BOARD OF THE ORDERED MINISTRY

(five-year terms)

Taylor Burgoyne

Highrock Arlington
Lexington, Massachusetts

Jonathan Kosec

Evangelical Covenant
Church of Bay Indies
Venice, Florida

John Udochi

New York Covenant Church
New Rochelle, New York

**BOARD OF PENSIONS
AND BENEFITS**

(five-year terms)

Jim Stanley-Erickson

Christ Covenant Church
Harleysville, Pennsylvania

Annette Stuckey

Westmoore Community
Covenant Church
Shawnee, Oklahoma

Sherin Swift

New Life Fellowship Church
Mount Vernon, New York

Alma Zamudio

El Encino Covenant Church
Monterey Park, California

**BOARD OF COVENANT
MINISTRIES OF
BENEVOLENCE**

(six-year terms)

Hilary Applequist

First Covenant Church
of Omaha
Omaha, Nebraska

Kim Wright

Church of the Resurrection
New York, New York

**BOARD OF TRUSTEES OF
NORTH PARK UNIVERSITY**

(three-year terms)

Sally Carlson

Shoreline Covenant Church
Shoreline, Washington

David Dwight

Northbrook Covenant Church
Northbrook, Illinois

Beth Fredrickson

Zion Covenant Church
Wauwatosa, Wisconsin

Donna Harris

Minnehaha Academy
Minneapolis, Minnesota

Gricel Medina

La Trinidad Covenant Church
Carrollton, Texas

Christine Rosell

North Park Covenant Church
Lincolnwood, Illinois

**ANNUAL MEETING
OFFICERS FOR
2026 & 2027**

(two-year terms)

Moderator

Catherine Barsotti

Pasadena Covenant Church
Pasadena, California

Vice-Moderator

Clarence Chan

Stockton Covenant Church
Stockton, California

**2025 BALLOT FROM
THE COVENANT
EXECUTIVE BOARD
FOR THE BOARD
OF NOMINATIONS**

(five-year terms)

Laura Sanchez

Midwest Conference
Siloe Covenant Church
Kansas City, Missouri

Paulita Todhunter

Northwest Conference
Epiphany Covenant Church
Saint Paul, Minnesota



2025 Board of Nominations Candidates



NOMINEE TO THE COVENANT EXECUTIVE BOARD

DARLENE ANDERSON

Health Services Manager, Primary Care
Canada Conference Representative
Faith Covenant Church
St. Adolphe, Manitoba

Darlene has a lifelong history with the Covenant Church. Her father was a Covenant pastor, she married a Covenant pastor, and she served as global personnel. She and her husband, Jeff, were previously the regional coordinators for MENA with Serve Globally. Darlene is a passionate, invested church member and has served on local church boards, as chair of the Covenant

Bible College board, and on women's ministry boards. Darlene earned a master's in counseling from Providence Theological Seminary, has a spiritual director certificate, and has worked in health care as an RN. Currently, she is a primary care manager in a health region in Manitoba.

Statement of Faith: "I am a lifelong follower of Jesus. I seek to grow in my understanding and commitment to a way of life that honours Christ in what I say and do. Loving Jesus is more than words, but action and growing submission to God's ways over mine. The Bible is my source of truth and foundational guide. My faith journey is lived within the context of a community of faith. The church has always been a place and people that has offered me grace and challenged me in my growth as a follower of Christ."

NOMINEE TO THE COVENANT EXECUTIVE BOARD

CONNIE CARILLO

Chaplain

Central Conference Representative

Batavia Covenant Church

North Aurora, Illinois



Connie has been a dedicated member of the Evangelical Covenant Church since 1991, actively contributing to various ministries over the years. She is a graduate of CHET and North Park Theological Seminary and was ordained in the Covenant in 2018. She currently serves on the CHET board of directors. With nearly a decade of experience as a hospice chaplain, she now serves as the associate chaplain at Covenant Living in Batavia, Illinois. Connie's ministry experience includes partnering with her husband, Javier, in church planting efforts in Monticello, Minnesota, and while he was serving as associate pastor in Turlock, California. Connie is deeply grateful for the opportunity to be a part of the Covenant and remains committed to using her gifts in service to the church. In addition to her bilingual proficiency, Connie is a team-oriented professional.

Statement of Faith: "I was born and raised in Mexico, where I attended a Baptist church. I accepted Jesus Christ as my Lord and Savior during my childhood and later recommitted my life to him. After graduating from high school, I was invited to the United States to pursue studies at a small Bible school, where I was granted a student visa. It was during my time at CHET that I met my husband, Javier. Together, we have had the privilege of serving God in the Evangelical Covenant Church for over 30 years. My life's calling is to serve God by serving and loving my neighbors."



NOMINEE TO THE COVENANT EXECUTIVE BOARD

KANYERE EATON

Pastor

East Coast Conference Representative

Fellowship Covenant Church

Bronx, New York

Kanyere Eaton is the senior pastor of Fellowship Covenant Church in the Bronx, New York, where she has served for 13 years. She is the first woman to lead this urban congregation in its over 120-year history. Kanyere's background includes social work, substance abuse prevention, and philanthropy. She

completed a bachelor's degree at Cornell University, a master's degree in social work at Columbia University, a master of divinity degree at Union Theological Seminary, and a doctor of ministry at San Francisco Theological Seminary. She is married to James Dennis, with whom she shares a passion for ministry.

Statement of Faith: "I am a joyful follower of Christ Jesus. I came to faith in the Lord in elementary school, following the powerful example of my mother, a Holy Spirit-led believer. In undergraduate school, I sensed a call to ministry, which I acknowledged in my mid-20s. I have sought to follow, serve, and please the Lord throughout my life. I am instructed by God's Word, and I seek to be led by God's Spirit every day. I have received great mercy and grace along this imperfect journey."

NOMINEE TO THE COVENANT EXECUTIVE BOARD

DENISE LEWIS

Conference Planner

Midsouth Conference Representative

Bethel Bible Fellowship

Frisco, Texas



With more than 20 years of experience as a children's leader at church, Denise has mentored children and youth and led them in ministry, teaching them to love the Lord. Denise excels in communication and has a background in accounting with a bachelor's in business administration from Howard University. She currently works as the conference coordinator for an organization that trains college students to complete their resumes and equip them with interviewing skills and career counseling. She aims to further the mission by applying her accumulated knowledge and skills in areas where they can make a significant impact.

Statement of Faith: "I believe that Jesus is the Son of God who died on the cross for my sins. He was raised from the dead and sits at the right hand of our Father God in heaven. Because I believe this, the Holy Spirit lives in me and his resurrection power is available to me in everything I do."



NOMINEE TO THE COVENANT EXECUTIVE BOARD

NANCY MWANGI

**Mental Health Nurse Coordinator
Midwest Conference Representative
Imani Restoration Covenant Church
Denver, Colorado**

Nancy considers it a great honor to be considered to serve on the board as a mental health care expert. She has a bachelor's degree in nursing from Grand Canyon University and a master's in mental health nurse practitioner from Walden University. She is a mental health nurse coordinator and previously worked as a critical care nurse in the ICU for many years. She brings a comprehensive understanding of mental health issues, which allows her to offer insights into how these challenges manifest within the faith community and how they can be supported in a compassionate, non-stigmatizing way. By identifying warning signs and understanding the impact of mental health on spiritual well-being, Nancy hopes to guide the board in creating programs and initiatives that address these concerns effectively, ensuring that the denomination provides a safe, supportive space for individuals struggling with mental health issues. She also has experience in crisis management and conflict resolution.

Statement of Faith: "My faith in Jesus Christ is the cornerstone of my life, guiding my actions, decisions, and relationships with others. I believe that Jesus, through his life, death, and resurrection, offers the ultimate hope for healing and transformation, not just in the spiritual sense, but also in our emotional and mental well-being. His compassion, unconditional love and deep empathy for human suffering resonate deeply with me, and they inspire me to live a life of service to others, especially those who are struggling. In my work as a mental health care expert, I see the love of Christ as a source of strength and comfort for individuals facing deep challenges. I believe that through Jesus, all things can be renewed and that his teachings encourage us to care for one another, promoting peace, understanding, and holistic healing in every aspect of life."

NOMINEE TO THE COVENANT EXECUTIVE BOARD

SARAH COTT**School Counselor****Midwest Conference Representative****Clay Center Covenant Church****Clay Center, Kansas**

Sarah has a background in education, including experience as an elementary teacher, school counselor, and teaching in Kazakhstan and China. She has a bachelor's in elementary education and a master's in school counseling, both from Kansas State University. Sarah's counseling experience includes working as a mental health specialist for an early childhood and family services program. She has taken seminary classes and is passionate about bringing God's truth to the healing process. She also has experience working with a campus ministry at Kansas State University called Christian Challenge. Sarah and her husband have a passion for missions, having worked overseas with international missions and leading their local church's missions team for ten years.



Statement of Faith: "I believe that Jesus is the divine Son of God, that he came to earth through a virgin birth, lived a sinless life, and died for the sins of the world. I accepted this as true when I was young but made a decision to follow Jesus as a disciple when I was 18 years old. The Holy Spirit brought me new life, and I was made a new creation in Christ. I believe in the Trinity of the Father, Son, and Holy Spirit. I believe that Jesus is coming back, will defeat Satan for good, and will make all things new for those who put their trust and faith in him."



NOMINEE TO THE COVENANT EXECUTIVE BOARD

DEB LAWSON**Licensed Professional Counselor****Midwest Conference Representative****Castle Oaks Covenant Church****Highlands Ranch, Colorado**

Deb has been a Christian counselor in private practice for 25 years. She earned her master's in counseling from Colorado Christian University. She sits with real people every day, having done so around 25,000 hours over the years. Deb tries to listen below the surface to what is going on in a person's heart. She has gifts of discernment, encouragement, reframing, and exhortation (a firm hand always mitigated with a gentle hand). She thinks of her work as a partnership between herself, her client, and the Holy Spirit.

Statement of Faith: “I love Jesus and have since I was a very young child. I think faith in Jesus for me is mainly about loving him, trusting him, and turning toward him in every circumstance. He is everything.”

NOMINEE TO THE BOARD OF THE ORDERED MINISTRY

TAYLOR BURGOYNE

Pastor

East Coast Conference Representative

Highrock Covenant Church Arlington

Lexington, Massachusetts



Taylor has a bachelor’s degree in political science from Seattle Pacific University and a master of divinity degree from North Park Theological Seminary. He previously served as president of the Covenant Ministerium and as an ex-officio member of the Board of Ordered Ministry. He notes that experiencing the beauty of both justice and grace in action in that role have sustained him through difficult seasons in life and ministry, serving as a reminder of the truth and power of the gospel to transform and set captives free. He believes ordaining clergy with a lifetime credential and endorsing them for the care of vulnerable people is no small task, which means that getting the process right is vitally important. He is the lead pastor at Highrock Arlington, and his skills include strategic decision-making and planning and intercultural agility.

Statement of Faith: “I believe that Jesus is the Son of God, fully divine and fully human. I believe he was crucified for the salvation of the whole world, and upon his resurrection ushered in a new age of grace and forgiveness. I have seen Jesus heal and restore broken relationships in my life, heal my heart when it has been broken in grief, confront me with my sin and call me to repent, and he daily calls me to be the person he created me to be. It has been my life’s calling to live as a disciple of Jesus and to inherit his kingdom. I am privileged to spend my days as a pastor, inviting others to know the same transformative grace and love that I have experienced in my life. He is truly the way, the truth, and the life. He is my Lord and my Savior.”



NOMINEE TO THE BOARD OF THE ORDERED MINISTRY

JONATHAN KOSEC

Pastor

Southeast Conference Representative

**Evangelical Covenant Church of Bay Indies
Venice, Florida**

Jonathan transferred his ordination into the Covenant in 2024 and currently serves as the secretary for the Ministerium of the Southeast Conference. He has a bachelor's degree from Concordia Senior College and a master of divinity degree from Seminex. Jonathan is interested in helping the Covenant Church realize what an important place it holds within Christian practice

and thought. Before joining the Covenant, Jonathan was part of several Lutheran churches across the United States. He also has extensive training in specialized pastoral care and believes he could help guide the processes of the Board of the Ordered Ministry. Jonathan believes the board needs to be thorough while also encouraging members and potential members of the Ministerium. He recognizes the challenges pastors and church workers encounter and hopes to bring creative ways for sharing how they can cope with that pressure.

Statement of Faith: "I grew up going to a Lutheran parochial school, and I suppose I learned the basics of what Luther had in mind. It was not until college that I realized that I could give my life over to following Jesus, which I did, and through the power of the Holy Spirit I have been able to recognize what God had in store for his people when he sent his Son Jesus to death and said yes to his claims with the resurrection. I want to faithfully follow Jesus by paying attention to his commands within Scripture and following him closely. I am not seeking to be some sort of super person—just a faithful follower who enjoys walking with others inside and outside of the faith."

NOMINEE TO THE BOARD OF THE ORDERED MINISTRY

JOHN UDOCHI

Pastor

East Coast Conference Representative

**New York Covenant Church
New Rochelle, New York**

As an imaginative and thoughtful leader with a strong commitment to excellence, John brings a variety of spiritual gifts, including knowledge, teaching, wisdom, and



discernment, to the board. These gifts enable him to serve both individuals and communities with compassion and integrity. John has a bachelor's degree in law and civil law from the University of Benin, a master's degree in public administration from Bernard M. Baruch College School of Public Affairs, a master's degree in international affairs from Columbia University, and a master of divinity degree from Alliance Theological Seminary. John also works as an administrative law judge for the State of New York. He is a responsive listener, a peaceful mediator, and someone who values open dialogue. He applies strong reasoning, critical thinking, and problem-solving skills to all that he undertakes.

Statement of Faith: "I believe that Jesus Christ, the living Word made flesh, is the answer to life's most profound challenges. Empowered by the Holy Spirit, I am committed to encouraging others toward transformation through Christ. My passion for justice and mercy drives me to advocate for the marginalized and address societal issues from a Christ-centered perspective. Jesus, fully God and fully human, came to reveal God's love and bring salvation through his sacrificial death and resurrection. United with the Father and the Holy Spirit, Christ calls us into relationship with God by grace alone. As followers of Christ, we are called to respond to his redemptive work by living in obedience, turning from sin, and reflecting his love through our lives and service."



NOMINEE TO THE BOARD OF PENSIONS AND BENEFITS

JIM STANLEY-ERICKSON

Pastor

East Coast Conference Representative

Christ Covenant Church

Harleysville, Pennsylvania

Jim earned a bachelor's degree from North Park College, a teaching credential from Northeastern Illinois University, and an MDiv from North Park Theological Seminary. Jim has previously served on the Board of Pensions and Benefits. He appreciates that the board cares for our clergy in ways that are often unseen, such as assuring stable retirement, making

sure individuals and families have access to great medical care, and more. As a long-time pastor, Jim believes it is wonderful to not have to worry about these things, so that pastors can put that attention toward other areas of life, family, and ministry. He would consider it an honor to be able to work with the board again and to advocate for and encourage Covenant clergy members.

Statement of Faith: "Jesus Christ is my Lord, Savior and Friend. This is the basis of all I do, think, and believe. I believe in the Trinity: Father, Son and Holy Spirit. I hold with the Apostle's Creed when

it states that the Father is the “maker of heaven and earth.” I believe Jesus Christ is God’s Son, both fully divine and fully human. He lived on earth and knows the joy and sadness that we know. He was crucified for our sins and was resurrected, breaking the power that death held over us. He ascended into heaven and will come again to judge the living and the dead. The Holy Spirit comforts and strengthens us in our daily lives. I believe the Bible is the Word of God and is the only perfect rule for faith, doctrine, and conduct. It holds within it the living and loving power of God. The Bible is central to our faith; it is where we learn of and experience Christ. Without Christ, we are lost. Each Christian understands the difference Christ makes in their life, that they are born again. In this new birth we live and learn in the church, the gathered community of believers. In the church we worship God and partake of the sacraments. The church is not only for worship; it is also a place for correction, as well as edification. All we do should point to and glorify our loving God and be a witness to his life changing power.”

NOMINEE TO THE BOARD OF PENSIONS AND BENEFITS

ANNETTE STUCKEY

Retired

Midsouth Conference Representative

Westmoore Community Covenant Church

Shawnee, Oklahoma



Annette retired from banking after 46 years. Her last position was as the chief financial officer of a community bank. She holds a bachelor’s degree in liberal studies and a master’s degree in administrative leadership, both from the University of Oklahoma. Annette received her CPA certification in 1997. She cofounded a nonprofit organization in 2023 called Keep Safe Inc., which brings life-saving training to everyday individuals. Annette has previously served on the Covenant Executive Board, the Midsouth Conference board, and currently serves on the National Covenant Properties board.

Statement of Faith: “When I was thirteen, I accepted Jesus as my Savior. However, I was on the fringe for many years. I knew something was missing. I began attending a small church where there was emphasis on service. Serving felt good, but I was still listless. After attending various churches from a wide variety of denominations, I began attending Westmoore in 2000. Finally, I understood everything was about my relationship with Jesus. I have been challenged, and I have been changed. I know he accepts me just as I am (the song that was playing when I first accepted him), but I also know he nudges me to grow and change. My love is deep and my desire to know him is great.”



NOMINEE TO THE BOARD OF PENSIONS AND BENEFITS

SHERIN SWIFT

Pastor

East Coast Conference Representative

New Life Fellowship Church

Mount Vernon, New York

Sherin brings more than ten years of varied accounting experience, advising individuals, small businesses, and corporations. Her expertise is in the particular accounting requirements for nonprofits, as well as guiding conversations between programming and finance, so that budgets reflect the organization's mission. Sherin also has experience with human resources and operations. She has a bachelor's degree in business administration and cross-cultural studies from Alliance University and a master of divinity degree from Alliance Theological Seminary. Sherin was ordained to Word and Sacrament in 2021 and is also a certified coach with the Covenant.

Statement of Faith: "I have loved Jesus since I was seventeen, and I have not looked back. I believe he is the Savior of the world, and his death reconciled humans to God. It is my honor to serve him, to become more like him, and to encourage the world to take the risk of following him."

NOMINEE TO THE BOARD OF PENSIONS AND BENEFITS

ALMA ZAMUDIO

Clergy, Spiritual Director

Pacific Southwest Conference Representative

El Encin Covenant Church

Monterey Park, California

Alma is an accountant by training with experience in both large and small organizations. She received her bachelor's degree in accounting from the University of Southern California. She recognizes that financial reports are critical in strategic planning. Alma is a well-known member of the Covenant Latino community and considers it a blessing to know many of the Covenant Latino churches and pastors. She was ordained to Word and Sacrament in 2001 and is a spiritual director, chair of the Pacific Southwest Ministerial Association, and was previously the director of operations and finance for CHET. Alma is also the mother of a special-needs young



man and says he has given her a greater appreciation for human development and behavior. Her experiences as a special needs mother have led her to constantly reflect on whose voices are not being heard.

Statement of Faith: “I believe in Jesus Christ as the eternal Son of the eternal God, who came into the world fully divine and fully human, to redeem me and all humanity from sin. He was conceived by the Holy Spirit, born of the Virgin Mary, and lived a sinless life. I believe Jesus Christ is my only way to salvation. Through his sacrificial death on the cross, he bore the penalty for my sins. His resurrection on the third day demonstrated his victory over sin and death, securing eternal life for me and all who believe in him. I believe Jesus is my Lord and intercessor, who is seated at the right hand of the Father. He has sent the Holy Spirit to empower, guide, and sanctify believers, enabling us to live as faithful witnesses to his grace and truth. I believe that salvation is by grace through faith in Jesus Christ alone, not by works, so that no one may boast. In response to this grace, I am called to live a life of worship, love, obedience to his Word, and service to others, reflecting his character in all that I do.”



NOMINEE TO COVENANT MINISTRIES
OF BENEVOLENCE BOARD

HILARY APPLEQUIST

Nurse Practitioner

Midwest Conference Representative

First Covenant Church of Omaha

Omaha, Nebraska

Hilary has previously served on the Covenant Ministries of Benevolence Board. Her healthcare background and doctoral degree in nursing practice from Case Western Reserve University have equipped her with skills in systems-level thinking. In her work as a nurse practitioner, Hilary collaborates daily with patients, families, and other healthcare providers in increasingly complex situations and systems. Given the complexity of the portfolio of affiliates, these experiences and skills are a great asset. In addition to her doctoral degree, Hilary has bachelor's degrees in biology and nursing from North Park University and Rush University and a master's degree in nursing from Case Western Reserve University.

Statement of Faith: “I am God's girl, and I have followed Jesus for as long as I can remember. In my early 30s, though, I realized I didn't have a heartfelt relationship with him and have been on a journey ever since to know him better. As my spiritual director reminds me often, it is my life's work. I am drawn to the intentional deepening of discipleship. I am blessed to have been raised by

loving parents who pointed me toward Jesus from the beginning of my life. I grew up in Covenant churches around the northern part of the United States as we moved several times for my dad's job as pastor. As I grew into my own faith through college and young adulthood, serving at our local church was a constant in a variety of ways. My call to nursing was a profoundly spiritual experience, and I had a vivid sense of anointing as I walked down the aisle at my graduation ceremony from nursing school. Practicing as a nurse practitioner in palliative care is the way I most enjoy serving in ministry! I am invited into some of the most delicate, precarious, important moments in the lives of others—it is a privilege and a burden. My work accompanying and caring for the sickest people, often through the end of life, gives me invitations to the places Christ inhabits uniquely. This hard, holy work draws me to the heart of Jesus, and I am working to know and understand that place better.”

**NOMINEE TO COVENANT MINISTRIES
OF BENEVOLENCE BOARD**

KIM WRIGHT

Pastor

East Coast Conference Representative

Church of the Resurrection

New York, New York



With 34 years of dedicated service in urban ministry, Kim brings a wealth of experience and a deep commitment to serving those in need. Her extensive work in HIV healthcare, end-of-life counseling, and prison ministry has given her a profound understanding of the challenges faced by marginalized communities and the role faith can play in providing hope and support. Kim has a bachelor's degree in sociology and a master's degree in education. She also runs a faith-based nonprofit, which has equipped her with the skills to develop and oversee programs that provide both educational and recreational support. This experience has honed her ability to collaborate, manage resources effectively, and advocate for those who often go unheard.

Statement of Faith: “I believe my faith in Christ informs my desire and ability to add to the benevolence committee. I am sure that God has called me and directed me to become a resourceful person for others. My compassion, understanding, discernment, and resourcefulness have always come from my relationship with Jesus. My faith leads me to share and care for others.”



NOMINEE TO THE BOARD OF TRUSTEES
OF NORTH PARK UNIVERSITY

SALLY CARLSON

Pastor

Pacific Northwest Conference Representative

Shoreline Covenant Church

Shoreline, Washington

Sally has served as associate pastor at Shoreline Covenant Church since 2021, after serving at various Covenant churches in Saskatchewan, Alberta, and Washington. Since graduating with a bachelor's in Spanish and biblical and theological studies from North Park University, as well as an MACF and MBA from

North Park Theological Seminary, Sally has served on staff at the Covenant (Serve Globally), the Evangelical Covenant Church of Canada, and on a variety of boards and committees where she has sought to use her gifts to serve the community as well as learn and experience God at work in her neighborhood and around the world. She is passionate about walking with people as they walk with Jesus and is committed to being a growing person herself.

Statement of Faith: "There isn't a time that I don't remember wanting to follow Jesus and knowing about his love for me. I believe that Jesus came to live on earth to be with us, to teach us, to show us how to live fully, and died and rose again to give us new life and salvation, and to usher in his kingdom. My faith and commitment to Jesus compel me to seek after him, to become more like him, and by the power of the Holy Spirit, embody the love and grace of Christ and seek his kingdom of love and justice."

NOMINEE TO THE BOARD OF TRUSTEES
OF NORTH PARK UNIVERSITY

DAVID DWIGHT

Retired

Central Conference Representative

Northbrook Covenant Church

Northbrook, Illinois

David is now retired but previously worked as the president and CEO of Covenant Living and Covenant Ministries of Benevolence. He has previously served on the Board of Trustees for North Park



University. He completed his bachelor's degree at North Park University, a master's in social work at the University of Illinois, and an MBA at Loyola University.

Statement of Faith: "Growing up in a Christian home (as a missionary kid), I made a personal commitment to Christ at age thirteen. My home, church, and school laid the foundation for my professional career and volunteer ministry activity, all of which I consider a calling to Christian ministry. I hope to continue to grow in faith and commitment as I live into my retirement years."



NOMINEE TO THE BOARD OF TRUSTEES
OF NORTH PARK UNIVERSITY

BETH FREDRICKSON

Clergy, Executive Director of Harbor Point Ministries
Central Conference Representative
Zion Covenant Church
Wauwatosa, Wisconsin

Beth has served on the Board of Trustees of North Park University for several years, chairing the Enrollment Committee as well as serving as secretary. She is a North Park graduate, relishing deep and long family ties to the university. Beth has a master's in journalism from Marquette University and has held a bivocational ministry license in the Covenant since 2020. She currently works as the executive director of Harbor Point Ministries with experience and expertise in marketing communications.

Statement of Faith: "I am a committed follower of Jesus Christ, daily seeking his presence and pursuing his leading. My life has meaning because I walk in companionship with Christ and desire to know him deeply. In joy or turmoil, peace or anxiety, hope or despair, I have anchored my being in him and in his way of life. He is gracious to forgive, teach, and lead, helping me walk and serve according to his purposes."



NOMINEE TO THE BOARD OF TRUSTEES
OF NORTH PARK UNIVERSITY

DONNA HARRIS

Clergy, President of Minnehaha Academy
Northwest Conference Representative
President, Minnehaha Academy
Minneapolis, Minnesota

Donna is a lifelong educator and holds a terminal degree in education. She has served as a leader in Christian education for over 25 years and has been an adjunct professor at a Christian college for the past five years. Donna was ordained to Word and Service in 2019. She has served a previous term on the board at

North Park University. As president of Minnehaha Academy, she serves as a strong Christian role model, shepherding the organization. In this role, Donna is the chief ambassador of the school and liaison between Minnehaha Academy and the Northwest Conference and represents the school to all of its constituents, including neighbors, parents, students, alumni, business community, faculty, and staff to advance and promote the mission of the school.

Statement of Faith: “I was not raised in a Christian home. My parents had attended church during their formative years because their parents expected it of them, but neither came to the point of surrendering their lives completely to Christ until later in life. When I was eight years old, members of a local church knocked on our door and invited our family to Easter service, which was the beginning of my journey of faith. I looked forward to Sunday school and soaked up the Bible stories, the worship music, and the kindness of the congregants. It was through genuine, childlike faith that I readily accepted Christ as my Lord and Savior and asked him to forgive my sins one Sunday morning at the end of Sunday school. I was baptized several weeks later and began my quest to grow in wisdom, stature, and in favor with God and others (Luke 2:52). In the coming, death, and resurrection of Jesus Christ and his acts, the New Testament outlines the fulfillment of the kingdom of God that the prophets of the Old Testament foretold. We celebrate the forgiveness of sin through Christ and know that we are reconciled to him through salvation because of Christ’s sacrifice, thus restoring the covenant relationship with God that was breached because of our sin. We know that Christ will come again (the Second Coming) when God’s glory will be manifested.”

NOMINEE TO THE BOARD OF TRUSTEES
OF NORTH PARK UNIVERSITY

GRICEL MEDINA

Pastor

Midsouth Conference Representative

La Trinidad Covenant Church

Carrollton, Texas



Gricel is currently the senior pastor at La Trinidad Covenant Church. She was ordained to Word and Sacrament in 2009 and has served as the chair of the Biblical Gender Equality Commission and on the board of CHET.

Statement of Faith: “I came to faith in a college setting and have been a prolific writer in Christian magazines and devotional literature. My faith in Christ has led me toward a pathway of service in both secular and religious circles.”



NOMINEE TO THE BOARD OF TRUSTEES
OF NORTH PARK UNIVERSITY

CHRISTINE ROSELL

Retired

Central Conference Representative

North Park Covenant Church

Lincolnwood, Illinois

Christine brings great interest and experience in marketing, having previously worked as the marketing director for Covenant Living of Northbrook and co-director of marketing at Covenant Home of Chicago. Christine also has deep roots and institutional knowledge, growing up in the community and attending North

Park. Christine’s parents and two of her children are also graduates of North Park. Christine notes the current headwinds and unique position of North Park as it moves into the future.

Statement of Faith: “I was born and raised at North Park Covenant Church. While I cannot pinpoint an exact time of accepting Jesus, I am a believer. I was nurtured in the faith through church activities, youth group, camp, as well as the private Christian school (Lutheran) I attended. We raised our children at North Park as well. My faith in Jesus is deeply rooted and carries a life of its own, sometimes weaker and stronger but never wavering.”

NOMINEE AS ANNUAL MEETING MODERATOR

CATHERINE BARSOTTI

**Clergy, Professor at Fuller Seminary and CHET
Pacific Southwest Conference Representative
Pasadena Covenant Church
Pasadena, California**



Catherine has served on various boards inside and outside of the Covenant over the last 35 years. She has chaired some of those boards, as well as church and conference search committees. Catherine has a ministry license in the Covenant and has served or worked in a multitude of ministry settings, including CHET, Fuller Theological Seminary, local churches, Christian nonprofits, and mission organizations. Catherine has previously worked in banking and real estate. She has a bachelor's in economics from the University of California–Davis, a master of divinity from Graduate Theological Union, and a PhD in missiology from Fuller.

Statement of Faith: “I came to faith in the Roman Catholic Church, experiencing the loving embrace, graceful mercy, and dynamic power of the Creator, Redeemer, and Spirit. Formative influences include: my parents, InterVarsity, spiritual directors, short-term mission experiences, women’s groups, my students, the Centering Prayer movement, and popular culture.”



NOMINEE AS ANNUAL MEETING VICE MODERATOR

CLARENCE CHAN

**Attorney
Pacific Southwest Conference Representative
Stockton Covenant Church
Stockton, California**

Clarence is an attorney with a bachelor’s degree from Yale and a JD from UC Hastings College of the Law. Clarence has previously served on the Pacific Southwest Executive Board and as the parliamentarian for Gather in 2023 and 2024. He is gradually becoming an expert on Robert’s Rules of Order and thus able to advise the moderator well.

Statement of Faith: “Born in Hong Kong and raised in Stockton, California, I immigrated to the United States at age five. My formative years were shaped by the ministry of my father, who pastored a Chinese-language church, and by the vibrant faith community that surrounded our

family. I came to faith in Christ during a summer camp altar call led by Rev. Daryl Watts. I believe deeply in the unique, transformative impact of Christian camping—it continues to be a source of renewal for me and my family. My walk with the Lord has included both mountaintops and valleys, but through it all, God has been gracious. He has faithfully provided mentors and loved ones who offer wisdom and encouragement. I seek to daily submit my life to his will—for myself, my family, and my church—and to live as someone who hungers and thirsts for righteousness.”



NOMINEE TO THE BOARD OF NOMINATIONS

LAURA SANCHEZ

School Secretary
Midwest Conference Representative
Siloe Covenant Church
Kansas City, Missouri

Laura is the secretary and serves on the worship team and as a youth leader at Siloe Covenant Church. She works as a school secretary in a public school in Kansas City.

Statement of Faith: “I came to the Lord when I was ten years old, and since being saved, I have fallen in love with the Lord and enjoy serving him in the different worship teams he has

given me the opportunity to be in. The Lord has been so faithful to me and my family that I will never regret giving my life to him.”

NOMINEE TO THE BOARD OF NOMINATIONS

PAULITA TODHUNTER

Pastor, Director of Diversity Initiatives at Minnehaha Academy
Northwest Conference Representative
Epiphany Covenant Church
Saint Paul, Minnesota

Paulita has been an educator for almost 35 years in public and private schools in Minnesota. She is currently the director of diversity initiatives at Minnehaha Academy and pastoral resident at Epiphany Covenant Church. Paulita has a bivocational ministry license in the Covenant and graduated this spring from North Park Theological Seminary with her master’s in



Christian formation. Her experience enables her to appreciate the diversity of needs and challenges in various educational settings. She has developed skills to make sound, fair, and objective decisions. She has been involved in selecting staff, evaluating student progress, and making policy decisions, all of which require careful judgment and an understanding of what qualities leaders need. Paulita understands the importance of leadership qualities such as communication, empathy, vision, and the ability to inspire others.

Statement of Faith: “I have been a follower of Jesus Christ since I was eight years old when I decided to make him the Lord of my life. Since then, I have walked with Jesus, and he has shepherded me through good times and many challenges. My most recent journey with the Lord has been to pursue a calling as a minister of the gospel and to be equipped to serve God’s people in a new capacity. Through it all, I have learned that walking close is always the best strategy. I seek daily fellowship with the Lord so the Holy Spirit can continue the transformative work in me for God’s glory.”

2025-2026 Licenses

Licenses valid July 1, 2025 - June 30, 2026

Agenda Item 14.a.

Conference License Name

Ministry Setting

Alaska

BVL

LaBore	Bonnie	White Mountain Covenant Church	White Mountain	AK
VanAmburg	Stan O.	Community Covenant Church Fairbanks	Fairbanks	AK

ML

Barefoot	James W.	Shaktoolik Covenant Church	Shaktoolik	AK
Boyer	Lynnette	Alaska Conference	Anchorage	AK
Keyser	Jeffrey R.	Covenant Youth of Alaska (CYAK)	Eagle River	AK
Razzo	Abel	Unalakleet Evangelical Covenant Church	Unalakleet	AK
Shaw	Tyler D.	Community Covenant Church Eagle River	Eagle River	AK
Thurston	Lauren	Mekoryuk Evangelical Covenant Church	Mekoryuk	AK
Ventress	James C.	Nome Evangelical Covenant Church	Nome	AK
Williams	Andrew D.	Scammon Bay Covenant Church	Scammon Bay	AK

Total in conference: 10

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

ML

Anderson	Erik V.	Faith Covenant Church	Winnipeg	MB
Charles	Jason S.	City Collective, an Evangelical Covenant Church	Surrey	BC
Dyck	D. Sean	Evangelical Covenant Church	Minnedosa	MB
Filicicchia	Michael D. A.	Evangelical Covenant Church Of Canada	Strathmore	AB
Friesen	Shannon M.	Stonehouse, An Evangelical Covenant Church	Steinbach	MB
Goertz	Robert I.	The Rosebud Church	Rosebud	AB
Jensen	Gavin W.	Holy Community Covenant Church	Winnipeg	MB

Kane	Jesse J.	Evangelical Fellowship Church	Edmonton	AB
Penner	Richard F.	Lighthouse Covenant Church	Sarnia	ON
Tam-Harbridge	Jaisy	20 Church	Lincoln	ON
Yu	Yage	FuYin	Richmond Hill	ON

Total in Conference: 14

Central

BVL

Adame Brito	Gamaliel	Iglesia del Pacto Evangélico Grace	Chicago	IL
Bartolome	Aaron	Garden City Covenant Church	Chicago	IL
Casiano	Melissa	Garden City Covenant Church	Chicago	IL
Chang	Samuel Y.	Christ Covenant Church of Villa Park	Villa Park	IL
Colar	Lloyd	Mission Covenant Church	Blue Island	IL
Coleman	Tiana E.	Missio Dei Uptown	Chicago	IL
Cornelius	Cheryl D.	Church Of Gary Covenant Church	Gary	IN
Cornelius	Robert L.	Church Of Gary Covenant Church	Gary	IN
Duncan	Melissa B.	Bethany Covenant Church	St. Charles	IL
Fisk	Rick K.	DeerGrove Covenant Church	Palatine	IL
Fredrickson	Beth L.	Harbor Point Ministries	Lake Geneva	WI
Galvan	Alberto	Iglesia del Pacto Jerusalem	Streamwood	IL
Jones	Michael D.	Community Covenant Church	Calumet Park	IL
Kholodenko	Max	Core Christian Community Church	Chicago	IL
Kholodenko	Trishia O.	Core Christian Community Church	Chicago	IL
Mueller	Emma	Covenant Harbor	Lake Geneva	IL
Nowlin	Nilwona E.	Kingdom Covenant Church	Chicago	IL
Robinson	Darnell D.	Harvest Covenant Church	Milwaukee	WI
Sebastian	Justin	Garden City Covenant Church	Chicago	IL
Strahan	Debra L.	Jesus People USA Covenant Church	Chicago	IL
Tao	Valeri C.	New Community Covenant Church Bronzeville	Chicago	IL
Thomas-Flagg	LaNiece M.	Mission Covenant Church	Blue Island	IL
Torres	Edgar I.	Central Conference	Chicago	IL
White	Tamela	Calvary Covenant Church	Chicago	IL
White	Timothy L.	New Community Covenant Church	Chicago	IL
Winter	Andrew	Jesus People USA Covenant Church	Chicago	IL
Zimmerly	Stephen	Hope Evangelical Covenant Church	Indianapolis	IN

ML

An	Taehwan	Peacemakers Korean Covenant Church	Schaumburg	IL
Anderson	Eric P.	Covenant Harbor	Lake Geneva	WI
Barron	F. Javier	Iglesia del Pacto Evangelico Renacer	Algonquin	IL
Catanus	Gabriel Jay	Garden City Covenant Church	Chicago	IL
Cha	Karis Kwangsun	New Vision Covenant Church	Wilmette	IL
Choi	Min Ho	Peacemakers Korean Covenant Church	Schaumburg	IL
Fogel	Jonathan	Hope Covenant Church	Orland Park	IL
Gaiya	Zachs T.	Faith Evangelical Covenant Church	Wheaton	IL
Harrison	Chad	First Covenant Church	Iron Mountain	MI
Hinz	Daniel	Bethesda Evangelical Covenant Church	Rockford	IL
Johnson	Rachel M.	Northbrook Evangelical Covenant Church	Northbrook	IL
Kang	Joshua Minsoo	Lakeview Covenant Church	Northbrook	IL
Kim	Won J.	Christ Covenant Church of Villa Park	Villa Park	IL
Lee	Jin Y.	ECC Denomination Offices	Chicago	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
Ng	Danielle B.	ECC Denomination Offices	Chicago	IL
Norris	Barry	Valley Evangelical Covenant Church	Stillman Valley	IL
Pak	William M.	Lakeview Covenant Church	Northbrook	IL
Palmberg	Karen	Central Conference	Chicago	IL
Stiles	Eliza	Faith Evangelical Covenant Church	Wheaton	IL
Tetrault	Michael R.	Riverside Covenant Church	West Lafayette	IN
Torres	Mario R.	Iglesia Del Pacto Vida Eterna	Rockford	IL
Wendt	Ryan C.	Willow Branch Hospice	Chicago	IL

Total in Conference: 52

East Coast

BVL

Adams	Daniel	Newton Covenant Church	Newton	MA
Barrett	Alison R.	Central Square Church	Cambridge	MA
Enos	William	Evangelical Covenant Church	Springfield	MA
Mitchell	Laura R.	Central Square Church	Cambridge	MA

Roth	Leah	A.	The Commons Evangelical Covenant Church Rochester	NH
Yin	Zhen		Mosaic Roosevelt Island	Roosevelt Island NY

ML

Bang	Steve		Metro Community Church	Englewood	NJ
Carrion	S. Michael		Redeemer City to City	New York	NY
Cho	David	S.	Mosaic Covenant Church of NJ	Paramus	NJ
Cho	Faith	E.	Mosaic Covenant Church of NJ	Paramus	NJ
Dennis	James	R.	Fellowship Covenant Church	Bronx	NY
Graham	Ian	M.	Ecclesia Princeton	Pennington	NJ
Jakubowski	Richard	T.	Mestizo Community Covenant Church	Providence	RI
Jarrett	Travis	L.	Great Road Covenant Church	Acton	MA
Marcucci	Joseph	P.	Highrock Church, Inc.	Arlington	MA
May	Ethan	C.	Anchor Bay Covenant Church	Arlington	MA
McEvoy	Christine		InterVarsity Christian Fellowship USA	Madison	WI
Okpala	Craig	O.	Hope Church Jersey City	Jersey City	NJ
Park	Gene	J.	Anchor Bay Covenant Church	Arlington	MA
Proulx	Dale	A.	Pilgrim Covenant Church	Lunenburg	MA
Sadlier	Amanda J.		Mosaic Covenant Church	New York	NY
Venturini	Elisabeth		Bethany Covenant Church	Bedford	NH
Wall	David	D.	Bethany Covenant Church	Bedford	NH
Webel	Matthew R.		Haverhill Commons Covenant Church	Haverhill	MA
Yung	Jason Mui		Central Square Church	Cambridge	MA

Total in Conference: 25

Great Lakes

BVL

Beale	Rita	R.	Hope Community Church	Detroit	MI
Choate	Dawn	E.	Healing Covenant Church	Paducah	KY
Dry	Brendan D.		LifeChurch Auburn Hills	Auburn Hills	MI
Ehrich	Karen	Sue	Christ Community Church	Allegan	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
McClain	Benjamin		Crossroads Community Church	South Lyon	MI

McGarry	Rick		New Wine Covenant Church	Mason	MI
McGarry	Terri		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.	LifeChurch Livonia	Livonia	MI
Carey	Harvey	F.	Citadel of Faith Covenant Church	Detroit	MI
Carr	Phillip	C.	New Evangel Covenant Church	Southfield	MI
Cozart	Harvey		Lighthouse Church	Richmond	KY
Dalman	Dale	A.	Grand Rapids Police Department	Grand Rapids	MI
Dowdy	Kimberly		Pine Rest Christian Mental Health Services	Grand Rapids	MI
Duren	Arthur	L.	Kindgom Embassy Covenant Church	Muskegon	MI
Ek	Peter	W.	Thornapple Evangelical Covenant Church	Grand Rapids	MI
El-Khoury	David		Faith Covenant Church	Westerville	OH
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
Hunt	Jeffrey		Messiah Church	Detroit	MI
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 CM	Allendale Charter Twnshp	MI
Perry	Devon	Lamar	Faith Covenant Church	Farmington Hills	MI
Rahill	Alexander		LifeChurch Livonia	Livonia	MI
Ratcliff	Christopher		Hope Community Church	Detroit	MI
Reinard	Aaron	D.	Scandia Evangelical Covenant Church	Russell	PA

Smith	Craig R.	Evangelical Covenant Church	Whitehall	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
Wahlberg	Nathan	LifeChurch Livonia	Livonia	MI
Williams	David Anthony	Life Transformation Church	Columbus	OH

Total in Conference: 47

Midsouth

BVL

Brieger	Nancy E.	Restoration Covenant Church	Round Rock	TX
Taylor	Christy-Lee Rauch	Sonoma Springs Church	Las Cruces	NM

ML

Crume	Tre Edward	Redeemer Evangelical Covenant Church	Carrollton	TX
Lee	Alice	Mosaic Learning Center	Missouri City	TX
Wu	David Y.	Mosaic Formation	Houston	TX

Total in Conference: 5

Midwest

BVL

Answer	Darryl A.	New Community ECC	Kansas	MO
Burdick	Nathaniel	Grace Covenant Church	Lakewood	CO
Fick	Jessica	ECC Denomination Offices	Overland Park	KS
Giles	Kimberly	Trailhead Covenant Church	Longmont	CO
Larson	Kevin J.	Sedalia Community Church	Manhattan	KS
Lundy	Eileen F.	Community Covenant Church	Omaha	NE
Lyon	April	Evangelical Covenant Church	Clay Center	KS
Portillo	Vilma	Alfa y Omega Covenant Church	Carthage	MO
Sandberg	John	Community Covenant Church	Kearney	MO
Sivewright	Jason P.	Engage South KC	Kansas City	MO
Thach	Johnson	First Sudanese Covenant Church	Omaha	NE
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 Covenant Church	Longmont	CO
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
Eden	Jessica Nicole	Bethlehem Covenant Church	Waverly	NE
Flanagan	Jeffrey Lee	Harvest Ridge Covenant Church	Shawnee	KS
Henoch	Tyler	First Covenant Church	Salina	KS
Heppner	Robert Jason	Hillcrest Covenant Church	Prairie Village	KS
Hilts	Tracy C.	Living Hope Covenant Church	Colorado Springs	CO
Hinman	Philip M.	Evangelical Covenant Church	Lindsborg	KS
Hutsell	Tamara L.	Swedeburg Covenant Church	Wahoo	NE
Johnson	Jeromy	Decorah Covenant Church	Decorah	IA
Kapple	Reid	Trinity Fellowship	Olathe	KS
LaFollette	Preston C.	Deerbrook Covenant Church	Lees Summit	MO
Meakins	Cheryl Rae	Christian Living Communities	Denver	CO
Ndegwa	Samuel M.	Imani Restoration Center Church	Aurora	CO
Nickerson	Nicki Renee	Centennial Covenant Church	Littleton	CO
Pearson	Jennifer	Evangelical Covenant Church	Pomeroy	IA
Penn	Austin Daniel	Community Covenant Church	Osage City	KS
Pickering	Chad M.	New Life Wichita Covenant Church	Andover	KS
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
Rojas	G. Marilyn	Renuevo Covenant Church	Arvada	CO
Russell	Gregory A.	Renovate Church	Parker	CO
Russell	Susan R.	Renovate Church	Parker	CO
Sanchez 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

Total in Conference: 46

Northwest

BVL

Alarcon Gonzalez Maria	F.	Unidad Covenant Church	Fridley	MN
Ardón Pozuelos Edgar		En Su Presencia Ministerios Covenant	Rochester	MN
Brown James	W.	Bethany Covenant Church	Stillwater	MN
Cassell James	R.	New City Covenant Church	Edina	MN
Coronna Mark	S.	Calvary Covenant Church	Stockholm	WI
Freeman Linda	M.	Essentia Health	Virginia	MN
Lopez Perez Juan	H.	La Bendicion Covenant Church	Brooklyn Park	MN
Ross Roger	A.	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

Ardón Morales Alva		En Su Presencia Ministerios Covenant	Rochester	MN
Armstrong Jenny	R.	First Covenant Church	Duluth	MN
Asker Brian	J.	Community Covenant Church	Mankato	MN
Asker Sandra	L.	Community Covenant Church	Mankato	MN
Bjornrud Seth		Evangelical Covenant Church	International Falls	MN
Botzet Jennifer		Sanctuary Covenant Church	Minneapolis	MN
Christiansen Matthew Brent		Evangelical Covenant Church	New London	MN
Dell'Arciprete Mauricio		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
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	MN
Jacobson Kristine	L.	Crossroads Evangelical Covenant Church	Forest Lake	MN
Johnson Karina		Roseville Covenant Church	Roseville	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		Riverwood Covenant Church	Rockford	MN
Maley	Jonathan		Midcurrent Covenant Church	Hudson	WI
Mason	Douglas	M.	Evangelical Covenant Church	Baudette	MN
Nelson	Jessie	L.	Crossroads Church	Woodbury	MN
Nordin	Galen	R.	Hope Church	Grand Forks	ND
Nygaard	Mark	L.	Saint Therese of New Hope Senior Services	New Hope	MN
Renlund	Lisa	M.	Crossroads Church	Woodbury	MN
Risley	Sarah	E.	Mission Covenant Church	Poplar	WI
Rogness	Kavan		Faith Covenant Church	Burnsville	MN
Russell	Terri	M.	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
Stuart	Rachel		Cedarbrook Church	Menomonie	MN
Turrill	Joseph	J.	Evangelical Covenant Church	Lake Norden	SD
Wiens	Kay	B.	Maple Grove Covenant Church	Maple Grove	MN

Total in Conference: 49

Ordered Ministry

ML

Choi	Hyang	Sook	Department of the Army
Hutchison	Ben	M.	Department of the Air Force
Messer	Ryan		Department of the Navy
Tobiason	Mia	A.	Department of the Army

Total in Conference: 4

Pacific Northwest

BVL

Berney	Caitlin		Trinity Covenant Church	Salem	OR
Do	Eunice		The Table Covenant Church	Mercer Island	WA
Figueroa	Mendoza	Magdiel A.	Iglesia Esperanza Viva	Sumner	WA

Kruse	Andrew	Praise Covenant Church	Tacoma	WA
Lyons	Megan	Cedarcreek Covenant Church	Maple Valley	WA
Metzger	Paul L.	Tigard Covenant Church	Tigard	OR
Navidi	Julia	Cascade Covenant Church	North Bed	WA
Randolph	Lynda S.	ECC Denomination Offices	Puyallup	WA
Robison	Alison Lynn	Renew Covenant Church	Lynnwood	WA

ML

Anderson	Brooke E.	Salem Hospital	Salem	OR
Anderson	Timothy J.	Creekside Covenant Church	Redmond	WA
Andlovec	Kathleen M.	First Covenant Church	Portland	OR
Bedlion	George W.	Garden City Church	Tacoma	WA
Carlson	Deanna	Life Covenant Church	Helena	MT
Cheng	Ian	Seattle Chinese Covenant Church	Bellevue	WA
Collard	Paul G.	Columbia Grove Covenant Church	East Wenatchee	WA
Crumrine	Aaron B.	Selah Covenant Church	Selah	WA
Do	Bob Uc Thang	The Table Covenant Church	Mercer Island	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
Griffith	Christian	Encounter Church	Mercer Island	WA
Grosskopf	Jeff A.	Bellingham Covenant Church	Bellingham	WA
Huskamp	Michelle L. M.	Monroe Covenant Church	Monroe	WA
Hutchinson	Katie	Selah Covenant Church	Selah	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
Kolman	April	Resurrection Covenant Church	Boise	ID
Kwon	Sangkil	Tacoma Trinity Church	Tacoma	WA
Lee	Michael	Encounter Church	Mercer Island	WA
Matousek	Michael A.	Countryside Community Church	Sherwood	OR
McCann	Angela Mary	Cascade Covenant Church	North Bend	WA
McDaniel	Heather	Alive Covenant Church	Poulsbo	WA
Moore	A. Phil	The Garden Covenant Church	Spokane	WA

Salcedo	Torina M.	Evangelical Covenant Church	Kent	WA
St. Martin	Lauren	First Covenant Church	Seattle	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

Total in Conference: 41

Pacific Southwest BVL

Armentrout	Summer	Rancho Vista Covenant Church	Chula Vista	CA
Carlson	Lori E.	Come, Learn, Rest Ministries	Oakdale	CA
Carter	Sara	Cornerstone Covenant Church	Turlock	CA
Ceja	David O.	Mountain View Covenant Church	San Juan Capistrano	CA
Engle	Karyn L.	Edgewater Covenant	Pittsburg	CA
Fearnside	Janet	All Things New Covenant Church	Monterey	CA
Foreman	Kristen	The Gathering Covenant Church	Patterson	CA
Forrest	Bruce M.	Calveras Co Sherriff's Office	San Andreas	CA
Foster	Kimberly	First Covenant Church	Oakland	CA
Gallardo	Nehemiah	Ocean Rock Church	Marina	CA
Godshall	Natalie	Redeemer Covenant Church	Orangevale	CA
Gonzales	Jaime	Nueva Esperanza Church	Antioch	CA
Guzman	Edwin O.	Iglesia Cristiana Shalom - Elohim	Rohnert Park	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	UC Davis Hospital	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
Pabalate	David L.	Rock Harbor Covenant Church	Loomis	CA
Peña	Hector Victor	Agape Iglesia del Pacto	Phoenix	AZ

Robertson	Joseph M.	Hope Church of Turlock	Turlock	CA
Sorenson	Anita L.	Pasadena Covenant Church	Pasadena	CA
Villela	Sandra L.	Amistad Covenant Church	Las Vegas	NV
Wood	Sarah	Freedom Point Covenant Church	Loomis	CA

ML

Babcock	Hunter	Coastline Covenant Church	Redondo Beach	CA
Barsotti	Catherine	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
Bonilla	Rebekah A.	Covenant Living of Turlock	Turlock	CA
Brown	Jeremy D.	Doctor's Medical Center of Modesto	Modesto	CA
Buitrago	César A.	Amigos de Jesus Covenant Church	Patterson	CA
Cane	Trudy J.	Community Covenant Church	West Point	CA
Carter	Fred L.	Eagle Rock Covenant Church	Los Angeles	CA
Chao	Ricky	Mien Covenant Church	Sacramento	CA
Collins	Anthony L.	The Leadership Connection	Walnut Creek	CA
Coray	Joseph R.	Modesto Covenant Church	Modesto	CA
Frick	Robert W.	Puna Covenant Church	Keaau	HI
Gallagher	Dennis	Mission Hills Covenant Church	Rancho Mirage	CA
Garcia	Jose	La Vina Covenant Church	Kerman	CA
Gundlach	Elizabeth H.	Modesto Covenant Church	Modesto	CA
Gutierrez	Michael A.	Redeemer Covenant Church	Downey	CA
Hawkins	Jack D.	Covenant Grove Church	Modesto	CA
Henson	Janette	Grace Community Covenant Church	Tucson	AZ
Hernandez	Nichole Marie	Coastline Covenant Church	Redondo Beach	CA
Jackson	Brandon	On Ramps Covenant Church	Fresno	CA
Johnson	Melody D.	Pacific Southwest Conference	Walnut Creek	CA
Johnston	Parker	University Covenant Church	Davis	CA
Kim	Lois Eunji	The Garden Church	Chatsworth	CA
Kim	David	The Garden Church	Chatsworth	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

Masten	Deborah	ECC Denomination Offices	Chicago	IL
Milbrath	Christopher J.	District Church	El Dorado Hills	CA
Miller	Angie	Generations United	Redwood City	CA
Morrison	Kimberley	Fountain of Life Covenant Church	Long Beach	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
Seo	Timothy	The Community Church	Novato	CA
Speedie	Rachel Kimiko	Midtown Covenant Church	Sacramento	CA
Sweeney	Craig E.	Bayside Covenant Church of Citrus Heights	Citrus Heights	CA
Taylor	Rachel	Great Exchange Covenant Church	Santa Clara	CA
Tomscak	Heather M.	Freedom Point	Roseville	CA
Tomscak	Justin G.	Freedom Point	Roseville	CA
Triplett	Christina	First Covenant Church	Oakland	CA
Tumney	Mark C.	Peninsula Covenant Church	Redwood City	CA
Wang	Jacob	Desert City Church	Phoenix	AZ
Wong	Barry	Berkeley Covenant Church	Berkeley	CA
Wu	Uran R.	The Garden Church	Chatsworth	CA
Yamamoto	Michael	The Garden Church	Chatsworth	CA
Zuehlsdorff	Benjamin R.	Marin Evangelical Covenant Church	San Rafael	CA
Zuehlsdorff	Shelly	Marin Evangelical Covenant Church	San Rafael	CA

Total in Conference: 81

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: 5

Southeast

BVL

Abrams	Jason	M.	InterVarsity Christian Fellowship	Jackson	MS
Grimes	Valarie		Radiant Church Savannah	Savannah	GA
Johnson	Darryl	R.	Walk of Faith Church	Mound Bayou	MS
Reed	Dorean		Trinity World Christian Center	Douglasville	GA
Wong-Turner	Sharon	A.	Kingdom Covenant Ministries	Miami	FL
Zentz	Jenny	E.	Rock Harbor Covennat 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: 389



Presentation of Candidates for Transfer of Ordination

David S. Howell

Serving: Community Counseling Associates, Fair Oaks, CA
Ordaining Body: Evangelical Church Alliance
Conference: Pacific Southwest

Daniel J. Seitz

Serving: Hillside Covenant Church, Walnut Creek, CA
Ordaining Body: Venture Church Network
Conference: Pacific Southwest



Presentation of Candidate for Commissioning

Nathan L. Nelson

Serving: Mission Covenant Church, Poplar, WI

Specialization: Youth Ministries

Conference: Northwest



Presentation of Candidates for Ordination to Word and Service

Phillip G. Arakelian

Serving: Crossroads Community Church, South Lyon, MI
Specialization: Christian Formation (all ages)
Conference: Great Lakes

Jael B. Boeschling

Serving: Community Covenant Church, Omaha, NE
Specialization: Christian Formation (all ages)
Conference: Midwest

Amber L. Eaton

Serving: The Well Covenant Church, Colorado Springs, CO
Specialization: Christian Formation (all ages)
Conference: Midwest

Jacob C. Fisher

Serving: First Covenant Church, Omaha, NE
Specialization: Christian Formation (all ages)
Conference: Midwest

Kimberly J. Gingrich

Serving: Hillcrest Covenant Church, Prairie Village, KS
Specialization: Administration/Leadership
Conference: Midwest

Charlotte M. Joos

Serving: Community Covenant Church, Lenexa, KS
Specialization: Discipleship
Conference: Midwest

Aubrey C. Larsen

Serving: Praise Covenant Church, Tacoma, WA
Specialization: Christian Formation (all ages)
Conference: Pacific Northwest

Timothy S. Loux

Serving: Hope Center Covenant Church, Pleasant Hill, CA
Specialization: Christian Formation (all ages)
Conference: Pacific Southwest

Daniel J. Raymond

Serving: Council Tree Covenant Church, Fort Collins, CO
Specialization: Worship Ministries
Conference: Midwest

Vernée L. Washington

Serving: Kingdom Covenant Church, Chicago, IL
Specialization: Christian Formation (all ages)
Conference: Central

Stephen C. Wysong

Serving: Hillside Covenant Church, Walnut Creek, CA
Specialization: Christian Formation (all ages)
Conference: Pacific Southwest



Presentation of Candidates for Ordination to Word and Sacrament

Michael G. Alverts

Serving: Community Covenant Church, Eagle River, AK
Conference: Alaska

Christa M. Armstead

Serving: Midtown Covenant Church, Sacramento, CA
Conference: Pacific Southwest

Michele A. Arndt

Serving: Roseville Covenant Church, St. Paul, MN
Conference: Northwest

Catherine A. Bruce

Serving: Reformed Church of Shawangunk, Wallkill, NY
Conference: East Coast

Meghan R. Bruggeman

Serving: Renew Covenant Church, Carroll, IA
Conference: Midwest

Erika B. Clauson

Serving: Marketplace Chaplains, Minneapolis, MN
Conference: Northwest

Charles A. Connell

Serving: Evangelical Covenant Church, Whitehall, MI
Conference: Great Lakes

Joshua D. Cramer

Serving: Resurrection Covenant Church, Boise, ID
Conference: Pacific Northwest

Benjamin L. Emmons

Serving: Crossroads Community Covenant Church, Yelm, WA
Conference: Pacific Northwest

Tamara Y. Fore-Ravelo

Serving: Orchard Covenant Church, Springfield, Massachusetts
Conference: East Coast

Douglas L. Glynn

Serving: Hope Covenant Church, Chandler, AZ
Conference: Pacific Southwest

Tyra L. Dewald Grauer

Serving: Wellspring Covenant Church, Corvallis, OR
Conference: Pacific Northwest

Kohl M. Hanson

Serving: Karmel Evangelical Covenant Church, Princeton, MN
Conference: Northwest

Daniel G. Huang

Serving: Newsong Los Angeles Covenant Church, Culver City, CA
Conference: Pacific Southwest

Cosette Del Carlo Jenks

Serving: Ocean Hills Covenant Church, Santa Barbara, CA
Conference: Pacific Southwest

Cynthia M. Jones

Serving: Catalyst Covenant Church, White Bear Lake, MN
Conference: Northwest

Eugene Kiruhura

Serving: Shalom Covenant Church, Urbandale, IA
Conference: Midwest

Alexia B. Lang

Serving: Midwest Conference, Omaha, NE
Conference: Midwest

Drina B. Lizama

Serving: Luz de Esperanza Covenant Church, Campton Hills, IL
Conference: Central

Rafael A. Lizama

Serving: Luz de Esperanza Covenant Church, Campton Hills, IL
Conference: Central

Isaac Duop Mach

Serving: South Sudanese Covenant Church, Des Moines, IA
Conference: Midwest

Kirsten L. Phillips

Serving: Eastside Covenant Church, Tucson, AZ
Conference: Pacific Southwest

Norma Ramos

Serving: Iglesia del Pacto Evangélico Peniel, Chicago, IL
Conference: Central

Travis C. Randolph

Serving: Hill Correctional Center, Galesburg, IL
Conference: Central

Daniel J. Sadlier

Serving: Mosaic Covenant Church, New York, NY
Conference: East Coast

Rosamaria Segura

Serving: Iglesia Latinoamericana, Bellevue, WA
Conference: Pacific Northwest

Marlon C. Simpkins

Serving: Salem Covenant Church, Washington Depot, CT
Conference: East Coast

Israel B. Solomon

Serving: The Harbor Covenant Church, Los Angeles, CA
Conference: Pacific Southwest

Trevor M. Stillin

Serving: Hospice of Michigan, Southfield, MI
Conference: Great Lakes

Michael J. Taber III

Serving: Highrock Church, Needham, MA
Conference: East Coast

Cody P. Taylor

Serving: First Evangelical Covenant Church, Rockford, IL
Conference: Central

L. Scott Vair

Serving: World Orphans, Castle Rock, CO
Conference: Midwest

Lyndsey M. Watson

Serving: Covenant Kids Congo, Chicago, IL
Conference: Pacific Northwest

Natasha Westerhoud

Serving: The Bethany Group, Camrose, AB
Conference: Canada

Christi Anne Salinas Zeiger

Serving: Alaska Christian College, Soldotna, AK
Conference: Alaska



Change in Standing of Ministerial Credentials

ACTIVE TO INACTIVE

Matthew Bach (OWSa)
Kelly Ballard (CSM)
Brian Borin (OWSa)
Adam Butler (OWSa)
Eloy Castro (OWSa)
Calvin Ho (OWSa)
Steven Jennisch (OWSa)
Erin Kerr (OWSa)
Mark Kirchgastner (OWSa)
Robert S. Lee (OWSa)
Ian Longtin (CSM)
EJ Ravago (OWSa)
Jordan Reed (OWSa)
Joseph Riffe (OWSa)
Scott Slayback (OWSa)
Min Song (OWSa)
Brent Strobel (OWSa)
Bernd Strom (OWSa)
Michael Yi (OWSa)

LEAVE OF ABSENCE TO INACTIVE

Robert Kennedy (OWSa)

INACTIVE TO ACTIVE

Laura Cook (OWSa)
Jeffrey Maljian (OWSa)
Alicia Reese (OWSa)

TRANSFERRED CREDENTIAL

Stratford Bannister (OWSa) to the ELCA
Mark Chapman (OWSa) to the
United Methodist Church
Chad Melton (OWSa) to the Assemblies of God

RESIGNATION OF CREDENTIAL

Stephen Bjorlin (OWSa)
Andrew Burnett (OWSa)
John Fanous (OWSa)
Michelle Miller (OWSe)
Kyle Vlach (OWSa)
Mark Washington (OWSe)

REMOVAL OF CREDENTIAL

Daniel F. Anderson (OWSa)



Clergy Vocational Service Recognition

The Evangelical Covenant Church remains deeply committed to the calling, credentialing, and commissioning of individuals for ministry. In this spirit, our community gathers at each Covenant Annual Meeting to honor a group of clergy women and men who have served faithfully over many years—many of whom continue to minister with great humility. Rather than recognizing only retirement milestones, we intentionally celebrate both active and retired pastors whose lives reflect steadfast devotion and consistent pastoral leadership.

Today, we recognize 43 ministers for their enduring commitment to their calling and their faithful service to the Lord and the Evangelical Covenant Church. Each will receive a certificate that reads:

In grateful appreciation for service to the Evangelical Covenant Church as a minister in the Church of Jesus Christ: for the teaching and nourishment of Christians leading to growth and spiritual maturity, for equipping members to do the work of ministry, for training and inspiring people for evangelization, for faithful preaching of the Word of God, and for the care of people as a true shepherd in all aspects of life, the Evangelical Covenant Church recognizes you at its 140th Annual Meeting. We always thank God for you. Your faith has shown itself in action, your love in labor, and your hope of our Lord Jesus Christ in fortitude. —1 THESSALONIANS 1:2-3

The 2025 recipients of the Clergy Vocational Serve Recognition of the 140th Annual Meeting are:

Steven Anderson	Henoch Fuentes	Kelly Prudek
José Angulo	Patrick Genseal	Lisandro Restrepo
Jon Black	Mark Harder	Keith Reuther
Christian Breuninger	Georgia Hill	Steven Sherman
Tamara Buchan	John Jacobi	Matthew Stillman
Howard Burgoyne	Todd Johnson	Barbara Swanson
Grant Christensen	David Keane	Tammy Swanson-Draheim
Susan Cosio	Sung Ryong Kwak	Semmeal Thomas
Jan DeWitt	Paul Lessard	Mark Torgerson
Arthur Duren	John Lloyd	Melanie Tornquist
Dennis Edwards	Tammy Long	Charles Wahlstrom
Douglas Fondell	Brad Mann	Kenneth White
Jodi Fondell	Douglas Mason	Randall Wilkens
Peter Foster	Darrell Nelson	
Paula Frost	Valerie Pederson	



IN GRATEFUL APPRECIATION FOR THEIR SERVICE
TO GOD'S KINGDOM AND THE GLOBAL CHURCH
THE EVANGELICAL COVENANT CHURCH RECOGNIZES

Jeff and Darlene Anderson



FOR WILLINGLY ACCEPTING the call to serve as regional coordinators of MENA (Middle East North Africa) from 2017 to 2024, serving alongside partners in multiple countries.

FOR HUMBLY RECEIVING as privilege the opportunity to establish ministry in MENA for the first time as Serve Globally's newest region. Jeff, for having served 19 years as the superintendent of the Evangelical Covenant Church of Canada, and Darlene, for bringing more than 40 years of health care, nursing, and management experience.

FOR FAITHFULLY SERVING and joining with partners to see individuals and communities transformed by the love of God. For fostering healthy MENA region connections with both the Evangelical Covenant Church of the United States and of Canada.

FOR GRACIOUSLY ENCOURAGING both global personnel and international partners through your gifts of peacemaking and strategic partnerships.

FOR EFFECTIVELY LEADING churches and other groups to grow in their understanding of peacemaking, and for demonstrating thoughtfulness and humility in complex conversations.

FOR FAITHFULLY REPRESENTING the kingdom, building and strengthening partnerships, serving the most vulnerable, affirming dignity, and seeking justice.

FOR YOUR STEADFAST LEADERSHIP and faithful provision of pastoral care, health care and nursing, refugee care, and cultural brokering.

FOR COMPASSIONATELY AND GRACIOUSLY SHARING your home and lives with many friends and guests as global personnel for seven years.

FOR AUTHENTICALLY LOVING one another and others, and modeling what it looks like to live as citizens of the kingdom of God.

WE ALWAYS THANK GOD FOR YOU... "your faith has shown itself in action, your love in labor, and your hope of our Lord Jesus Christ in fortitude" (1 Thessalonians 1:2-3).

PRESENTED IN THE CITY OF ORLANDO, STATE OF FLORIDA, THIS TWENTY-SEVENTH DAY OF JUNE IN THE YEAR OF OUR LORD TWO THOUSAND TWENTY-FIVE.

Tammy Swanson-Draheim, PRESIDENT

Grace Shim, EXECUTIVE MINISTER OF SERVE GLOBALLY



**IN GRATEFUL APPRECIATION FOR HER SERVICE
TO GOD'S KINGDOM AND THE GLOBAL CHURCH
THE EVANGELICAL COVENANT CHURCH RECOGNIZES**

Kim Delp



FOR WILLINGLY ACCEPTING the call, with your husband, Joel, to serve as global personnel in Ecuador from 2010 to the present.

FOR HUMBLY RECEIVING as privilege the opportunity to learn from and embrace the Ecuadorian culture while joining the missio Dei in an often complex, and sacred context.

FOR FAITHFULLY SERVING and utilizing your nurse practitioner gifts at the medical clinic in Cayambe; for serving the community with both excellent and affordable healthcare.

FOR GRACIOUSLY ENCOURAGING the Women's Caravans in partnership with the Covenant Women's Ministries of Ecuador to serve and empower women; for bringing together sister churches in Sweden, Finland, Canada, and the United States.

FOR EFFECTIVELY SUPPORTING and co-founding the Santiago Partnership and the Home for At-Risk Children, providing opportunities for healing, flourishing, and hope.

FOR FAITHFULLY REPRESENTING the kingdom, serving the most vulnerable, transforming individuals, families, and communities; and affirming dignity.

FOR YOUR STEADFAST LEADERSHIP conducting medical education workshops on disabilities, HIV/AIDS, and women's health; for empowering women in changing cycles of violence as they understand their bodies and identify as women in Christ.

FOR YOUR CREATIVE VOICE with the Women's Artisan Studio and the Forever Flowers social enterprise initiatives.

FOR COMPASSIONATELY AND GRACIOUSLY SHARING your home and lives with many friends and guests for 15 years.

FOR AUTHENTICALLY LOVING and caring for others and modeling what it looks like to live as a citizen of the kingdom of God.

WE ALWAYS THANK GOD FOR YOU... "your faith has shown itself in action, your love in labor, and your hope of our Lord Jesus Christ in fortitude" (1 Thessalonians 1:2-3).

PRESENTED IN THE CITY OF ORLANDO, STATE OF FLORIDA, THIS TWENTY-SEVENTH DAY OF JUNE IN THE YEAR OF OUR LORD TWO THOUSAND TWENTY-FIVE..

Tammy Swanson-Draheim, PRESIDENT

Grace Shim, EXECUTIVE MINISTER OF SERVE GLOBALLY



**IN GRATEFUL APPRECIATION FOR THEIR SERVICE
TO GOD'S KINGDOM AND THE GLOBAL CHURCH
THE EVANGELICAL COVENANT CHURCH RECOGNIZES**

Letha and John Kerl



FOR WILLINGLY ACCEPTING the call to serve as global personnel in the Democratic Republic of Congo from 1981 to 1983; in Mexico City and Monterrey, Mexico, from 1989 to 2007; and in Europe from 2007 to 2025.

FOR HUMBLY RECEIVING as privilege the opportunity to learn from and embrace the Congolese, Mexican, and European cultures while joining the *missio Dei* in an often complex, and sacred context.

FOR FAITHFULLY SERVING as Europe regional coordinators from 2007 to 2025 and as Africa regional coordinators from 2009 to 2015, providing vision and care to the Covenant's global personnel serving alongside international partners.

FOR GRACIOUSLY ENCOURAGING both missionary colleagues and national partners through your gifts in Monterrey—establishing the Family Development Foundation, a nonprofit civil association that focuses on meeting the needs of families in the name of Jesus.

FOR EFFECTIVELY LEADING while strengthening connections with European partners within the International Federation of Free Evangelical Churches (IFFEC).

FOR FAITHFULLY REPRESENTING the kingdom, working in mutual partnerships; strengthening local communities; serving the most vulnerable; transforming individuals, families, and communities; affirming dignity; and seeking justice.

FOR YOUR STEADFAST LEADERSHIP and faithful provision of pastoral care, spiritual direction, and mentoring; for utilizing efficient problem-solving, and for valuable team contributions and the wisdom of a well-rounded, lived global experience on three continents.

FOR COMPASSIONATELY AND GRACIOUSLY SHARING your home and lives with many friends and guests for almost 40 years.

FOR AUTHENTICALLY LOVING one another and others, and modeling what it looks like to live as citizens of the kingdom of God.

WE ALWAYS THANK GOD FOR YOU... “your faith has shown itself in action, your love in labor, and your hope of our Lord Jesus Christ in fortitude” (1 Thessalonians 1:2-3).

PRESENTED IN THE CITY OF ORLANDO, STATE OF FLORIDA, THIS TWENTY-SEVENTH DAY OF JUNE IN THE YEAR OF OUR LORD TWO THOUSAND TWENTY-FIVE.

Tammy Swanson-Draheim, PRESIDENT

Grace Shim, EXECUTIVE MINISTER OF SERVE GLOBALLY



**The Evangelical Covenant Church presents the
2025 T.W. Anderson Outstanding Layperson Award to**

Roger Rosengren



Roger Rosengren embodies a life of faithful service, leadership, and mission that spans more than five decades. A lifelong member of Alexandria Covenant Church in Alexandria, Minnesota, Roger has been a cornerstone of his congregation and community, serving in a wide range of roles. His legacy includes more than 40 years of mentoring students through the student ministries program, teaching, leading, using his construction skills to build church facilities, and modeling the love of Christ through hands-on service.

Roger's impact extends far beyond Minnesota. He has fervently served the Lord, participating in countless mission trips to Alaska for more than 20 years. He mobilized and guided teams from his home church to serve at Alaska Christian College, Covenant village churches, Covenant Bible Camp, and KICY Radio. His craftsmanship as a contractor has transformed ministry spaces, including a major expansion of New Hope Counseling Center on the campus of Alaska Christian College.

Even more than his skills, Roger's heart—his willingness to love, mentor, and serve without recognition—has touched countless lives across generations and cultures. Whether leading a mission team, sharing the gospel on a job site, or walking alongside youth in their faith journeys, Roger exemplifies the heart of lay ministry and an extraordinary life of service. He lives out his calling with humility, integrity, and an unwavering commitment to Christ.

We celebrate Roger Rosengren, recipient of the 2025 T.W. Anderson Outstanding Layperson Award, and give thanks for his faithful service.

Presented at the 140th Annual Meeting, on the twenty-eighth day of June in the year of our Lord, two thousand and twenty-five.

Tammy Swanson-Draheim, PRESIDENT

Dierdra Clark, CORPORATE SECRETARY



**The Evangelical Covenant Church presents the
2025 Irving C. Lambert Award to
Pastor Kimberly Wright**



In grateful recognition of faithful commitment and passionate dedication to the cause of Christ through wholistic urban and ethnic ministries;

For living the gospel on the streets and in the sanctuary, ministering to the needs of the most vulnerable with wisdom, compassion, and holy conviction;

For building a legacy of restoration, healing, and justice through decades of incarnational leadership;

For replanting Church of the Resurrection as a vibrant, multiethnic community of faith rooted in the Evangelical Covenant Church;

For serving the Booker T. Washington Learning Center as a haven of education, enrichment, and empowerment for Harlem's children and families;

For investing in young leaders, mentoring them with spiritual depth, practical wisdom, and unwavering encouragement;

For serving as General Secretary of the United Chaplains of the State of New York; and for licensing more than 3,000 civil clergy to minister across all five boroughs;

For boldly speaking truth to power and equipping others to do the same;

For being a living testimony to the power of God, and for shepherding others toward freedom in Christ;

For enduring hardship with grace, leading with vision, and serving tirelessly without seeking recognition;

For being a spiritual leader, pastor, teacher, organizer, and advocate who embodies the heart of urban mission and the hands of Christ;

For not only proclaiming good news but living it while forging a Spirit-led path of community transformation, reconciliation, and hope;

For embodying the spirit and service of Irving C. Lambert, we celebrate Pastor Kimberly Wright and give thanks to God for her faithful and compassionate service.


Presented at the 140th Annual Meeting, on the twenty-seventh day of June in the year of our Lord, two thousand and twenty-five.



TAMMY SWANSON-DRAHEIM, PRESIDENT



DOMINIQUE GILLIARD, DIRECTOR OF RACIAL
RIGHTEOUSNESS AND RECONCILIATION,
LOVE MERCY DO JUSTICE



RAMELIA WILLIAMS, DIRECTOR OF
LOVE MERCY DO JUSTICE INITIATIVES



Fiscal Year 2023/2024 Performance Report

INCOME STATEMENT

Revenue and support was \$4.7 million, or 17% higher than the prior fiscal year. Expenses were \$1 million, or 4% higher than the prior fiscal year. Therefore, total net assets increased by \$5.2 million in FY2024 versus \$1.4 million in FY2023. Key drivers for the year-over-year revenue increase include:

- Contribution revenue was \$1.9 million or 28% higher than the prior year. Key funding includes an endowment, global ministry funding for Japan, youth ministry funding, Covenant World Relief and Development funding, and Women's Ministry funding.
- Other revenue was \$1.4 million or 55% higher than prior year. Key funding includes denomination share of proceeds from closed churches held in restricted Living Legacy funds.
- Investment performance for assets held at Covenant Trust Company was \$2.2 million or 76% higher than the prior year financial results.
- Grant revenue was (\$1.6) million lower than the prior year's financial results. The Covenant received \$1.6 million in FY2023 for the Employee Retention Credit which was non-recurring in FY2024.

BALANCE SHEET

Total assets increased by \$6.2 million, or \$9% higher than the prior fiscal year. Liabilities were \$978k or 4% higher than prior year. Total net assets increased by \$5.2 million in FY2024.

- Increase in net assets was driven mainly by the year-over-year increase in investments
- Increase in deferred income liability of \$1.1 million was due to Lilly Grant funding received with revenue recognition deferred until restricted funds have utilized.

FY2024 FINANCIAL AUDIT

Capin Crouse conducts an annual financial statement audit for The Evangelical Covenant Church. This report includes a copy of the audited financial statements for September 30, 2024, and 2023. The report includes both "base mission" activity as reported in the operating results as well as broader global "project ministries" and related Covenant financial obligations. This is the most comprehensive view of our mission financial activity.

The Evangelical Covenant Church implemented prior year audit recommendation related to internal controls to the satisfaction of Capin Crouse in FY2024. The Covenant did not receive any new audit recommendations in FY2024 and received a "clean opinion" on the financial statements.



Presentation and Adoption of the Fiscal Year 2026 Mission and Ministry Budget

The primary goal of the Mission and Ministry Budget is to create a financial plan that aligns with our mission and strategic objectives, ensuring responsible use of financial resources to grow ministry impact while ensuring long-term sustainability of the church.

Please find a summary report of the proposed FY2026 Budget with a comparison to prior years.

KEY ASSUMPTIONS FOR THE FY2026 BUDGET:

REVENUE

- Church contributions and individual donations combined conservatively budgeted at 0% increase vs. FY2025 budget.
- Total revenue budgeted at 4% increase vs. FY2025 approved budget.
- Combined investment fund revenue planned at \$550k for FY2026 Budget vs. \$1.1 million for FY2025 budget. After discussing combined investment fund proposals with conferences, the Covenant made the decision to retain both principal and investment earnings within the Living Legacy funds.
- The Covenant has \$1.5 million in funds held at National Covenant Properties that have been released from restrictions and can be recognized as revenue for FY2026.

SALARY AND BENEFITS

- Budget includes a 3% wage increase for employees effective January 2026.
- Budget includes a 9% increase in health insurance benefit cost due to medical cost inflation.
- Budget aligns with the headcount planned for phase two of the reorganization.
- FY2026 budget proposal meets the policy requirement for a “balanced budget.” The board resolution passed by the Covenant Executive Board deems the budget to be “balanced” when total Covenant income plus a 5% draw from undesignated reserves is equal to or greater than total Covenant expenses.
- Overall, the budget is a 4% increase from the budget approved last year for FY2025.

Thank you for serving the Covenant as a delegate to Gather. We submit this balanced budget for your approval as we partner with conferences and churches to join God's mission to see more disciples, among more populations, in a more caring and just world.

	ACTUAL FY 2024	BUDGET FY2025	BUDGET FY2026	26B vs 24A %	26B vs 25B %
BASE MISSION PROVISION					
Church and Individual Giving	\$ 9,922,717	\$ 10,100,000	\$ 10,050,000	1%	0%
Affiliate Fees	4,213,608	4,567,590	4,352,724	3%	-5%
Annual Bequest Draws	1,542,437	1,561,695	1,638,022	6%	5%
Living Legacy	590,463	760,000	650,000	10%	-14%
Combined Investment Fund		1,100,000	550,000		-50%
Funds held at NCP released from restrictions			1,521,438		
Rent and Other Income	645,666	632,073	665,031	3%	5%
Total Income	\$ 16,914,891	\$ 18,721,358	\$ 19,427,215	15%	4%
BASE MISSION INVESTMENT					
Serve Globally	\$ 4,956,735	\$ 5,575,507	\$ 5,512,890	11%	-1%
Serve Locally	3,631,626	4,126,144	4,603,047	27%	12%
Serve Clergy	1,017,574	1,285,542	1,222,688	20%	-5%
Operations	1,949,298	1,653,760	1,723,481	-12%	4%
Marketing and Communications	1,330,232	1,495,542	1,578,664	19%	6%
President's Office	1,048,766	1,234,473	1,300,276	24%	5%
Finance	1,121,431	1,166,493	1,248,070	11%	7%
Advancement	1,074,355	1,133,896	1,188,099	11%	5%
North Park University Support	950,000	1,000,000	1,000,000	5%	0%
CHET Support	50,000	50,000	50,000	0%	0%
Other					
Total Base Mission Investment	\$ 17,130,016	\$ 18,721,358	\$ 19,427,215	13%	4%
Net Income	(215,125)	—	—		



Report from Covenant Board of Pensions and Benefits

COVENANT BENEFITS

The Evangelical Covenant Church created Covenant Benefits to provide a comprehensive benefit package to denominational and conference staff, global personnel, local churches, camp staff, and retirees. Covenant Benefits acts as an advocate and liaison when insurance concerns arise, freeing up time for Covenant pastors and leaders to focus on their ministries.

Covenant Benefits administers a high-quality health insurance plan that provides access to medical, mental health, and dental services for more than two thousand participants. In addition to providing high quality coverage, Covenant Benefits strives to provide health insurance that is an excellent value for participants. The Covenant is a member of a national association of church health plans which provides negotiating power with health insurance companies. However, healthcare consulting firms forecast an increase in health care costs across the industry through 2026.

McKinsey & Company projected that commercial health care costs will continue to rise 9 to 10% annually through 2026. PWC has identified the following factors as the main drivers of health care cost inflation: rising costs for healthcare providers, utilization of new prescription drugs for chronic conditions, and increased utilization of behavioral health services.

With guidance from the Board of Pension and Benefits and experts in the field, Covenant Benefits continues to manage our group health insurance plan with diligence and service to the Covenant. During the 2025 calendar year, Covenant Benefits will conduct in-depth reviews with our insurance providers and evaluate competitive quotes for medical, pharmacy, dental, and stop loss insurance.

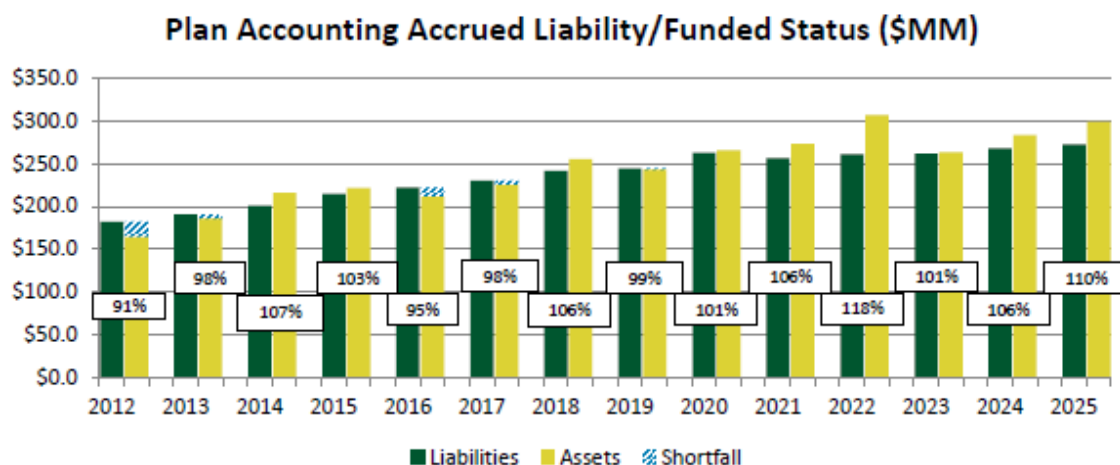
Covenant Benefits implemented plan design changes for calendar year 2025 to offset costs associated with medical inflation. For 2026, we anticipate premium rate increases of approximately 9%. Covenant Benefits plans to provide group health insurance coverage for years into the future and will continue to explore opportunities to provide the highest quality coverage at a competitive cost.

COVENANT PASTOR PENSION PLAN

Covenant Pastor Pension Plan is a multi-employer plan administered by the Board of Pension and Benefits for the Evangelical Covenant Church that provides defined benefits to participants. The Covenant Pastor Pension Plan officially closed to new participants as of December 31, 2019.

VIA Actuarial Solutions conducts an actuarial valuation for the Covenant Pastor Pension Plan on an annual basis. A key metric measured on the actuarial report is the funded ratio for the plan. The funded percentage is the market value of assets divided by the total accrued liability of the plan. As of December 2024, the funded percentage was 109.6%. For every dollar in anticipated payments, the Covenant Pastor Pension Plan has \$1.09 funded in the plan.

The following chart shows the funded status of the plan from 2012 to 2025:



The Covenant Pastor Pension Plan's investment return during 2024 of 9.2% was the primary reason for the increase in funded status from 105.9% in 2024 to 109.6% in 2025.

The Board of Pension and Benefits in conjunction with outside advisors and staff is evaluating options to reduce the size of the plan and the future liability for the organization. The Covenant Pastor Pension Plan currently has 2,000 pastors in the frozen plan with 1,000 in pay status. In 2026, the Board of Pension and Benefits will recommend a strategy for the plan that may include a lump sum window.

THE EVANGELICAL COVENANT CHURCH

Consolidated Financial Statements
With Independent Auditors' Report

September 30, 2024 and 2023

THE EVANGELICAL COVENANT CHURCH

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INDEPENDENT AUDITORS' REPORT

To the Executive Board of
The Evangelical Covenant Church
Chicago, Illinois

Opinion

We have audited the accompanying consolidated financial statements of The Evangelical Covenant Church, which comprise the consolidated statements of financial position as of September 30, 2024 and 2023, and the related consolidated statements of activities and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of The Evangelical Covenant Church as of September 30, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

We did not audit the financial statements of Covenant Trust Company (CTC), an investee of which The Evangelical Covenant Church has a significant influence. Our responsibility is to express an opinion on these financial statements based on our audits. The investment in CTC made up 4% and 4% of The Evangelical Covenant Church's total assets for the years ended September 30, 2024 and 2023, respectively, and 13% and 18% of its change in net assets, for the years ended September 30, 2024 and 2023, respectively. Those statements were audited by other auditors, whose report has been furnished to us, and our opinion, insofar as it relates to the investment in CTC, is based solely on the report of the other auditors.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are required to be independent of The Evangelical Covenant Church and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about The Evangelical Covenant Church's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

To the Executive Board of
The Evangelical Covenant Church
Chicago, Illinois

Auditors' Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of The Evangelical Covenant Church's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about The Evangelical Covenant Church's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.



Naperville, Illinois
May 7, 2025

THE EVANGELICAL COVENANT CHURCH

Consolidated Statements of Financial Position

	September 30,	
	2024	2023
ASSETS:		
Cash and cash equivalents	\$ 3,004,632	\$ 2,406,359
Assets held for board designated purposes:		
Cash and cash equivalents	276,342	276,342
Investments	2,839,308	5,939,308
Prepaid expenses and other assets	147,870	130,917
Accounts receivable:		
Churches and other affiliates	726,284	679,056
Other Covenant entities	1,297,048	1,411,374
Notes receivable, net	1,215,324	1,030,950
Investments (Note 2)	48,220,679	40,609,013
Investments whose use is limited (Note 2):		
Annuities	6,515,742	5,742,239
Investments pledged	1,225,360	1,328,514
Property and equipment, net (Note 4)	9,545,891	9,328,462
Beneficial interest in trusts (Note 7)	712,646	629,386
Total Assets	\$ 75,727,126	\$ 69,511,920
LIABILITIES AND NET ASSETS:		
Liabilities:		
Accounts payable and accrued expenses	\$ 2,566,062	\$ 2,175,584
Deferred income	1,875,907	735,142
Insurance payable	11,224,872	12,221,292
Note payable (Note 5)	1,976,258	2,113,636
Supplemental retirement benefits payable (Note 12)	460,288	515,342
Annuities (Note 13):		
Annuities payable	640,026	715,603
Due to other Covenant entities	5,543,352	4,832,068
Total liabilities	24,286,765	23,308,667
Net assets:		
Without donor restrictions (Note 10)	26,466,637	23,586,717
With donor restrictions (Note 10)	24,973,724	22,616,536
Total net assets	51,440,361	46,203,253
Total Liabilities and Net Assets	\$ 75,727,126	\$ 69,511,920

See notes to consolidated financial statements

THE EVANGELICAL COVENANT CHURCH

Consolidated Statements of Activities

	Year Ended September 30,					
	2024			2023		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
SUPPORT AND REVENUE:						
Church giving	\$ 4,497,939	\$ 3,509,875	\$ 8,007,814	\$ 4,378,662	\$ 3,429,995	\$ 7,808,657
Fees	3,985,931	-	3,985,931	3,957,343	-	3,957,343
Contributions	2,289,848	6,527,280	8,817,128	1,511,868	5,381,982	6,893,850
Meetings and events	518,083	-	518,083	529,406	-	529,406
Communication sales	165,565	-	165,565	164,338	-	164,338
Bequests	1,263,781	-	1,263,781	1,473,874	-	1,473,874
Loss on sale of real estate held for sale	-	-	-	(790,296)	-	(790,296)
Grant revenue	-	3,718,311	3,718,311	1,629,655	2,606,030	4,235,685
Other	527,377	-	527,377	139,775	-	139,775
Investment income (loss) net of fees	2,670,368	2,415,223	5,085,591	1,837,476	1,047,324	2,884,800
Change in value of annuities and beneficial interest in trusts	23,138	46,010	69,148	137,169	(57,131)	80,038
Total Support and Revenue	15,942,030	16,216,699	32,158,729	14,969,270	12,408,200	27,377,470
Net Assets Released From Restrictions:	13,859,511	(13,859,511)	-	12,049,534	(12,049,534)	-
	29,801,541	2,357,188	32,158,729	27,018,804	358,666	27,377,470
EXPENSES:						
Start & Strengthen Churches	4,941,840	-	4,941,840	4,163,532	-	4,163,532
Make & Deepen Disciples	976,849	-	976,849	733,303	-	733,303
Develop Leaders	2,923,808	-	2,923,808	3,229,328	-	3,229,328
Love Mercy, Do Justice	703,379	-	703,379	891,556	-	891,556
Serve Globally	10,098,550	-	10,098,550	9,981,823	-	9,981,823
General Mission	56,000	-	56,000	87,800	-	87,800
Communication	1,329,176	-	1,329,176	1,309,245	-	1,309,245
General administration	4,818,318	-	4,818,318	4,515,551	-	4,515,551
Fundraising	1,073,701	-	1,073,701	997,268	-	997,268
Total Expenses	26,921,621	-	26,921,621	25,909,406	-	25,909,406
Changes in Net Assets	2,879,920	2,357,188	5,237,108	1,109,398	358,666	1,468,064
Net Assets, Beginning of Year	23,586,717	22,616,536	46,203,253	22,477,319	22,257,870	44,735,189
Net Assets, End of Year	\$ 26,466,637	\$ 24,973,724	\$ 51,440,361	\$ 23,586,717	\$ 22,616,536	\$ 46,203,253

See notes to consolidated financial statements

THE EVANGELICAL COVENANT CHURCH

Consolidated Statements of Cash Flows

	Year Ended September 30,	
	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$ 5,237,108	\$ 1,468,064
Adjustments to reconcile change in net assets to net cash provided (used) by operating activities:		
Depreciation expense	168,641	161,238
Unrealized (gain) loss on investments	(5,590,426)	(2,783,220)
Unrealized (gain) loss on annuity investments	(27,811)	(24,104)
Realized (gain) loss on sale of investments	(113,925)	209,718
Realized gain on sale of annuity investments	(55,821)	(9,360)
Loss on sale of real estate held for sale	-	790,296
Actuarial change in annuities	(150,909)	(63,619)
Change in beneficial interest in trusts	(83,260)	(45,653)
Increase (decrease) in reserve for credit losses	(3,435)	46,075
Bad debt loss	-	125,000
Contributions restricted for investment in endowment	(3,758,546)	(1,570,446)
Changes in:		
Accounts receivable	67,098	1,868,114
Prepaid expenses and other assets	(16,953)	(21,105)
Accounts payable and accrued expenses	390,478	(29,817)
Insurance payable	(996,420)	(3,751,980)
Supplemental retirement benefits payable	(55,054)	(110,486)
Deferred income	1,140,765	(640,434)
Net Cash Used by Operating Activities	<u>(3,848,470)</u>	<u>(4,381,719)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchases of property and equipment	(386,070)	(288,295)
Purchases of investments	(23,166,923)	(5,394,377)
Proceeds from sale and maturity of investments	24,786,620	11,364,141
Purchase of investments restricted for annuities	(32,331)	(207,492)
Proceeds from sale and maturity of investments restricted for annuities	53,744	57,591
Proceeds from sale of property held for sale	-	25,092
Disbursements under notes receivable	(894,451)	(1,399,430)
Collections on notes receivable	713,512	1,193,276
Net Cash Provided by Investing Activities	<u>1,074,101</u>	<u>5,350,506</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Contributions restricted for investment in endowment	3,758,546	1,570,446
Borrowings from lines of credit	-	71,911
Repayments of lines of credit	-	(693,383)
Repayments of notes payable	(137,378)	(885,618)
Annuity payments	(323,858)	(75,363)
New annuity agreements	227,239	212,599
Gift portion of new annuity agreements	(151,907)	(132,663)
Net Cash Provided by Financing Activities	<u>3,372,642</u>	<u>67,929</u>
Net Increase in Cash and Cash Equivalents	598,273	1,036,716
Cash and Cash Equivalents, Beginning of Year	<u>2,682,701</u>	<u>1,645,985</u>
Cash and Cash Equivalents, End of Year	<u>\$ 3,280,974</u>	<u>\$ 2,682,701</u>

(continued)

See notes to consolidated financial statements

THE EVANGELICAL COVENANT CHURCH

Consolidated Statements of Cash Flows (continued)

	Year Ended September 30,	
	2024	2023
Cash and cash equivalents consist of the following:		
Cash and cash equivalents	\$ 3,004,632	\$ 2,406,359
Cash and cash equivalents held for board designated purposes	276,342	276,342
	<u>\$ 3,280,974</u>	<u>\$ 2,682,701</u>
SUPPLEMENTAL INFORMATION:		
Cash paid for interest	<u>\$ 99,710</u>	<u>\$ 147,813</u>

See notes to consolidated financial statements

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

1. SIGNIFICANT ACCOUNTING POLICIES:

NATURE OF ORGANIZATION

The Evangelical Covenant Church (the Church) and other Covenant institutions are accountable to the Executive Board of the Covenant and the Covenant Annual Meeting. Only those funds under the Executive Board's control that are associated with the Church activities are included in these consolidated financial statements. The consolidated financial statements exclude the accounts of member churches, regional conferences and other Covenant institutions administered by separate Boards, as the Church does not have control via majority voting interest or economic interest required for consolidation. These Covenant institutions are related parties of the Church as the Executive Board is a member of their institutional boards. Related parties include Covenant Ministries of Benevolence, North Park University, National Covenant Properties, Covenant Trust Company, Paul Carlson Partnership, and Centro Hispano de Estudios Teologicos del Pacto Evangelico. The Church is exempt from taxation pursuant to Section 501(a) as an organization described in Section 501(c)(3) of the Internal Revenue Code (IRC). In addition, the Church has been classified as an organization that is not a private foundation under IRC Section 509(a)(1). Accordingly, no provision for federal

BASIS OF CONSOLIDATION

Bezalel, Inc. and CovScholars LLC are nonprofit organizations whose sole member is the Church. They have been incorporated in the State of Illinois within the meaning of Section 501(c)(3) of the IRC. Bezalel, Inc. was formed in 2016 to assist the Church in acquiring and developing real property for families in low-income communities. CovScholars was formed in 2017 to provide a loan program for scholars at North Park Theological Seminary. Intercompany transactions and balances have been eliminated for consolidated financial statement purposes.

BASIS OF ACCOUNTING

The preparation of consolidated financial statements in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements, and the reported amounts of income and expenses during the reporting period. Actual results could differ from those estimates.

CASH AND CASH EQUIVALENTS

Cash and cash equivalents include checking, savings, and money market accounts. At times these balances may exceed federally insured limits. As of September 30, 2024 and 2023, the Church had cash on deposit that exceeded federally insured limits by \$2,991,393 and \$2,270,736, respectively.

INVESTMENTS

Investments, including investments whose use is limited, with readily determinable fair values are reported at fair value based on quoted market prices. Investments, including investments whose use is limited, in National Covenant Property (NCP) Certificates and NCP Demand Accounts are reported at cost plus accrued interest. Investment in Covenant Trust Company (CTC) is reported under the equity method. Investment income and realized and unrealized appreciation and depreciation are included in investment income in the consolidated statements of activities. Assets funding endowment net assets are included in investments on the consolidated statements of financial position.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

1. SIGNIFICANT ACCOUNTING POLICIES, continued:

NOTES AND ACCOUNTS RECEIVABLE AND ALLOWANCE FOR CREDIT LOSSES

Notes and accounts receivable consist of discretionary loans made to Covenant entities for building projects with related accrued interest and various receivables from other Covenant entities. All notes and accounts receivable are due on demand. The allowance for credit losses is maintained at a level that, in management's judgment, is adequate to absorb probable losses.

Allowance for credit losses

The Church recognizes an allowance for credit losses for financial assets carried at amortized cost to present the net amount expected to be collected as of the statements of financial position date. Such allowance is based on the credit losses expected to arise over the life of the asset which includes consideration of prepayments. The allowance for credit losses on accounts receivable at September 30, 2024, 2023 and 2022 was \$25,000 for each year. The allowance for credit losses on notes receivable at September 30, 2024, 2023 and 2022 was \$42,640, \$46,075 and \$0, respectively.

Credit quality indicators

Notes and accounts receivable are presented net of an allowance for credit losses, which is an estimate of amounts that may not be collectible. The Church separates accounts receivable into risk pools based on aging. In determining the amount of the allowance as of the statements of financial position date, the Church develops a loss rate for each risk pool. The loss rate is based on management's historical collection experience, the student's current ability to pay their obligations adjusted for management's expectations about current and future economic conditions.

PROPERTY AND EQUIPMENT

Property and equipment in excess of \$5,000 are capitalized at cost, or if donated, at the fair market value on the date of the gift. Property and equipment is depreciated on a straight-line basis over their estimated useful lives, ranging from 5 to 50 years. Property donated with restrictions regarding its use and contributions of cash to acquire property are reported as restricted support. Absent any donor stipulations, these restrictions expire when the asset is acquired or placed in service, and a reclassification is made from net assets with donor restrictions to net assets without donor restrictions at that time.

INSURANCE PAYABLE

Covenant Benefits Service (CBS), formerly named Bethany Benefit Service, an activity of the Church, administers the voluntary health (including medical, dental, prescription drug and vision), life, and long-term disability insurance plan for the denomination's ministers, missionaries, and staff. CBS collects and remits the benefit premiums on behalf of the participants. Amounts payable represent benefit premiums collected from participants not yet remitted to the insurance carrier at year-end as well as reserves allocated to CBS to cover future liabilities including claims incurred but not received.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

1. SIGNIFICANT ACCOUNTING POLICIES, continued:

ANNUITY AGREEMENTS

The Church has an obligation to make payments under charitable gift annuity agreements. In accordance with various state regulations, the Church maintains separate trust funds as a reserve fund to meet the future payments under these agreements (see Note 13). Annuities payable are determined based upon the annuitants' ages and life expectancies using rates which comply with various state requirements. The related liability for future payments to be made to the specified beneficiaries is recorded at fair value using present value techniques and appropriate discount rates designed to reflect the assumptions market participants would use in pricing the liabilities. Payouts are made for the life of the annuitants at rates ranging from 4.2% to 21.6% based on existing annuity agreements. The excess of amounts available to fund the annuities over the calculated amount of annuities payable is recorded as net assets with or without donor restrictions if the residual is available to the Church or as a liability if the residual is payable to others or other Covenant entities.

DEFERRED INCOME

Deferred income represents funds received in advance of the Church fulfilling its performance obligations and grant funds received for which recognition criteria has not yet been met.

Deferred income consists of the following:

	September 30, 2022	September 30, 2023	September 30, 2024
Grants	\$ 1,313,350	\$ 705,822	\$ 1,842,362
Subscriptions	39,765	29,320	31,238
Ordination fees	22,461	-	2,307
	<u>\$ 1,375,576</u>	<u>\$ 735,142</u>	<u>\$ 1,875,907</u>

CLASSES OF NET ASSETS

The consolidated financial statements report amounts separately by classes of net assets as follows:

Net assets without donor restrictions are those currently available at the discretion of the Executive Board for use in the Church's operations, those designated by the Board for specific purposes, and those resources invested in property and equipment.

Net assets with donor restrictions are those contributed with donors' restrictions for specific operating purposes or programs, or those with timing restrictions. They are not currently available for use in the Church's ministries until commitments regarding their use have been fulfilled. When a donor restriction expires, that is, when a stipulated time restriction ends or the purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statements of activities as net assets released from restrictions. Net assets with donor restrictions also include those restricted by donors in perpetuity. These assets are included with investments.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

1. SIGNIFICANT ACCOUNTING POLICIES, continued:

SUPPORT AND REVENUE

Contributions, church giving, and bequests are recorded at the time the gift is made which may be upon notification of an unconditional promise from the donor and are classified as net assets without donor restrictions or net assets with donor restrictions (see Note 10). Net assets without donor restrictions are primarily derived from member churches, individual donors, and fees (see Note 8). Restricted contributions are received from member churches and individual donors in support of various ministries of the Church. Funds are raised by member churches, direct mailings to individuals, and promotion of ministry opportunities through the Church's website. Contributions receivable represent amounts expected to be collected within less than one year.

Meetings and events income include the activities of the Church's annual meeting and an annual conference held for Church pastors. Payments for these events are due prior to the events taking place, and revenue is recognized ratably over the event period, which typically range from 3-5 days. Fee revenue is recognized as services are provided. Grant revenue is recognized as conditions are met. Sales revenue is recognized at the point of sale.

EXPENSES

Expenses are recorded as incurred in accordance with the accrual basis of accounting. The costs of providing the various program services and supporting activities have been summarized on a functional basis in Note 14. Accordingly, certain costs have been allocated among the program services and supporting activities benefited. Advertising costs, if any, are expensed as incurred. As of September 30, 2024 and 2023, the Church had advertising expenses of \$18,530 and \$6,680, respectively.

RECENTLY ISSUED ACCOUNTING STANDARDS

In June 2016, the Financial Accounting Standards Board (FASB) issued guidance (FASB Accounting Standards Codification (ASC) 326) which significantly changed how entities will measure credit losses for most financial assets and certain other instruments that are not measured at fair value through net income. The most significant change in this standard is a shift from the incurred loss model to the expected loss model. Under the standard, disclosures are required to provide users of the financial statements with useful information in analyzing an entity's exposure to credit risk and the measurement of credit losses. Financial assets held by the Church that are subject to the guidance in FASB ASC 326 are accounts receivable. On October 1, 2023, the Church adopted the guidance prospectively with no cumulative adjustment to net assets needed. The impact of the adoption was not considered material to the consolidated financial statements and primarily resulted in enhanced disclosures.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

2. INVESTMENTS AND INVESTMENTS WHOSE USE IS LIMITED:

Investments consist of the following:

	September 30,	
	2024	2023
Money Market Funds	\$ 985,295	\$ 1,174,971
NCP Demand Accounts	9,830,427	8,740,774
Equity:		
Mutual Funds	17,216,252	15,074,753
Limited partnership interests	1,902,255	2,632,491
Total Equity	19,118,507	17,707,244
Fixed Income:		
Mutual Funds	14,349,489	12,875,161
NCP Certificates	3,549,379	3,549,379
Total Fixed Income	17,898,868	16,424,540
Investment in CTC	3,226,890	2,500,792
Total Investments	<u>\$ 51,059,987</u>	<u>\$ 46,548,321</u>

Investments are reported on the consolidated statements of financial position as follows:

	September 30,	
	2024	2023
Investments held for board designated purposes	\$ 2,839,308	\$ 5,939,308
Investments	48,220,679	40,609,013
Total Investments	<u>\$ 51,059,987</u>	<u>\$ 46,548,321</u>

Investments whose use is limited consist of the following:

	September 30,	
	2024	2023
Annuities:		
Money Market Funds	\$ 242,504	\$ 228,725
Equity Mutual Funds	2,315,794	2,277,476
Fixed Income:		
Bonds - US Government	2,706,971	2,696,862
Mutual Funds	1,250,473	539,176
Total Fixed Income	3,957,444	3,236,038
Total Annuity Investments	6,515,742	5,742,239
Investments Pledged - National Covenant Properties Certificates (see Note 6)	1,225,360	1,328,514
	<u>\$ 7,741,102</u>	<u>\$ 7,070,753</u>

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

2. INVESTMENTS AND INVESTMENTS WHOSE USE IS LIMITED, continued:

Investments in NCP Certificates bear interest at rates ranging from 1.75% to 4.5% and mature through 2026. Investments in NCP Demand Accounts bear interest at 3% and are redeemable on demand.

Investment in CTC represents the Church's ownership interest in CTC, which is equally owned with related parties North Park University and Covenant Ministries of Benevolence. Included within investments is \$3,226,890 (cost basis \$1,283,333) and \$2,500,792 (cost basis \$1,283,333) which represents The Church's investment in CTC as of both September 30, 2024 and 2023, representing 33% and 33% of CTC.

Summary financial information of CTC is as follows:

	September 30,*	
	2024	2023
Total assets	<u>\$ 12,171,373</u>	<u>\$ 10,269,854</u>
Total liabilities	<u>\$ 2,490,704</u>	<u>\$ 2,767,478</u>
Net income	<u>\$ 2,567,642</u>	<u>\$ 1,075,975</u>

* Amounts represent unaudited balances and activities through and for the years ended September 30, 2024 and 2023.

Fees paid for investments held and managed by CTC were \$181,716 and \$175,556 for the years ended September 30, 2024 and 2023, respectively. Included in investment income is \$361,023 and \$242,212 of interest income earned from sources held at other than fair value for the years ended September 30, 2024 and 2023, respectively.

At September 30, 2024, approximately \$40 million of the Church's investment portfolio was held and managed by CTC and approximately \$13.6 million was held at NCP. While these assets are subject to investment risk, the Church has not incurred and does not expect to incur any losses related to the solvency of the entities themselves. The Church does not believe it is exposed to any significant risk of loss related to these entities.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

3. FAIR VALUE MEASUREMENTS AND DISCLOSURES:

The Church uses appropriate valuation techniques to determine fair value based on inputs available using the hierarchical disclosure framework which prioritizes and ranks the level of market price observability used in measuring the investments at fair value. Market price observability is impacted by a number of factors, including the type of investment and the characteristics specific to the investment. Investments with readily available active quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher degree of market price observability and a lesser degree of judgment used in measuring fair value.

Investments measured and reported at fair value are classified and disclosed in one of the following categories:

Level I — Quoted prices are available in active markets for identical assets or liabilities as of the reporting date. The type of investments included in Level I are publicly traded securities.

Level II — Pricing inputs are other than quoted prices in active markets, which are either directly or indirectly observable as of the reporting date, and fair value is determined through the use of models or other valuation methodologies.

Level III — Pricing inputs are unobservable and include situations where there is little, if any, market activity for the investment. The inputs into the determination of fair value require significant management judgment. Due to the inherent uncertainty of these estimates, these values may differ materially from the values that would have been used had a ready market for these investments existed.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

3. FAIR VALUE MEASUREMENTS AND DISCLOSURES, continued:

In certain cases, the inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such cases, an asset or liability's level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement. Management's assessment of the significance of a particular input to the fair value measurement in its entirety requires judgement and considers factors specific to the investment.

The following table summarizes the valuation of the Church's financial assets by the above fair value hierarchy levels as of September 30, 2024:

	Total	Level I	Level II	Level III
Investments at fair value:				
Money Market Funds	\$ 985,295	\$ 985,295	\$ -	\$ -
Mutual Funds	17,216,252	17,216,252	-	-
Fixed Income Mutual Funds	14,349,489	14,349,489	-	-
Total investments at fair value	<u>32,551,036</u>	<u>32,551,036</u>	<u>-</u>	<u>-</u>
Investments carried at NAV:				
Limited partnership interests	<u>1,902,255</u>			
Investments carried at cost:				
NCP Demand Accounts	9,830,427			
NCP Certificates	<u>3,549,379</u>			
	<u>13,379,806</u>			
Investment in CTC	<u>3,226,890</u>			
Total Investments	<u>\$ 51,059,987</u>	<u>\$ 32,551,036</u>	<u>\$ -</u>	<u>\$ -</u>
Investments whose use is limited at fair value:				
Money Market Funds	\$ 242,504	\$ 242,504	\$ -	\$ -
Equity Mutual Funds	2,315,794	2,315,794	-	-
Fixed Income:				
Bonds - US Government	2,706,971	-	2,706,971	-
Mutual Funds	<u>1,250,473</u>	<u>1,250,473</u>	<u>-</u>	<u>-</u>
Total investments whose use is limited at fair value	<u>6,515,742</u>	<u>3,808,771</u>	<u>2,706,971</u>	<u>-</u>
Investments whose use is limited at cost: NCP Certificates	<u>1,225,360</u>			
Total investments whose use is limited	<u>\$ 7,741,102</u>	<u>\$ 3,808,771</u>	<u>\$ 2,706,971</u>	<u>\$ -</u>

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

3. FAIR VALUE MEASUREMENTS AND DISCLOSURES, continued:

The following table summarizes the valuation of the Church's financial assets by the above fair value hierarchy levels as of September 30, 2023:

	Total	Level I	Level II	Level III
Investments at fair value:				
Money Market Funds	\$ 1,174,971	\$ 1,174,971	\$ -	\$ -
Mutual Funds	15,074,753	15,074,753	-	-
Fixed Income Mutual Funds	12,875,161	12,875,161	-	-
Total investments at fair value	<u>29,124,885</u>	<u>29,124,885</u>	<u>-</u>	<u>-</u>
Investments carried at NAV:				
Limited partnership interests	<u>2,632,491</u>			
Investments carried at cost:				
NCP Demand Accounts	8,740,774			
NCP Certificates	<u>3,549,379</u>			
	<u>12,290,153</u>			
Investment in CTC	<u>2,500,792</u>			
Total Investments	<u>\$ 46,548,321</u>	<u>\$ 29,124,885</u>	<u>\$ -</u>	<u>\$ -</u>
Investments whose use is limited at fair value:				
Money Market Funds	\$ 228,725	\$ 228,725	\$ -	\$ -
Equity Mutual Funds	2,277,476	2,277,476	-	-
Fixed Income:				
Bonds - US Government	2,696,862	-	2,696,862	-
Mutual Funds	<u>539,176</u>	<u>539,176</u>	<u>-</u>	<u>-</u>
Total investments whose use is limited at fair value	<u>5,742,239</u>	<u>3,045,377</u>	<u>2,696,862</u>	<u>-</u>
Investments whose use is limited at cost: NCP Certificates	<u>1,328,514</u>			
Total investments whose use is limited	<u>\$ 7,070,753</u>	<u>\$ 3,045,377</u>	<u>\$ 2,696,862</u>	<u>\$ -</u>

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

3. FAIR VALUE MEASUREMENTS AND DISCLOSURES, continued:

Valuation techniques: Fair values for equities, money market funds and mutual funds are based on quoted market prices or dealer quotes. Fair values for certificates of deposit, corporate, and government bonds are based on yields currently available on comparable securities of issuers with similar credit ratings. Investments in NCP Demand Accounts and NCP Certificates have been excluded from the fair value hierarchy as they are carried at cost, which approximates fair value. The investment in the CTC has been excluded from the fair value hierarchy as it is accounted for under the equity method.

Limited liability partnerships and are carried at NAV as a practical expedient, as reported by the funds' general partners based on information provided by the funds' underlying professional managers. The funds do not allow for withdrawals of investments but will make distributions of its distributable cash flows to its limited partners over the estimated ten year life of the fund. The Church has an outstanding capital commitment of \$87,500 as of both September 30, 2024 and 2023. The Church made no additional purchases of its limited partnership investments during either of the years ended September 30, 2024 and 2023.

4. PROPERTY AND EQUIPMENT:

Property and equipment consist of the following:

	September 30,	
	2024	2023
Administrative office:		
Land	\$ 3,098,413	\$ 3,098,419
Building and improvements	8,083,242	8,061,588
Furniture, fixtures, equipment and vehicles	925,158	874,403
IT software and development	542,310	228,643
	<u>12,649,123</u>	<u>12,263,053</u>
Less accumulated depreciation	<u>(3,103,232)</u>	<u>(2,934,591)</u>
	<u>\$ 9,545,891</u>	<u>\$ 9,328,462</u>

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

5. LINES OF CREDIT AND NOTES PAYABLE:

The Church has a line of credit with NCP. As of September 30, 2024 and 2023, the available line of credit was \$2,500,000. At both September 30, 2024 and 2023, the outstanding balance was \$0. The interest rate is set at the prime rate, but in no event less than 4.00% per annum. At September 30, 2024 and 2023, the interest rate was 7.75% and 8.5%, respectively. This line of credit is payable on demand with sixty days written notice.

The Church also has a mortgage note payable with NCP on the building it now owns and occupies. This loan was refinanced in May 2019 at a total loan amount of \$2,680,000. As of September 30, 2024 and 2023, the outstanding balance on the mortgage note payable was \$1,976,258 and \$2,113,636, respectively. The initial interest rate was 4.75%. The interest rate was adjusted on May 1, 2020, and will be adjusted every thirty-six months thereafter. At September 30, 2024, the interest rate was 6.75%. Under the refinanced loan terms, principal and interest is paid monthly in arrears in installments of \$21,688, based on the most recent interest rate adjustment. All unpaid principal and interest is due and payable on May 1, 2032. The note is secured with real estate. There are no significant loan covenants the Church is required to meet.

During the year ended January 31, 2018, the Church started a program called CovScholars. The Church obtained a loan with NCP to be able to offer eligible Covenant Scholars interest free loans. The original principal amount for the Church is not to exceed \$1,000,000. Interest, charged at prime rate, but no less than 4.00%, is added to the principal of the loan. This loan was paid off in full during the year ended September 30, 2023.

During the year ended January 31, 2019, the Church established a \$1,000,000 line of credit with NCP in support of pastoral grantmaking. The interest rate was set at the prime rate, but in no event less than 4.00% per annum. At September 30, 2024 and 2023, the interest rate was 7.75% and 8.5%, respectively. This line of credit is payable on demand with sixty days written notice. The outstanding balance on the line of credit is \$0, as of both September 30, 2024 and 2023, and is secured by invested funds from proceeds of a grant from the Lilly Foundation.

Principal payments on note payable are due as follows for the year ending September 30:

2025	\$	130,858
2026		139,969
2027		149,715
2028		160,139
2029		171,289
Thereafter		<u>1,224,288</u>
	\$	<u><u>1,976,258</u></u>

Interest expense for the years ended September 30, 2024 and 2023, was \$99,710 and \$147,813, respectively.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

6. COMMITMENTS AND CONTINGENCIES:

GUARANTOR OF DEBT

The Church is liable as joint guarantor, with the regional conferences, of various mortgage loans of local Covenant churches. As of September 30, 2024, the outstanding principal balance on these loans totaled \$59,630,935 and the amount guaranteed was \$31,893,596.. These loans are secured by the related properties with an average Loan-to-Value (LTV) ratio of 51.5%. The Church has pledged investments totaling \$1,225,360 as security for these loans. The mortgage loans have maturity dates ranging from on demand through the year 2050.

COVENANT AGREEMENTS

The Church participates in sponsoring various "Covenant Agreements" with regional church conferences. These intentions to give are not recorded in the consolidated financial statements because they only constitute expressions of intent to give where all discretion to transfer the resources rests with the Church. The Covenant Agreements provide support for pastor salaries and benefits at various member churches. While there are intentions through fiscal year 2029, there are no commitments beyond fiscal year 2029. The Church's planned expenditures under existing Covenant Agreements are as follows for the year ending September 30:

2025	\$	269,337
2026		162,243
2027		132,113
2028		126,080
2029		<u>125,425</u>
	\$	<u><u>815,198</u></u>

7. BENEFICIAL INTEREST IN TRUSTS:

A source of funds to the Church is in the form of bequests from deceased church members and other parties. The Covenant Estate Planning Services, an affiliate of the Church, maintains information as to the estimated values of the Church's share of trusts and other estate planning mechanisms used by donors. Estimates of value as to the underlying assets of the trusts or other arrangements rely on quoted market prices in the case of stocks and other equity and traded debt securities, appraisal value (where available) for real property, and other reasonable estimates made by the trustees for specific assets.

Amounts related to irrevocable trusts for which the Church is named as beneficiary are reflected in the consolidated statements of financial position as beneficial interest in trusts. Trusts which name the Church as beneficiary, but which allow the beneficiary to be changed to a different Church-related entity at the discretion of the grantor, are not considered irrevocable for accounting purposes and, accordingly, have not been recorded in the consolidated financial statements. The Interest in Irrevocable Trusts becomes available to the Church upon death of the grantor. During the years ended September 30, 2024 and 2023, the Church was not the beneficiary of any new irrevocable trusts.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

8. FEES AND EXPENSE REIMBURSEMENTS:

The Church charges fees for administrative and management services provided to other Covenant institutions and funds of the Church. Fees are assessed monthly, and the Church recognizes revenue as the services are performed. Fees charged to related Covenant institutions and funds were \$3,985,931 and \$3,957,343 for the years ended September 30, 2024 and 2023, respectively. In addition, the Church recorded \$222,147 and \$212,812 for the years ended September 30, 2024 and, 2023, respectively, as reimbursement of expenses incurred by the Church, which are reflected as a reduction of general administration expenditures in the consolidated statements of activities.

9. PENSION TRUST FUND:

The Church participates in one multiemployer plan. The risks of participating in a multiemployer plan differs from single-employer plans in the following aspects:

- a) Assets contributed to the multiemployer plan by one employer may be used to provide benefits to employees of other participating employers.
- b) If a participating employer stops contributing to the plan, the unfunded obligations of the plan may be borne by the remaining participating employer.
- c) If the organization chooses to stop participating in the multiemployer plan, it may be required to pay to the plan an amount based on the underfunded status of the plan, referred to as a withdrawal liability.

The Covenant Pension Plan was officially closed to new participants as of Dec 31 2019. This multiemployer plan, administered by the Board of Pensions and Benefits of the Evangelical Covenant Church, is noncontributory and provides defined benefits based on years of service and remuneration. Covenant ordained or licensed ministers serving full time in the denomination, in one of its conferences or in Covenant churches are required to participate in the Covenant Pension Plan. Full-time missionaries of the Covenant are also required to participate. The contribution rate is 12.5% of the annual compensation, including housing allowances, of participating personnel. Participants with five years of service are entitled to pension benefits upon retirement. Pension benefits are paid monthly and are based on length of service and compensation. Pension expense, representing the Church's required contribution to the Covenant Pension Plan, was \$371,365 and \$398,666 for the years ended September 30, 2024 and 2023, respectively. To the extent the Covenant Pension Plan is underfunded, future contributions to the Plan may increase.

The Covenant Pension Plan is not an Employee Retirement Income Security Act (ERISA) Plan and is not required to file Form 5500. The Covenant Pension Plan's fiscal year is January 1 to December 31.

Total contributions from all employers to the Plan for the year ended December 31, 2024, are as follows:

<u>Pension Fund</u>	<u>FEIN</u>	<u>2024</u>
Covenant Pension Plan	36-3065447	\$ 5,022,976

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Notes to Consolidated Financial Statements

September 30, 2024 and 2023

9. PENSION TRUST FUND, continued:

As of December 31, 2024, the Covenant Pension Plan's total net assets available for benefits were \$298,706,978 and the actuarial present value of accumulated plan benefits was \$286,963,294. As of December 31, 2024, the Plan was 100% funded, based on the Church Plan assumptions utilized by management. The December 31, 2024, actuarial report was the most currently available report as of the audit report date.

Lay employees of the Church hired before May 2013 participate in The Evangelical Covenant Church Lay Pension Plan (the Lay Plan). This multiemployer plan, administered by the Church, is noncontributory and provides defined benefits based on years of service and remuneration near retirement. This Lay Plan was previously a part of The Evangelical Covenant Church Retirement Plan (the Plan) and was administered by the Board of Benevolence of the Evangelical Covenant Church. The Lay Plan began operations on January 1, 2014.

Eligible employees are all lay employees of the Church and its related entities. Participants with five years of service are entitled to pension benefits upon retirement. Retirement benefits are paid to pensioners or beneficiaries in various forms of joint and survivor annuities, including a lump-sum payment option if the earned benefit is less than \$10,000. Pension expense, representing the Church's required contribution to the Lay Plan, was \$0 for both the years ended September 30, 2024 and 2023. To the extent the Lay Plan is underfunded, future contributions to the Lay Plan may increase. Effective December 31, 2021, the Lay Plan was frozen.

The Lay Plan is a Church plan (not an ERISA Plan) and is not required to file Form 5500. The Plan's fiscal year is from January 1 to December 31.

Total contributions from all employers to the Lay Plan for the year ended December 31, 2021, are as follows:

Pension Fund	FEIN	2021
Evangelical Covenant Church Lay Pension Plan	46-4271385	\$ 93,233

As of December 31, 2022, the Lay Plan's total net assets available for benefits were \$10,749,856. As of December 31, 2021, the actuarial present value of accumulated plan benefits was \$10,376,206. As of December 31, 2021 and 2022, the Plan was 100% funded, based on the Church Plan assumptions utilized by management. The December 31, 2021, actuarial report was the most currently available report as of the audit report date.

Full-time employees hired in May 2013 or thereafter are covered under a 403(b) contributory plan. The Church contributed \$496,894 and \$516,073 to the 403(b) contributory plan in the years ended September 30, 2024 and 2023, respectively. As the 403(b) plan covers employees of other institutions, asset and benefit information applicable to the Church is not available.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

10. NET ASSETS:

Net assets consist of the following:

	September 30,	
	2024	2023
Net assets without donor restrictions:		
Undesignated	\$ 23,350,987	\$ 17,371,067
Board designated for Financial Relief Initiative program	3,115,650	6,215,650
	<u>26,466,637</u>	<u>23,586,717</u>
Net assets with donor restrictions:		
Subject to expenditure for specified purpose:		
Kingdom Builders Frontier Friends	5,425	2,960
Friends of World Mission	463,749	557,487
CovKids	290,285	338,315
Serve Globally	759,983	759,983
Covenant World Relief	1,147,043	1,017,607
Start & Strengthen Churches	60,631	135,619
Short-Term Missionaries	1,694,002	1,720,053
Make & Deepen Disciples	449,219	383,654
Sustaining Pastoral Excellence	134,663	223,461
Love Mercy Do Justice	697,073	762,400
CovEnterprises	38,654	60,081
Annuity agreements	290,684	176,024
Other	472,601	606,917
	<u>6,504,012</u>	<u>6,744,561</u>
Subject to the passage of time:		
Beneficial interest in trusts	712,646	629,388
	<u>712,646</u>	<u>629,388</u>
Subject to the Church's spending policy and appropriations:		
Term endowments:		
Start & Strengthen Churches	12,095,417	10,503,926
Covenant World Relief	1,798,478	2,126,457
Other	416,313	348,137
Endowment funds restricted in perpetuity	3,446,858	2,264,067
	<u>17,757,066</u>	<u>15,242,587</u>
Total net assets with donor restrictions	<u>24,973,724</u>	<u>22,616,536</u>
Total net assets	<u>\$ 51,440,361</u>	<u>\$ 46,203,253</u>

The Church's governing board, through specific action, has created self-imposed limits on net assets without donor restrictions. The board has set aside \$3,115,650 and \$6,215,650 for its Financial Relief Initiative program as of September 30, 2024 and 2023, respectively. These net assets can be drawn upon if the board approves such action.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

11. ENDOWMENT FUNDS:

The Church's endowment net assets consist of separate investment accounts established for a variety of purposes. As required by GAAP, net assets associated with endowment funds are classified and reported based on the existence or absence of donor-imposed restrictions. Most of the Church's endowment funds required to be held in perpetuity are in the Covenant Endowment Trust (CET). CET is managed by the CTC as Trustee. It was created as a supporting organization to provide for the orderly investment and management of gifts with a permanent donor restriction to be consistent with the donor's charitable purposes and objectives for the benefit of the Church, all its churches and all organizations affiliated with it. While it contains gifts for the Church, the majority of the fund is for the benefit of other Covenant entities. The Church's endowment net assets also include invested funds held under term agreements for Start & Strengthen Churches and Covenant World Relief.

The Church has interpreted the Uniform Prudent Management of Institutional Funds Act (UPMIFA) as requiring the preservation of the fair value of the original gift, as of the gift date of the donor funds with a permanent restriction absent explicit donor stipulations to the contrary. As a result of this interpretation, the Church classifies as net assets restricted in perpetuity (a) the original value of gifts, (b) the original value of subsequent gifts, and (c) accumulations made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the fund with donor restrictions that is not classified in net assets restricted in perpetuity is classified as net assets restricted by purpose or time until those amounts are appropriated for expenditure by the Church in a manner consistent with the standard of prudence prescribed by UPMIFA.

In accordance with UPMIFA, the organization considers the following factors in making a determination to appropriate or accumulate donor-restricted funds:

- 1 The duration and preservation of the fund.
- 2 The purposes of the organization and the donor-restricted fund.
- 3 General economic conditions.
- 4 The possible effect of inflation and deflation.
- 5 The expected total return from income and appreciation of investments.
- 6 Other resources of the organization.
- 7 The investment policies of the organization.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

11. ENDOWMENT FUNDS, continued:

Changes in endowment net assets for the year ended September 30, 2024:

	With Donor Restrictions			
	Perpetual Endowments	Term Endowments	Total With Donor Restrictions	Total Funds
Endowment net assets beginning of year	\$ 2,264,067	\$ 12,978,520	\$ 15,242,587	\$ 15,242,587
Investment return, net	316,475	1,615,960	1,932,435	1,932,435
Contributions	966,316	2,792,230	3,758,546	3,758,546
Amounts appropriated for expenditures	(100,000)	(3,076,502)	(3,176,502)	(3,176,502)
	<u>1,182,791</u>	<u>1,331,688</u>	<u>2,514,479</u>	<u>2,514,479</u>
Endowment net assets, end of year	<u>\$ 3,446,858</u>	<u>\$ 14,310,208</u>	<u>\$ 17,757,066</u>	<u>\$ 17,757,066</u>

Changes in endowment net assets for the year ended September 30, 2023:

	With Donor Restrictions			
	Perpetual Endowments	Term Endowments	Total With Donor Restrictions	Total Funds
Endowment net assets beginning of year	\$ 2,133,658	\$ 12,611,596	\$ 14,745,254	\$ 14,745,254
Investment return, net	12,304	822,937	835,241	835,241
Contributions	118,105	1,452,341	1,570,446	1,570,446
Amounts appropriated for expenditures	-	(1,908,354)	(1,908,354)	(1,908,354)
	<u>130,409</u>	<u>366,924</u>	<u>497,333</u>	<u>497,333</u>
Endowment net assets, end of year	<u>\$ 2,264,067</u>	<u>\$ 12,978,520</u>	<u>\$ 15,242,587</u>	<u>\$ 15,242,587</u>

Funds with Deficiencies: From time to time, the fair value of assets associated with individual donor restricted endowment funds may fall below the level that the donor or UPMIFA requires the Church to retain as a fund of perpetual duration. There were no such deficiencies as of September 30, 2024 and 2023.

Return Objectives and Risk Parameters: The Church has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs while seeking to maintain the purchasing power of the assets. Endowment net assets include those assets of donor-restricted funds that the Church must hold in perpetuity and those assets that the Church must hold for donor-specified periods or purposes along with related investment earnings.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

11. ENDOWMENT FUNDS, continued:

Strategies Employed for Achieving Objectives: To satisfy its long-term rate-of-return objectives, the Church relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends).

Spending Policy: Distributions are made from CET at the rate of 5% annually with payments being made quarterly. The distribution is made first from income and to the extent that income is insufficient, from principal.

12. SUPPLEMENTAL RETIREMENT BENEFITS:

Based on resolutions adopted by the Executive Board of the Church, the Church provides supplemental retirement benefit payments to several former employees. The Church has accrued a liability of \$460,288 and \$515,342 at September 30, 2024 and 2023, respectively, to fund these payments. The liability is estimated based on life expectancy of former employees and a discount rate of 7% at September 30, 2024 and 2023. During the years ended September 30, 2024 and 2023, the supplemental retirement benefit payments were \$106,011 and \$98,702, respectively.

13. ANNUITY AGREEMENTS:

The Church has an obligation to make payments under charitable gift annuity agreements. In accordance with various state regulations, the Church maintains separate trust funds as a reserve to meet the future payments under these agreements.

Annuity agreement information is as follows:

	September 30,	
	2024	2023
Assets - investments designated for annuity agreements	\$ 6,515,742	\$ 5,742,239
Liabilities and net assets:		
Liabilities:		
Annuities payable	\$ 640,026	\$ 715,603
Due to other Covenant entities	5,543,352	4,832,068
Total liabilities	6,183,378	5,547,671
Net assets:		
Without donor restrictions	41,680	18,544
With donor restrictions for annuity agreements	290,684	176,024
Total net assets	332,364	194,568
Total Liabilities and Net Assets	\$ 6,515,742	\$ 5,742,239

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

14. FUNCTIONAL ALLOCATION OF EXPENSES:

The costs of providing the various program services and supporting activities have been summarized below on a functional basis. Accordingly, certain costs have been allocated among the program services and supporting activities for the years ended September 30, 2024 and 2023. The consolidated financial statements report certain categories of expenses that are attributable to more than one program or supporting function. Therefore, these expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include salaries and benefits, travel, conferences and meetings, professional fees, board expense, and certain office expenses, which are allocated on the basis of estimates of time and effort, as well as certain occupancy costs, which are allocated on a square footage basis.

	Year Ended September 30, 2024											
	Program Services						Supporting Activities					
	Start & Strengthen Churches	Make & Deepen Disciples	Develop Leaders	Love Mercy Do Justice	Serve Globally	General Mission	Total	Communications	General Administration	Fundraising	Total	Total Expenses
Support to global and local partners	\$ 3,937,404	\$ 694,659	\$ 1,805,988	\$ 108,774	\$ 5,148,842	\$ 56,000	\$ 11,751,667	\$ -	\$ -	\$ -	\$ -	\$ 11,751,667
Salaries and benefits	764,656	167,890	732,755	488,458	4,061,687	-	6,215,446	986,333	3,053,239	601,928	4,641,500	10,856,946
Travel	125,525	22,398	119,573	71,931	422,255	-	761,682	37,105	144,044	110,437	291,586	1,053,268
Office and occupancy	110,468	88,705	144,366	28,336	267,568	-	639,443	265,727	638,031	219,946	1,123,704	1,763,147
Publications, printing and publicity	440	626	7,935	4,675	177,156	-	190,832	38,680	102,782	97,114	238,576	429,408
Conferences and meetings	-	-	63,937	-	-	-	63,937	-	370,280	2,385	372,665	436,602
Professional fees	-	-	-	124	5,919	-	6,043	425	107,035	41,891	149,351	155,394
Board expense	3,347	2,571	49,254	1,081	15,123	-	71,376	906	134,556	-	135,462	206,838
Interest	-	-	-	-	-	-	-	-	99,710	-	99,710	99,710
Depreciation	-	-	-	-	-	-	-	-	168,641	-	168,641	168,641
Total Expenses	\$ 4,941,840	\$ 976,849	\$ 2,923,808	\$ 703,379	\$ 10,098,550	\$ 56,000	\$ 19,700,426	\$ 1,329,176	\$ 4,818,318	\$ 1,073,701	\$ 7,221,195	\$ 26,921,621

	Year Ended September 30, 2023											
	Program Services						Supporting Activities					
	Start & Strengthen Churches	Make & Deepen Disciples	Develop Leaders	Love Mercy Do Justice	Serve Globally	General Mission	Total	Communications	General Administration	Fundraising	Total	Total Expenses
Support to global and local partners	\$ 2,988,919	\$ 285,955	\$ 2,015,600	\$ 260,404	\$ 4,756,964	\$ 87,800	\$ 10,395,642	\$ -	\$ -	\$ -	\$ -	\$ 10,395,642
Salaries and benefits	762,529	322,920	870,503	484,807	4,385,151	-	6,825,910	1,019,145	2,718,285	687,961	4,425,391	11,251,301
Travel	247,268	29,426	115,126	66,674	423,147	-	881,641	41,695	130,736	112,684	285,115	1,166,756
Office and occupancy	157,274	88,725	117,946	67,550	272,448	-	703,943	242,851	524,218	128,846	895,915	1,599,858
Publications, printing and publicity	2,873	2,187	6,831	8,570	122,943	-	143,404	-	82,164	67,777	149,941	293,345
Conferences and meetings	-	-	72,004	-	-	-	72,004	-	397,744	-	397,744	469,748
Professional fees	-	-	8,712	-	868	-	9,580	2,235	216,010	-	218,245	227,825
Board expense	4,669	4,090	22,606	3,551	20,302	-	55,218	3,319	137,343	-	140,662	195,880
Interest	-	-	-	-	-	-	-	-	147,813	-	147,813	147,813
Depreciation	-	-	-	-	-	-	-	-	161,238	-	161,238	161,238
Total Expenses	\$ 4,163,532	\$ 733,303	\$ 3,229,328	\$ 891,556	\$ 9,981,823	\$ 87,800	\$ 19,087,342	\$ 1,309,245	\$ 4,515,551	\$ 997,268	\$ 6,822,064	\$ 25,909,406

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

15. TRANSACTIONS WITH AFFILIATED ENTITIES:

In addition to the transactions with affiliated entities noted elsewhere, the following were also noted:

The Church gifted approximately \$1,044,000 to an affiliated organization during both the years ended September 30, 2024 and 2023. The Church also received approximately \$255,000 from this affiliated organization for administrative and management services provided during both the years ended September 30, 2024 and 2023.

The Church received \$1,754,500 and \$1,512,000 from an affiliated organization for administrative and management services provided during the years ended September 30, 2024 and 2023, respectively.

The Church received approximately \$514,000 and \$548,000 from an affiliated organization for administrative and management services provided during the years ended September 30, 2024 and 2023, respectively.

The Church received approximately \$60,000 from an affiliated organization for administrative and management services provided during both the years ended September 30, 2024 and 2023.

16. EMPLOYEE RETENTION CREDIT:

The Church claimed a tax credit of \$1,629,655, through the Employee Retention Credit (ERC) program offered through the Coronavirus Aid, Relief, and Economic Security Act (CARES Act). The credit is claimed in relation to qualified wages owed for the year ended September 2021. The full amount of the credit was received and recognized as grant revenue on the consolidated statements of activities in the year ended September 30, 2023.

Laws and regulations concerning government programs, including the ERC, established by the CARES Act are complex and subject to varying interpretation. Claims made under the CARES Act may also be subject to retroactive audit and review. There can be no assurance that regulatory authorities will not challenge the Church's claim to the ERC, and it is not possible to determine the impact (if any) this would have upon the Church.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2024 and 2023

17. LIQUIDITY AND FUNDS AVAILABLE:

As part of the Church's liquidity management, it invests cash in excess of daily requirement in investments. There is an established fund designated by management with the objective of setting funds aside to be drawn upon in the event of financial distress or an immediate liquidity need resulting from events outside of the typical life cycle of converting financial assets to cash or settling financial liabilities. In the event of an unanticipated liquidity need, the Church could also draw upon its \$2,500,000 operating line of credit (as further discussed in Note 5), of which \$0 was outstanding at both September 30, 2024 and 2023, respectively.

The following reflects the Church's financial assets as of the balance sheet date, including amounts not available within one year of the balance sheet date. Amounts not available include amounts illiquid or not convertible to cash within one year, perpetual and term endowments and accumulated earnings subject to appropriation beyond one year, contractual or donor-imposed restrictions, or because the board has set aside funds for specific projects. These board designations could be drawn upon if the board approves that action.

	September 30,	
	2024	2023
Financial assets:		
Cash and cash equivalents	\$ 3,004,632	\$ 2,406,359
Assets held for board designated purposes:		
Cash and cash equivalents	276,342	276,342
Investments	2,839,308	5,939,308
Notes and accounts receivable	3,238,656	3,121,380
Investments	48,220,679	40,609,013
Investments whose use is limited	7,741,102	7,070,753
	<u>65,320,719</u>	<u>59,423,155</u>
Less those unavailable for general expenditures within one year, due to:		
Contractual or donor-imposed restrictions:		
Board designated for Financial Relief Initiative program	(3,115,650)	(6,215,650)
Restricted by donor with time or purpose restrictions	(6,504,012)	(6,744,561)
Investments held in annuities	(6,515,742)	(5,742,239)
Investments pledged	(1,225,360)	(1,328,514)
Endowment funds restricted in perpetuity	(3,446,858)	(2,264,067)
Investments not convertible to cash within next 12 months	(5,129,145)	(5,133,283)
Term endowment funds, primarily for long-term investing	(14,310,208)	(12,978,520)
	<u>(39,259,575)</u>	<u>(35,412,834)</u>
Financial assets available within one year to meet cash needs for general expenditures within one year	<u>\$ 25,073,744</u>	<u>\$ 19,016,321</u>

18. SUBSEQUENT EVENTS:

Subsequent events have been evaluated through May 7, 2025, which represents the date the consolidated financial statements were available to be issued. Subsequent events after that date have not been evaluated.

SUPPLEMENTARY DATA

INDEPENDENT AUDITORS' REPORT ON SUPPLEMENTARY DATA

To the Executive Board of
The Evangelical Covenant Church
Chicago, Illinois

We have audited the consolidated financial statements of The Evangelical Covenant Church as of and for the years ended September 30, 2024 and 2023, and our report thereon dated May 7, 2025, which expresses an unmodified opinion on those consolidated financial statements, appears on page 1. Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The consolidating statements of financial position on page 28 is presented for purposes of additional analysis of the consolidated financial statements rather than to present the financial position of the individual organizations, and it is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.



Naperville, Illinois
May 7, 2025

THE EVANGELICAL COVENANT CHURCH

Consolidating Statements of Financial Position

	Year Ended September 30,									
	2024				Consolidated Totals	2023				Consolidated Totals
	The Evangelical Covenant Church	Bezalel, Inc.	CovScholars, LLC	Eliminations		The Evangelical Covenant Church	Bezalel, Inc.	CovScholars, LLC	Eliminations	
ASSETS:										
Cash and cash equivalents	\$ 3,004,632	\$ -	\$ -	\$ -	\$ 3,004,632	\$ 2,406,359	\$ -	\$ -	\$ -	\$ 2,406,359
Assets held for board designated purposes:										
Cash and cash equivalents	276,342	-	-	-	276,342	276,342	-	-	-	276,342
Investments	2,839,308	-	-	-	2,839,308	5,939,308	-	-	-	5,939,308
Prepaid expenses and other assets	147,870	-	-	-	147,870	130,917	-	-	-	130,917
Accounts receivable:										
Churches and other affiliates, net	726,284	-	-	-	726,284	679,056	-	-	-	679,056
Other Covenant entities	1,297,048	-	-	-	1,297,048	1,411,374	-	-	-	1,411,374
Notes receivable	1,215,324	-	-	-	1,215,324	1,030,950	-	-	-	1,030,950
Investments	48,220,679	-	-	-	48,220,679	40,609,013	-	-	-	40,609,013
Investments whose use is limited:										
Annuities	6,515,742	-	-	-	6,515,742	5,742,239	-	-	-	5,742,239
Investments pledged	1,225,360	-	-	-	1,225,360	1,328,514	-	-	-	1,328,514
Property and equipment, net	9,545,891	-	-	-	9,545,891	9,328,462	-	-	-	9,328,462
Interest in irrevocable trusts	712,646	-	-	-	712,646	629,386	-	-	-	629,386
Total Assets	\$ 75,727,126	\$ -	\$ -	\$ -	\$ 75,727,126	\$ 69,511,920	\$ -	\$ -	\$ -	\$ 69,511,920
LIABILITIES:										
Accounts payable and accrued expenses	\$ 2,566,062	\$ -	\$ -	\$ -	\$ 2,566,062	\$ 2,175,584	\$ -	\$ -	\$ -	\$ 2,175,584
Deferred income	1,875,907	-	-	-	1,875,907	735,142	-	-	-	735,142
Insurance payable	11,224,872	-	-	-	11,224,872	12,221,292	-	-	-	12,221,292
Lines of credit and notes payable	1,976,258	-	-	-	1,976,258	2,113,636	-	200,600	-	2,314,236
Supplemental retirement benefits payable	460,288	-	-	-	460,288	515,342	-	-	-	515,342
Annuities:										
Annuities payable	640,026	-	-	-	640,026	715,603	-	-	-	715,603
Due to other Covenant entities	5,543,352	-	-	-	5,543,352	4,832,068	-	-	-	4,832,068
Total Liabilities	24,286,765	-	-	-	24,286,765	23,308,667	-	200,600	-	23,509,267
NET ASSETS:										
Without donor restrictions	26,466,637	-	-	-	26,466,637	23,586,717	-	(200,600)	-	23,386,117
With donor restrictions	24,973,724	-	-	-	24,973,724	22,616,536	-	-	-	22,616,536
Total Net Assets	51,440,361	-	-	-	51,440,361	46,203,253	-	(200,600)	-	46,002,653
Total Liabilities and Net Assets	\$ 75,727,126	\$ -	\$ -	\$ -	\$ 75,727,126	\$ 69,511,920	\$ -	\$ -	\$ -	\$ 69,511,920

See notes to consolidated financial statements



Report on 2024 Mission Advancement

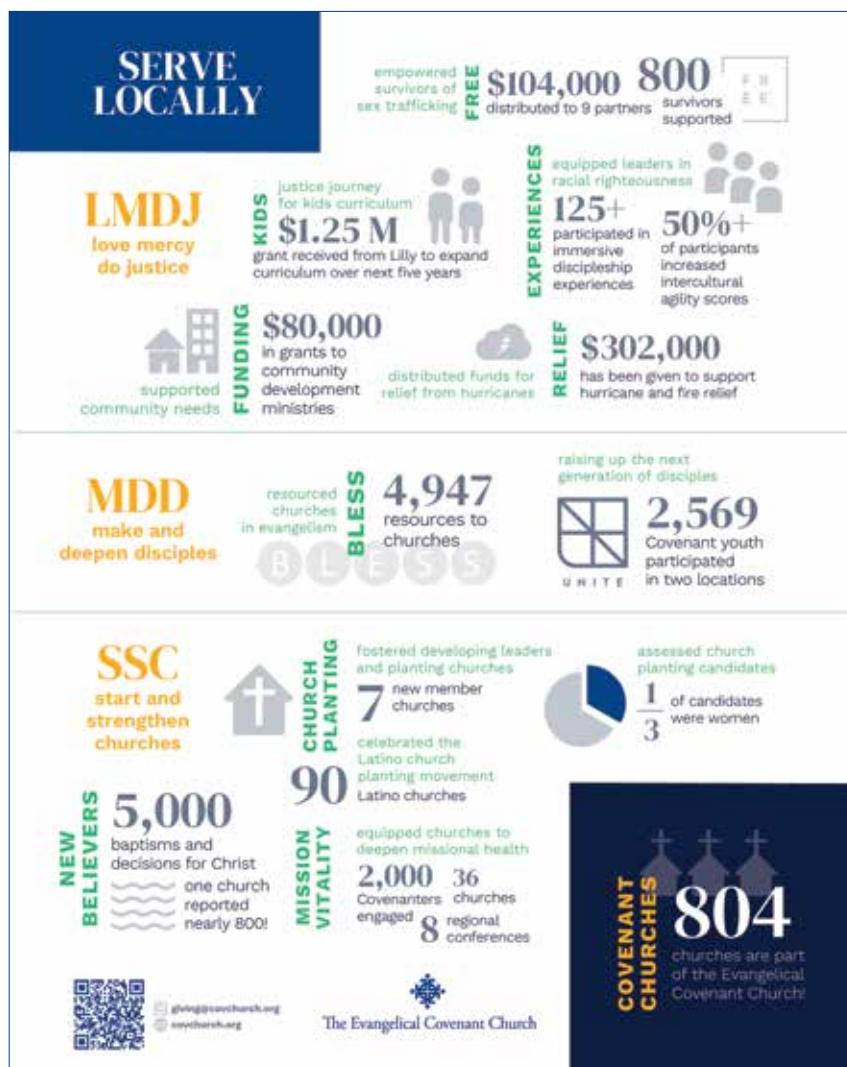
“A triple-braided cord is not easily broken.” — Ecclesiastes 4:12

The Evangelical Covenant Church is a movement of congregations, conferences, and our shared denomination, woven together by prayer, partnership, and purpose. Grounded in God’s mission and shaped by the Holy Spirit, we move forward to love like Christ and faithfully bear witness to the kingdom of God.



The Advancement team serves to foster a culture of generosity across the Covenant, extending the invitation to support our collective mission and ministry. This Impact Report tells the story of what God is doing in and through us—as we do it together.

We are deeply grateful for 4,392 donors, churches, and partners whose generosity, exceeding \$17 million, continues to strengthen the mission. Your prayers, gifts, and unwavering commitment are vital strands in the cord that binds us together. Thank you for investing in the work of the gospel and for helping to advance God’s kingdom through the Evangelical Covenant Church.





Report from Covenant Ministries of Benevolence

While 2024 saw a couple of significant milestones of change for CMB and its affiliates, it was also, by any measure of industry standards or empirical metrics, one of our healthiest years, both missionally and operationally.

One of CMB's strategic goals is to advocate for risk assessment and mitigation efforts. To that end, Covenant Living, EMC Health, and Ädelbrook once again received clean audits, giving witness to their diligent commitment to transparency and high standards of financial and operational compliance.

Another reflection of this strategic goal is the initiative to terminate the affiliates' pension plan. Begun over a year ago, this effort remains on track to be completed this fall and, most importantly, will ensure that the over 4,000 plan participants' hard-earned benefits will be available for them when they need them. Simultaneously, it will remove one of the remaining significant risk exposures for CMB and the Covenant.

On the national front, recent uncertainty surrounding federal funding is of concern, compelling our affiliates to be even more cautious in their fiscal projections. While CMB affiliates have always understood that a certain degree of unpredictability exists with state-level funding, federal funding has historically tended to be more stable. That dynamic has, at least for the foreseeable future, changed. Reflecting the proactive posture of CMB and its affiliates as they navigate the powerful trends reshaping culture and industry, Covenant Living and Ädelbrook are in the final stages of reviewing, updating, and implementing their strategic plans. Additionally, [Covenant Initiatives for Care](#) (CIC), which provides oversight for [Covenant Ability Network](#) state affiliates, has initiated a coordinated strategic planning initiative.



Covenant Living and Community Services

After a national search, in June 2024, David Erickson was named president and CEO of Covenant Living and has navigated the transition well. In the past year he has already finalized an agreement with Presbyterian Homes of Tennessee to welcome two communities in the metropolitan area of Knoxville to the Covenant Living family and was instrumental in preserving

Covenant Living's AAA rating from Fitch. In their summary, Fitch specifically cited the smoothness and strength of the transition as one of the reasons behind its designation.

As part of its commitment to the overall quality of experience throughout all 20 communities across



Jessica's House (left) provides support for families grieving the death of a loved one. Ädelbrook (below) provides learning opportunities for students with autism.



the country, Covenant Living continues to find innovative and ongoing ways to promote high levels of resident and employee engagement.

FY24 proved to be one of the best in Covenant Living's history by way of occupancy. Across all three business lines (independent, assisted/memory care, and skilled), the occupancy rate was (and remains) in the mid-90th percentile compared to the national average in the low 80s.

EMC Health

Erin Nelson, the executive director of Jessica's House, and Colleen Montague, program director, released a book entitled [When Grief Comes Home: A Gentle Guide for Living Through Loss While Supporting Your Child](#). Drawing from personal experience and the collective experience of the many people [Jessica's House](#) has served over the years, this resource is one way to reach beyond its present service area. CMB is pleased to highlight this unique affiliate ministry at Gather 2025 in Orlando, Florida.

Ädelbrook Behavioral and Developmental Services

This year [Ädelbrook](#) celebrates its 125th anniversary after its founding in 1900 by the Swedish Evangelical Covenant Church, first opening its doors as the Swedish Christian Orphanage. Its original mission was to "provide a home for homeless and neglected children...and provide not only for the physical needs of a child, but that the Word of God be taught...so that each child may discover the joy and security of a Christian faith." Though the avenues through which this mission is accomplished have necessarily morphed over the years, Ädelbrook continues to meet the changing



The Covenant Ability Network provides residential programs and services for people with developmental disabilities.

needs of the communities and state it serves while remaining dedicated to the principles of its original mission.



Ädelbrook expanded its services

in 2024, reaching across state lines by adding another school serving students ages nine through 22 from Connecticut and Massachusetts. Additionally, a second vocational retail business called [ÄdelBOOKS and More](#) opened, providing another vocational skill building and community integration opportunity. Such programs provide valuable life experience and learning opportunities for students and residents, optimizing their independence. [Enjoy these testimonies from participants in the program.](#)

Finally, Cromwell Academy recently celebrated the graduation of two of their students. Surrounded by family, fellow students, district representatives, teachers, and staff, the students were recognized for their achievements. One of Ädelbrook's certified occupational therapists, Ana, gave tribute to the impact that one of the graduates, Schuyler, had on her, the staff, and his classmates.

Covenant Initiatives for Care

Covenant Ability Network

- In October 2024, Laura Daire was named executive director of [Covenant Ability Network of Minnesota](#) (CANMN). She has over 17 years of industry experience, having begun her vocational journey with CANMN as a direct support professional. She also serves on various committees for the Minnesota Department of Human Services and is well respected throughout the state for upholding the absolute highest standards of care for residents. Ms. Daire will continue the tradition of excellence that is a hallmark of CANMN, bringing a new generation of leadership to the mission and ministry.

- [Covenant Ability Network of Illinois](#) (CANIL) is in the process of purchasing two new homes for some of its current residents. This represents the first step in an overall long-term commitment to begin transitioning residents out of older accommodations. Additionally, it will increase overall capacity to provide a possible home for more future residents. This represents a significant change in trajectory from just three years ago when CANIL's future was uncertain. It is a tribute to Dave Boggs, chief operating officer of Covenant Ability Network; Jennifer Zelek, CANIL executive director; and the CANIL board of directors.

Covenant Children's Ministries

A new grant opportunity was introduced at the most recent Midwinter Conference in Denver, Colorado. The [Mission and Ministry Grant Program](#) is intended to encourage Covenant churches and affiliated organizations that are developing programs or ministries in their communities to serve at-risk children, youth, and families via collaborative partnerships.

Collaborations

Covenant Initiatives for Care is in its second year of collaboration with [Transform Capital](#) and [North Park University](#) to offer internship experiences that provide tangible vocational training, cohort-learning, internship credit, community engagement and immersion, and service to (and wisdom from) neighbors in local dis-invested communities. This collaboration has supported more than 90 internships to date, made possible by 0 percent interest loans extended by CIC to the venture.

CMB and its affiliates continue to proactively navigate the unfolding, pandemic-accelerated trends that are impacting and reshaping not only the landscape of the industry sectors in which they serve but the culture itself. I commend the leadership of CMB's affiliates and the boards of directors who collectively and regularly demonstrate a quiet certainty while engaging the tough questions and realities of the day. Along with CMB's team, the heartbeat and contextualized mission of the ongoing [arc of the Home of Mercy](#) continues to be well-reflected.

Respectfully and gratefully submitted,

Todd Slechta

PRESIDENT, COVENANT MINISTRIES OF BENEVOLENCE



Report from Covenant Trust Company

The year 2024 was an exceptionally beneficial year for Covenant Trust Company (CTC). The Covenant system benefited from more than \$14.5 million in charitable giving facilitated by CTC. Our clients benefited from solid investment performance; our shareholders (Covenant Ministries of Benevolence, the Covenant, and North Park University) benefited from a first-ever dividend payout. Our organization benefited from strong financial performance, and the sustainability and effectiveness of our mission benefited from a comprehensive strategic review of our organization.

Covenant Estate Planning Services

Covenant Estate Planning Services (CEPS) is the planned giving arm of the Covenant. Through CEPS, the Covenant offers estate planning services, a gift annuity program, a gift processing program, and a donor advised fund program. Covenant Trust manages these programs, and we also process gifts of appreciated securities to Covenant churches.

We are pleased to report that in 2024, CEPS facilitated a total of **\$14,580,758** in giving to Covenant entities, sourced as follows:

Distributions from legacy plans: \$10,234,157

Stock gifts: \$1,983,873

DAF charitable distributions: \$503,348

QCDs: \$1,859,380

Since its inception, **Covenant Trust has facilitated \$273+ million in legacy giving to Covenant entities.**

2024 Financial Results

Financial results in 2024 were very strong. We realized record revenue of \$10.32 million, more than \$1.36 million ahead of budget, with ordinary expenses totaling \$8.03 million, \$525K under budget.

We continue to experience stable trends in fundings and clients under our care. As of December 31, 2024, assets under our care totaled \$2.32 billion (7% ahead of 2023), with \$1.24 billion in assets under management and \$1.08 billion in assets under custody. New fundings totaled \$97.4 million (16.9% ahead of 2023).

We are extremely pleased to share that for the first time in Covenant Trust's history, our board of directors has declared a shareholder dividend. A total dividend of \$762,633.75 was paid to our three owners. Covenant Ministries of Benevolence, the Evangelical Covenant Church, and North Park University each received \$254,211.25. We are grateful to our owners for their long-time support

of our mission and team, and we are excited to continue our partnership with them in the fruitful work of Covenant Trust.

Strategic Review

Throughout 2024 we engaged a consultant in a strategic review of our organization, aimed at helping us better serve our clients, more effectively fulfill our mission, and ensure the long-term success of Covenant Trust.

The analysis proved especially insightful regarding the gaps between our current practices and best practices for our industry. Our mission has always been to help as many people as possible—particularly Covenanters—to achieve their financial and charitable goals in support of our owners.

Presently clients with \$200K or less comprise 53.4% of our total relationships, 5.7% of our assets under management, and 9.4% of related revenue. These smaller relationships impact both our financial sustainability and our ability to serve our entire client base. Historically our owners helped subsidize this part of our business, but the owner subsidy to Covenant Trust ceased in 2019. Fortunately, the capital markets have been strongly trending upward in general since then.

Covenant Trust has offered the same products, services, and attention to every client, regardless of size. Yet that paradigm can result in misalignment between client needs and Covenant Trust resources. Our consultant strongly recommended that we develop a segmentation strategy so that we can serve our clients in the manner best suited to their individual circumstances and objectives.

We are excited about the many opportunities the strategic review has uncovered to help us better fulfill our mission. We are presently at work with our board of directors to formulate a long-viewed action plan.

I want to close this section of my report by quoting a notable portion of our consultant's final report to us: "The CT team has developed an extremely strong loyalty with clients that differentiates them among others within the trust industry. Clients truly value the relationship with the [CT] team, who are passionate and always 'go above and beyond.' The team truly cares, which sets up CT well in the future."

Let me stress that while the strategic action plan will result in change for Covenant Trust, our standard of care will not change. Our care for our clients will remain our chief value proposition and our distinctive.

Grace and peace to you,

Steve Klimkowski

PRESIDENT, COVENANT TRUST



Report from National Covenant Properties

MISSIONAL, INTENTIONAL, AND FAITHFUL STEWARDSHIP

Throughout the past **55 years**, the mission of National Covenant Properties (NCP) has been to encourage Covenanters to join the invitation to participate in the kingdom of God. NCP has been serving member churches and affiliated organizations of the Evangelical Covenant Church in the transforming ministry of following Christ, forming communities of believers, and spreading

the good news. It is truly an honor for our team to collaborate with the Covenant and to follow Jesus and make fishers of people (Mark 1:17).



You Invest

With the loyal investment and commitment to building for the future of our 3,500+ dedicated mission-minded inves-

tors, together we make an impact in growing the kingdom of God and supporting the ministry of the Covenant. We are grateful for their support of our mission and for our faithful investors' role in strengthening local and regional Covenant ministries.

We Lend

Our seasoned Real Estate Services team collaborates with church leadership on intentional initiatives to make

the church facility a more relevant meeting place in the community most days of the week. Real estate and facility stewardship matters! This past year NCP worked on 34 real estate projects, totaling \$29 million, assisting churches to create innovative spaces to serve and better connect with their neighbors and foster community engagement.

NCP is pleased to serve the Covenant by offering church project leaders real estate stewardship assistance in identifying land and facility options, negotiating leases and real estate purchases, constructing and expanding current facilities, as well as selling and renting out current church properties.

Our partnership in following Jesus and aligning intentional ministry visions with community-focused facilities resulted in **\$23 million in new loans** this past year.

Our investors' consistent support led to **225 loans to Covenant churches, camps, and affiliate organizations, totaling \$250 million** in commitments at the end of 2024.



Ministry Grows

Participation and partnership in ministry between Covenant mission-minded investors and Covenant church ministry have led to:

- **\$343 million** in interest paid to our Covenant investors
- **\$1.1 billion** in loans to support Covenant churches and affiliate ministries
- **1,520 loans** made to fund facilities to be used as a tool for ministry

More importantly, the impact of this collaboration across the Covenant family has resulted in:

- **More Covenant churches established**
- **More lives transformed**
- **More connections with neighbors**
- **More disciples**
- **More relevant community impact**

Our Covenant partnership fuels ministry growth and helps create vibrant, faith-centered communities. Together we are strengthening ministries and together we are building for the future. Our team is praying for and dedicated to serving our mission minded Covenant family. As we journey together, collectively we can follow Jesus, pursue God's calling, and reach more people for God.

MORE THAN AN INVESTMENT. WE'RE BUILDING FOR THE FUTURE.

The offer and sale of the Certificates is limited to persons who, prior to receipt of our Offering Circular, were members of, contributors to, participants in, or affiliates of The Evangelical Covenant Church, including any program, activity, or organization that constitutes a part of The Evangelical Covenant Church, or any of its conferences, or any congregation of The Evangelical Covenant Church, or other persons who are ancestors, descendants, or successors in interest to such persons (Investors). This does not constitute an offer to sell or the solicitation of an offer to buy the Certificates. There shall not be any sale of the Certificates in any state in which such offer, solicitation, or sale is not authorized. The offering is made solely by the Offering Circular. The offering of Certificates involves certain risks, which are more fully disclosed in the Offering Circular under the heading "Risk Factors." In the event NCP exercises its right to redeem a Certificate prior to maturity and upon sixty (60) days notice to the holder thereof, payment of the outstanding principal and interest will be paid to the holder to the date of redemption. The Variable Rate Certificates, Demand Investment Certificates, Individual Retirement Account (IRA) Certificates, and Health Savings Account (HSA) Certificates are not available for sale to investors residing in South Carolina. The Variable Rate Certificates and Demand Investment Certificates are not available for sale to investors residing in Louisiana. NCP's Certificates are not insured by any governmental agency or private insurance company, including the Federal Deposit Insurance Corporation, or any state bank, insurance fund, or any other governmental agency.



Report from the President of North Park University



The mission of North Park University as the university of the Evangelical Covenant Church is to prepare students for lives of significance and service through education in the liberal arts, professional studies, and theology. As we live into that mission as a Christian, city-centered, intercultural university, we are guided by the living Word of God and fully focused on student success.

At North Park University, we believe that every person is created in the **image of God** (Genesis 1:27) and therefore must be regarded with respect and reverence.

We believe that every person is **fearfully and wonderfully made** (Psalm 139:14), blessed by God with a distinct set of gifts and abilities, unique to them alone.

We believe that every person is **God's masterpiece, prepared to do the good work that God has prepared for them to do** (Ephesians 2:10).

These truths form the foundation of the **North Park Promise**—our commitment to affirm our students in their identity in Christ, help them discover and develop their gifts and talents, and prepare them for their work and service in the world.

More than 650 degrees were conferred in our beloved community of rich and diverse students across all programs this year. Our graduates are well prepared and equipped to step into ministries and professions across our city, nation, and world.

Over the past year, our university has made significant strides in advancing its educational mission through compelling academic programs and engagement on a variety of platforms for learning. Our academic portfolio is designed to meet the needs of a changing world while remaining grounded in our Christian identity. We continually innovate in the classroom, incorporating experiential learning and faith integration across disciplines.

University Ministries is thriving on campus, with growing participation in weekly chapel, small groups, and mentoring relationships that support students' faith formation and spiritual growth. The University Ministries team plays a vital role in integrating faith into daily life for our students, partnering with faculty and staff to center Christ in both learning and community. Our commitment to service—students engaged in local and global outreach through service days, mission trips, and partnerships—remains strong. These initiatives help extend the gospel beyond campus and allow those in our community to embody Christ's love through action.

Mary K. Surridge
PRESIDENT, NORTH PARK UNIVERSITY



Report of the Dean of North Park Theological Seminary

1. PROGRAM UPDATE

- a. We had a fruitful Midwinter 2025 conference that included:
 - i. Awarding Curtis Ivanoff the Distinguished Alumni Award, followed by a reception sponsored by NPU Advancement.
 - ii. Connecting with President Tammy Swanson-Draheim, superintendents, and conference staff members to expand the Ignite and Equip model to more Covenant students. We met with members of the Pacific Southwest, Midwest, Northwest, Great Lakes, Southeast, and East Coast conferences.
 - iii. Dean Edwards making appeal to youth and children and family ministers at the NextGen conference.
 - iv. NPTS hosting a luncheon panel on “Political AND Hospitable.”
- b. We finalized an agreement with Midtown Church in California to offer a certificate in urban church planting/ministry.
- c. We finalizing an agreement with Covenant Missional Vitality to offer a certificate in congregational health and vitality.
- d. We finalized details regarding the reimagined Christian studies/Bible and theology degree, working with Provost Michael Carr. A joint committee from the seminary and university have been working out details to offer the new major in Fall 2025.
- e. Continue to network with Chicagoland ministries as part of our strategy to increase enrollment of geographically closer students.

2. SCHOOL OF RESTORATIVE ARTS

- a. Teaching continues at Illinois River and Logan Correctional centers.
- b. We are scheduled to graduate our first cohort from Logan in May 2025.
- c. We celebrated the parole of one of our Cohort 1 MARJM graduates.
- d. Discussions/evaluations continue under the leadership of Michelle Dodson to determine the future of the School of Restorative Arts.

3. FACULTY AND STAFF UPDATE

- a. David Bjorlin is on sabbatical Spring 2025.
- b. Max Lee and Paul DeNeui have been approved for sabbaticals in Fall 2025.

4. FUNDRAISING AND GRANTS

- a. The Lilly Endowment Thriving in Ministry grant concluded at the end of 2023. We have received approval to roll over \$70K remaining from this grant.

- b. The One Thriving Seminary grant is our Pathways grant, which continues. It is funding marketing work, technology upgrades, self-care for faculty and staff, and the new Immersive Week experience for the new cohort model.
- c. We are in the process of applying for a new Pathways for Tomorrow grant with the Lilly Endowment designed to build partnerships for the long-term sustainability of seminaries, denominations, colleges, and other Christian institutions.
- d. We continue to work closely with Renee Cox and Chris Bakker of NPU's finance office on all our grant initiatives.

5. SYMPOSIUM AND LECTURES

The NPTS 2025 Symposium on Theological Interpretation of Scripture: Hospitality & Immigration was February 14-15, 2025. With more than 300 people registered and more than 75 Covenant churches represented, it was a rich and relevant conversation.

6. CHURCH RELATIONS AND PUBLICATIONS FOR DEAN EDWARDS

- a. Keynote speaker for Mennonite Church USA's Mosaic Conference Annual Meeting (November 1-3)
- b. Keynote speaker for Brethren in Christ's LEAD conference (November 15-16)
- c. Northwest Conference to discuss their joining Equip with the Midwest Conference (February 10-11)
- d. Preacher and workshop presenter for Calvin Symposium on Worship (February 5-7)
- e. Preaching and teaching at Bethlehem Covenant Church and Minnehaha Academy in the Northwest Conference (February 28-March 2).
- f. Workshop presenter for Missio Alliance Conference (March 6-8)
- g. Contributed study notes in the *Upside-Down Kingdom Bible*
- h. Contributed study notes in the *Anabaptist Community Bible*
- i. Wrote commentaries on Colossians and Philemon in *The New Testament in Color*.

Submitted by Dennis R. Edwards
DEAN OF NORTH PARK THEOLOGICAL
SEMINARY, VICE PRESIDENT OF CHURCH
RELATIONS





Report from Paul Carlson Partnership

PCP 60th Anniversary Event

November 3, 2024, at North Park University

Celebrating 60 years of following Jesus in transformational partnership with the Covenant Church of Congo, the gala evening in Hamming Hall included more than 100 attendees for dinner, testimonies, and stories. One very special attendee was Lois Carlson

Bridges (96 years young), Dr. Paul's widow. She attended with her son, Wayne; his wife, Becky; their son and his wife, Paul and Shannon; and Lois's friend, Barbara, who traveled with her from San Diego.



Our worship was led by the North Park University worship team, whose vocal ensemble included a missionary kid from DR Congo, so of course we sang a worship song in Lingala! Speakers included Dr. Renée Hale, executive director of PCP; Rev. Bob Anderson, former PCP staff;

Rev. Glenn Palmberg, former president of the Covenant; Dr. Jim Walker and Julie Malyon, RN, PCP medical ambassadors; Rev. Tammy Swanson-Draheim, president of the Covenant; and Rev. Theophile Duale, president of the Covenant Church of Congo (CEUM). Rev. Dr. Kent Egging, PCP's partner engagement representative, served as master of ceremonies. Becky Dangel, PCP's director of partner communications, planned and coordinated the entire event.

The impact feature enjoyed by all attendees was the legacy exhibit, an incredible display highlighting the underlined verses in Dr. Paul Carlson's New Testament Bible. Each selected passage was shown as a chapter in the decades following his death. The exhibit traced the journey from Dr. Paul's ministry to today, showing how his faith and commitment to following Jesus became the foundation of a 60-year legacy that continues to transform lives in DR Congo and beyond. Multitudes have come to follow Jesus because of Dr. Paul's life and death. Many thanks to the Covenant Archives for working with PCP for this meaningful experience.



Midwinter 2025

PCP enjoyed a full week of reconnecting with pastors, churches, and colleagues in Denver, Colorado, January 20-24, 2025. Our PCP luncheon on January 22 was well received as we provided a mini-recap of the November 60th anniversary celebration. Our luncheon featured key-note speaker Dr. Gayle Thomas, PCP medical ambassador, who shared her story of lifelong connection to DR Congo and current impact of the medical ambassadors' ministry there. Gayle's story begins with her birth in the village of Tandala, DR Congo, and is a testimony of God's leading and Gayle's commitment to follow Jesus back to her birthplace. Look for Gayle's full story in PCP's spring newsletter.

Numbers to Know:

- 20 Active PCP medical ambassadors (volunteer doctors, nurses, and technicians).
- 2 Congolese nurses trained in ophthalmology over three years have returned to Karawa and have begun treating patients.
- 2 malnutrition treatment centers completed (Karawa and Loko)
- 3 Congolese surgeons were trained to perform hysterectomies.
- 23 students who passed the "Prolonged Labor" class and 1 Master Trainer who is now certified to teach others.



PCP Medical Equipment Container Shipment Project

The vision of procuring and shipping appropriate durable medical equipment (including table and portable

X-ray machines) for advancing healthcare in northwest DR Congo has endured for several years. Procurement began in 2018, then Covid interrupted the project. Efforts resumed in 2021, and the contents of the first container shipment were ready a year later.

After undergoing significant red tape, shipment on a river barge and then by truck over treacherous roads, the equipment arrived in Karawa. Last September Phil and I were able to see the inventory securely stored at the Karawa hospital.

Now we are pleased to report that the remaining items in the shipment (mostly solar equipment to power the medical equipment) have completed their journey to Karawa. Following Jesus as he leads us with our Congolese partners, our goal in the next six months is to work with our Congolese colleagues to install the equipment and train medical personnel. Our partners in the medical system of the CEUM will have the means to diagnose more accurately and completely, saving more lives!

In addition, a new medical initiative, SIGN Fracture Care, will begin. This is an orthopedic approach requiring X-ray machines. The method repairs long-bone fractures without the typical surgery and cast system. It was designed to specifically address long-bone

repair in resource-challenged areas of the world, requiring less hospital time and providing quicker recovery. Many thanks to Rotary International for the generous grant that enables this new level of care.

Numbers to Know: Over the last year, we have shipped 30,000 pounds of equipment and supplies, including five X-ray machines, solar panels, controllers, more than 100 solar batteries, lab equipment, eye care supplies, and more.

Ministry Partnerships

PCP continues to follow God's lead in developing professional relationships with nonprofit organizations that exist to help implement the types of on-the-ground ministry in which we engage. Some of those are: Mission Aviation Fellowship (flights), Hope International Development Agency (bridges), SIGN Fracture Care (orthopedics), ITEC (dental), CMMB (medicines), Direct Relief (medicines), Cafe Africa (agriculture), and Project C.U.R.E. (the largest nonprofit medical equipment and supplies provider).

Numbers to Know: PCP engages eight partners in addition to our core partner, the Covenant Church of Congo.

Infrastructure—Bridges

Our partner Hope International Development Agency implements bridge repair and building in DR Congo. In 2024, no work was possible due to severely gutted roads, but work has resumed in 2025. The Lumba bridge between Karawa and Loko has been repaired. Two more bridges are slated for repair/rebuilding in 2025.

Numbers to Know: Three partners are working together to repair/ rebuild bridges in the CEUM region: PCP, Hope International Development Agency, and the CEUM. A total of three bridges will be returned to full function in 2025.

Biking for Congo

PCP's yearly challenge to raise support for UCare4Congo: the October 2025 Biking for Congo Challenge goal is \$50,000. The event lasts all month long. Get ready to raise support for the Covenant Church of Congo's health care system!

Join a team, donate: paulcarlson.org/biking4congo

Numbers to Know: Congolese people travel an average of 50 kilometers (31 miles) on foot or by bicycle to get to the nearest clinic or hospital for health care. There are five hospitals, 90-100 clinics, 22 physicians, and 300+ nurses for a population of nearly 6 million.





FUPROCAF Karawa Coffee: Entering the Global Coffee Trade

The Cooperative of Ubangi Coffee Producers, known as FUPROCAF (Fédération des Unions des Producteurs du Café de l'Ubangi), in DR Congo harvested nearly 600 metric tons in the fall of 2024! Karawa Coffee is a welcome product in the region and beyond in DR Congo. This year, Café Africa (a Congolese nonprofit organization that partnered with us for the Karawa Coffee Project to implement technical and operational aspects) is reengaging with FUPROCAF to enter the international coffee marketplace. SOPARI CONGO, a Congolese company buying Karawa Coffee, checking quality, and handling transportation to the capital city, Kinshasa, has engaged to bring Karawa Coffee to a Swiss-based company that is bringing it to the international market! Karawa Coffee is still available in Chicago. Get yours—roasted or green—at Everybody's Coffee, in person at 935 W. Wilson Ave., Chicago, IL, or visit www.paulcarlson.org/coffee to order online.

Numbers to Know: There are over 2,000 Karawa Coffee producers. Their harvest in 2024 was 600 metric tons (661 US tons).

From the Covenant Church of Congo:

In January 2025, Rev. President Théophile Duale was re-elected to a second four-year term.

Events and Meetings:

- PCP Medical Ambassador Trip canceled due to geopolitical unrest (May 2025)
- PCP in-person Board of Directors meeting in Chicago (May 16-17, 2025)
- President Duale and his wife, Josephine, invited to attend the Covenant's 140th Anniversary celebration at Gather in Orlando, Florida (June 25-30, 2025)
- Biking for Congo Challenge (October 2025)

Please pray for...

- The resolution of the geopolitical conflict in DR Congo and the surrounding countries. Pray that it will not escalate to a regional war.
- The Covenant Church of Congo (CEUM) President Duale and Vice President Abulu, along with CEUM leaders, as they continue in their second and final four-year terms in leading the denomination to strengthen relationships among the regions and strategize to reach more people with the gospel.
- The training and installation of the medical equipment that recently arrived in Karawa. Pray that it works well and helps Congolese doctors save more lives.
- FUPROCAF coffee cooperative president Justin Koko Vola, and FUPROCAF head of operations Germain Amale, as they lead FUPROCAF into 2025 and into the global coffee market. Pray for their partnership with Café Africa and SOPAGRI, who will help them secure a future in the global coffee trade.

PCP TEAM

Renée Hale, EXECUTIVE DIRECTOR
 Phil Ditto, DIRECTOR OF INTERNATIONAL MEDICAL AND HEALTH PROGRAMS
 Rebecca Dangel, DIRECTOR OF PARTNER COMMUNICATIONS
 Kent Egging, PARTNER ENGAGEMENT REPRESENTATIVE
paulcarlson.org

AGENDA ITEM

#33



Gather 2026

COVENANT ANNUAL CONNECTION

SAVE THE DATE

June 24-27

SCOTTSDALE, ARIZONA

[GATHER.COVCHURCH.ORG](https://gather.covchurch.org)



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 2024. We will remember these partners in ministry with gratitude at the Ordination and Commissioning Service.

RESOLVED, that the 140th Annual Meeting of the Evangelical Covenant Church expresses its sympathy to the families of the Covenant pastors, global personnel, 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

Onni Putikka, December 26, 2021, Eveleth, Minnesota

Ronald S. Friend, November 7, 2022, Sweden

Arthur Stenberg, March 31, 2023, Buffalo, Minnesota

E. Neil Peterson, December 2, 2023, Batavia, Illinois

Howard A. Redman, February 18, 2024, Yakima, Washington

Ronald Brown, 2024, Chicago, Illinois

H. Robert Simmons, June 21, 2024, Foley, Alabama

Ann S. Maleski, July 10, 2024, Chicago, Illinois

David A. Potts, July 25, 2024, Jamestown, New York

Eldon Toll, August 25, 2024, Atlanta, Georgia

Harry E. Westberg, September 3, 2024, North Oaks, Minnesota

Theodore Law, September 12, 2024, Houston, Texas

Albert A. Damrose, September 20, 2024, Rockford, Illinois

Ron Gelaude, October 10, 2024, Brighton, Michigan

Donald Logue, November 1, 2024, Grand Island, Florida

Tom W. Collins, November 10, 2024, Madison, Wisconsin

Sharon Gradin, November 19, 2024, Gresham, Oregon

Donald R. Ostrom, December 22, 2024, Brownsburg, Indiana

Myung Sik Kim, February 1, 2025

LeRoy M. Johnson, February 8, 2025, Bradenton, Florida
Alison K. Wiens Randall, February 23, 2025,
Clara M. Adamson, March 13, 2025, Trimont, Minnesota
Bruce E. Thorson, March 22, 2025, Round Lake Park, Illinois
Ethel L. Davis, April 6, 2025, Chicago, Illinois
John M. Norland, April 22, 2025, San Antonio, Texas
Amos Shakya, May 15, 2025, Geneva, Illinois
Paul Hedberg, May 24, 2025, Tucson, Arizona
William M. Watts, May 24, 2025, Chicago, Illinois

GLOBAL PERSONNEL

Thomas Kelly, June 24, 2024, Chicago, Illinois
G. Marlan Enns, March 5, 2025, Spring Valley, California
Vicky F. Love, March 31, 2025, Gresham, Oregon

PASTORS' SPOUSES

Diana Day (Paul), September 3, 2023, Portland, Maine
Marguerite Brown (Ronald), June 20, 2024, Chicago, Illinois
Ruth Honnette Winstedt (Robert, Clarence) July 4, 2024, Hilmar, California
Arleen Robertson (Joseph), July 8, 2024, Turlock, California
Irene Johnson (Edward), July 9, 2024, Plantation, Florida
Shirley Dahlgren (James), August 30, 2024, Minneapolis, Minnesota
Ingrid Newlin (Ron), September 21, 2024, Saukville, Wisconsin
Ellen Slwooko (Howard), November 18, 2024, Anchorage, Alaska
Rose Marie Peterson (E. Neil), November 23, 2024
Esther Stenberg (Jerry), November 28, 2024, Golden Valley, Minnesota
Joanne Peterson (Paul), December 11, 2024, Waite Park, Minnesota
Rebecca Holmlund (Bill), December 11, 2024, Centennial, Colorado



Resolution of Gratitude

RESOLVED, that the 140th Annual Meeting of the Evangelical Covenant Church express its gratitude to all who diligently worked to make this event possible:

- **To Covenant churches in North America** for their continual support and prayers. We are all part of the Covenant's multiethnic mosaic and as a mosaic of mission friends, we continue to bear fruit for God's glory and neighbor's good.
- **To our moderator, Julia Sandstrom; vice-moderator, Carolyn Poterek; secretary, Mary Peterson, and parliamentarian, Clarence Chan;** who with joy and the utmost level of integrity, served and led this deliberative body.
- **To the Serve Globally team,** who facilitated, coordinated details, and accompanied our esteemed global guests in celebrating 140 years of mission and ministry at Gather 2025.
- **To all the delegates, general conferees, and guests** who collectively responded and lived out our congregational polity, representing their communities to communally discern God's will for our shared mission and uniting their voices in praise to our God for fruit-bearing efforts that continue to make disciples who make disciples among more populations in a more caring and just world.
- **To the Council of Superintendents and ethnic association presidents and their respective teams** for their partnership in ministry and their support in this year's gathering. Your prayers and support made this event possible.
- **To our denominational team and global personnel** for their continual commitment to God's mission, a small but gifted army who bathed this event in prayer and stepped beyond their daily work routines to collaborate and ensure no Gather detail was left unattended and that guests were cared for.
- **To the Credentials Committee,** who verified and certified attendees' credentials.
- **To our sergeants-at-arms and tellers,** for their care of the meeting and for delegates; and for providing guidance to delegates with agenda items and meeting resources.
- **To the Covenant Events team** for tending to every logistical and programming detail and ensuring that Gather 2025 appeared seamless to participants and that every attendee, whether in person or online, had the information they needed to participate fully in Gather 2025.
- **To the Operations team** for holding the administrative and technical dimensions of this gathering closely for the past six months to ensure the table was adequately prepared and set for this convening.

- **To our Marketing and Communications team**, creative storytellers who with excellence crafted all our digital and print resources, guaranteeing that constituents were informed and engaged in this historic Annual Meeting.
- **To all the volunteers and ministry partners** collaborating and supporting our production and programming efforts. Your hospitality, grace, and dedication helped to make sure all of God's people could serve.
- **To our worship leaders, guest artists, and speakers**, who helped us come before the throne of grace as one body to hear God's heart for this present season of ministry, moving faithfully forward.
- **To Kimberly Wright, who received the Irving C. Lambert Award, and Roger Rosengren, recipient of the T.W. Anderson Award**, for embodying what it means to be true disciples of Christ, to love God, and to love others as yourself.
- **To the Covenant ministries** who were generous in their support of various dimensions of our Gather 2025 experience, including:
 - **Covenant Ministries of Benevolence** for generously subsidizing the virtual voting platform and livestream
 - **National Covenant Properties** for generously providing lunch vouchers for all attendees
 - **Covenant Living Communities and Services** for generously subsidizing our worship services
 - **Covenant Trust Company** for generously providing coffee for our meeting
 - **Covenant Benefits** for generously providing coffee for our meeting
 - **North Park University** for generously sponsoring our Saturday night reception
- **To Pia Restrepo** for coordinating our translation team and ensuring key documents for the business meeting and the business sessions were translated into Spanish.

RESOLVED, that the Covenant Annual Meeting express its appreciation to those who with distinction offered Christian witness, service, support, and hospitality to this 140th Covenant Annual Meeting.

covchurch.org/events

CHICAGO | SHERATON DOWNTOWN RIVERWALK

NextGen

CHILDREN & FAMILY, YOUTH, AND
YOUNG ADULT MINISTRY LEADERS CONFERENCE

JANUARY 24-26, 2026

Midwinter

COVENANT LEADERS CONFERENCE

JANUARY 26-30, 2026



S A V E T H E D A T E S



SCOTTSDALE, AZ | GRAND HYATT RESORT

Gather

COVENANT ANNUAL MEETING

JUNE 24-27, 2026



The Evangelical Covenant Church