



141st Annual Meeting

OF THE EVANGELICAL COVENANT CHURCH

JUNE 25–27, 2026
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 21-25*

See Agenda for contents included in this Delegate Notebook.



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 and celebrate what God is doing in and through us.
- 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 for 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.

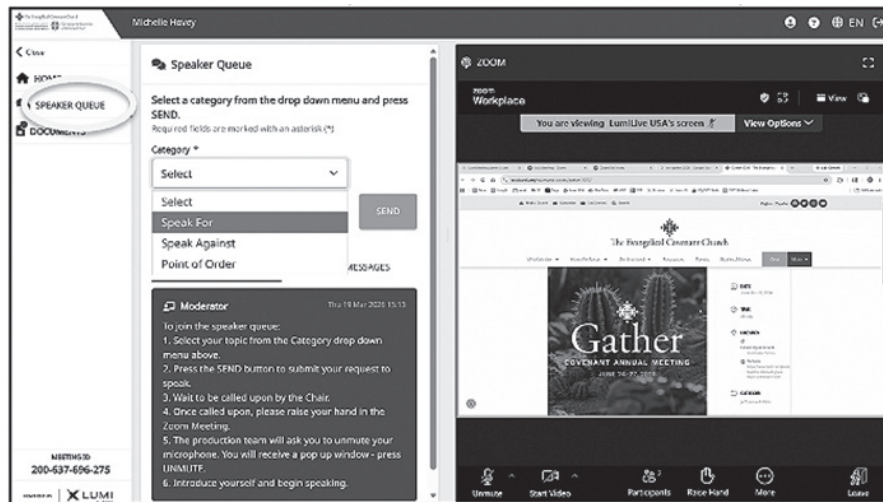
SPEAKING

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, you will click the Speaker Queue module on the left side of the LUMI screen.
 - a. When you click the Speaker Queue module, you will be prompted to make a selection from the drop-down menu.
 - b. Once you have made your selection, click send.
 - c. Your request will be sent immediately for review.

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, enter your information on the provided iPad, 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 “Speaker Queue” module and selecting “Point of Order” from the drop-down menu or email to governance@covchurch.org. Please keep in mind that the “Speaker Queue” 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 141st Covenant Annual Meeting. If your request is determined to be in order, the moderator will present it to the Annual Meeting. 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:

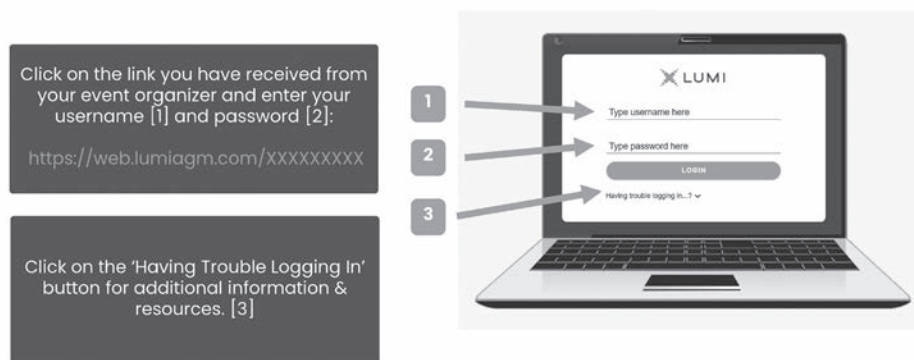
- interprets and applies the rules of the meeting
- expedites the business of the meeting
- ensures that everyone involved in the meeting is treated fairly
- clarifies what is happening
- advises delegates in the procedures of the meeting
- maintains the discipline and joy of Christian fellowship

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: We recommend that you join the virtual meeting on a laptop or desktop computer for the best user experience. 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 “Legacy” Edge, Internet Explorer, or 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

Good internet connection - Preferably hardwired

A computer with the latest version of Chrome, Edge or Firefox.

Mic, camera & speakers (if not built into your laptop already)

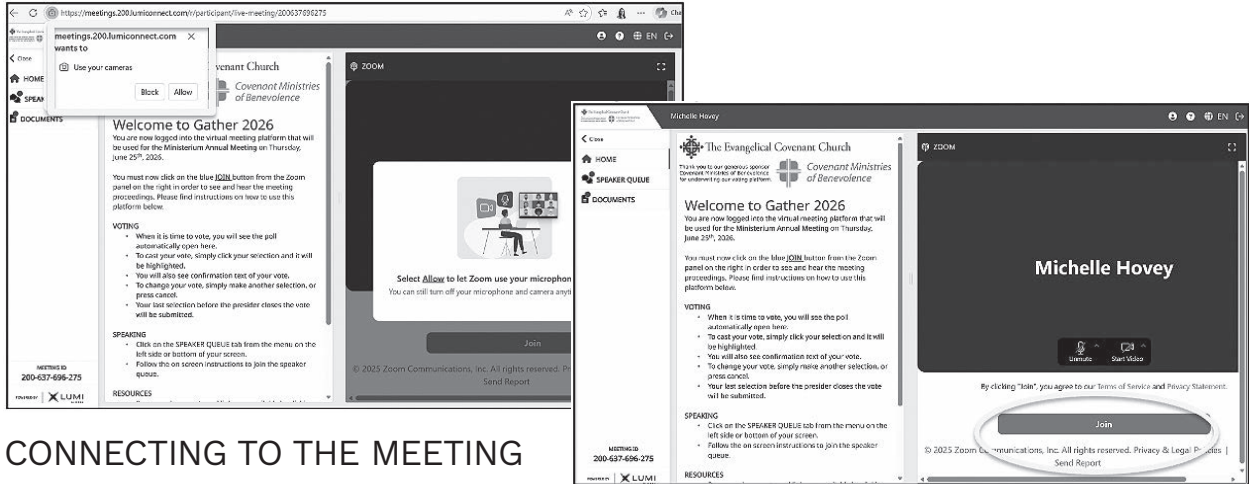
Your authentication details received by Email (username and password)



Mobile devices and other browsers are not supported.



lumiglobal.com

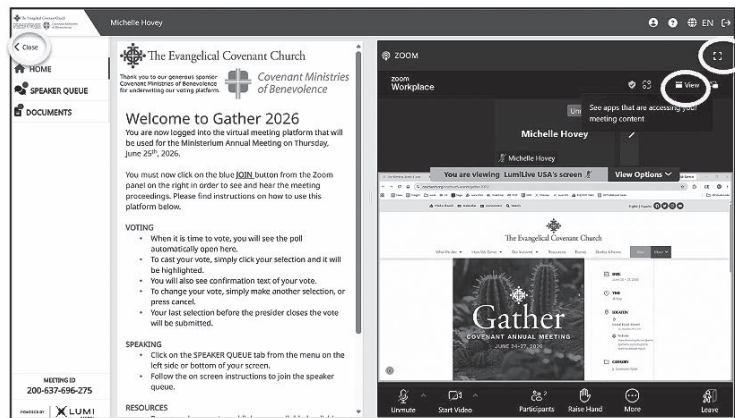


CONNECTING TO THE MEETING

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.

PLATFORM FEATURES



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 Friday, June 26 at 8:00 am.

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.

SECONDER. 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 141st Annual Meeting

CREDENTIAL COMMITTEE REPORTS TO THE 141ST 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"/>

FINAL CREDENTIALING REPORT

	DELEGATES		CHURCHES	
	IN PERSON	VIRTUAL	IN PERSON	VIRTUAL
CONFERENCE				
Alaska	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Canada	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Central	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
East Coast	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Great Lakes	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Midsouth	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Midwest	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

	DELEGATES		CHURCHES	
	IN PERSON	VIRTUAL	IN PERSON	VIRTUAL
Northwest	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Pacific Northwest	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Pacific Southwest	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Southeast	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
TOTAL OF DELEGATES BY CONFERENCE	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Delegates in Addition to Those Represented in Conferences

GENERAL DELEGATES

	DELEGATES		CHURCHES	
	IN PERSON	VIRTUAL	IN PERSON	VIRTUAL
Officers of the Covenant	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Executive Board	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Council of Administrators	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Annual Meeting Officers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Board of Nominations	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Covenant Ministerium	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Assoc. of Cov. Camps and Conf. Centers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Commission Delegates	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

	DELEGATES		CHURCHES	
	IN PERSON	VIRTUAL	IN PERSON	VIRTUAL
Serve Globally Delegates	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Regional Conference Offices	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
TOTAL GENERAL DELEGATES	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
*TOTAL CREDENTIALLED DELEGATES	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

*(sum of Delegates by Conference & General Delegates)

ADDITIONAL REGISTRATIONS

	DELEGATES		CHURCHES	
	IN PERSON	VIRTUAL	IN PERSON	VIRTUAL
Honorary Delegate	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Advisors from Nonmember Churches	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Resource People	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Registered General Conferees	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Exhibitors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total Additional Attendees	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

TOTAL REGISTERED ATTENDEES (SUM OF TOTALS)

ADDITIONAL REGISTRATIONS

	DELEGATES		CHURCHES	
	IN PERSON	VIRTUAL	IN PERSON	VIRTUAL
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>



Proposed Standing Rules of Order for the 141st Covenant Annual Meeting

The Annual Meeting Agenda Committee recommends the adoption of the following proposed standing rules of order for the 141st 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 141st 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 2026 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. Online delegates called to speak should appear in a stationary, quiet location to avoid distractions during debate. All delegates should dress in a manner appropriate for the Annual 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.” Once the agenda is adopted, a 2/3 vote of the delegates present and voting shall be required to amend 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 141st 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: Catherine Barsotti

Vice Moderator: Clarence Chan

Secretary: Mary Peterson

Parliamentarian: Michael Ravelo

President: Tammy Swanson-Draheim

Corporate Secretary: Dierdra Clark

Assistant Corporate Secretary: Jorden Meyers



AGENDA

ONE HUNDRED FORTY-FIRST COVENANT ANNUAL MEETING

June 25 – June 27, 2026

We plan to allocate sufficient time to each agenda item to ensure it is fully addressed. To do this well while adhering to the current schedule, per Standing Rule 11, the moderator shall have the discretion to revise the order of agenda items to accommodate scheduling needs. Also, if we address all business prior to the projected schedule's end time, it is at the discretion of the Annual Meeting officers to adjourn the meeting early.

To ensure that you, as a voting delegate, can effectively have your voice heard throughout the meeting, we request that you do all you can to be present throughout the scheduled meeting time. There will be a few items that have pre-scheduled time certain. You can find those listed below.

TIME CERTAIN

Friday, June 26

2:00 pm	Irving Lambert Outstanding Urban Ministries Award
2:15 pm	Clergy Lifetime Service Recognition
2:30 pm	Actions to Be Taken from the Ordered Ministry
3:30 pm	T.W. Anderson Outstanding Layperson Award

Saturday, June 27

9:00 am	FY2024/25 Performance Report
10:15 am	FY2027 Mission and Ministry Budget
10:45 am	Service Recognition for Global Personnel

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

PREPARING OUR HEARTS

- #1. Morning Worship
- #2. Opening Statement by the Moderator
- #3. Greeting from Bryan Murphy, Pacific Southwest Conference Superintendent

ORGANIZATION OF THE MEETING

- #4. Report on Credentials and Motion
 - a. Credentialing Report #1 13
 - b. Credentialing Report #2 13
 - c. Credentialing Report #3 14
 - d. Credentialing Report #4 14
- #5. Action on the Standing Rules of Order *(Este material también se encuentra en Español)* 17
- #6. Action on the Proposed Agenda *(Este material también se encuentra en Español)* 21
- #7. Approval of Honorary Delegates and Resource Persons
 - a. Honorary Delegates
 - b. Resource Persons 26

MEMBERSHIP IN THE MISSION

- #8. Action on Churches Applying for Membership 27
 - a. Recognition and Prayer
- #9. Church Planter Commissioning. 33
 - a. Recognition and Prayer
- #10. Action on Removal of Churches from the Roster* 34
 - a. Voluntary Removal from Membership
 - a.1. Recognition and Prayer

STATE OF THE MISSION

- #11. Report of the President* *(Este material también se encuentra en Español)*. 42

ORGANIZATION OF THE MISSION

- #12. Report and Action on the Covenant Bylaw Amendments 47
(Este material también se encuentra en Español)

SERVANT LEADERSHIP FOR THE MISSION

- #13. Election of President of the Evangelical Covenant Church
(Este material también se encuentra en Español)
- a. Report from the Presidential Nominating Committee 48
 - b. Vote
 - c. Results
- #14. Election of Executive Minister of Serve Clergy
(Este material también se encuentra en Español)
- a. Report from the Serve Clergy Nominating Committee 49
 - b. Vote
 - c. Results
- #15. Election of Executive Minister of Serve Globally
(Este material también se encuentra en Español)
- a. Report from the Serve Globally Nominating Committee 51
 - b. Vote
 - c. Results
- #16. Board Elections* *(Este material también se encuentra en Español)*
- a. Presentation of 2026 Ballot 53
 - a.1. Executive Board
 - a.2. Board of the Ordered Ministry
 - a.3. Board of Trustees of North Park University
 - a.4. Annual Meeting Officers
 - a.5. Board of Nominations
 - b. Vote
 - c. Results

**AGENDA
NUMBER**

**PAGE
NUMBER**

#17. Actions to Be Taken from the Ordered Ministry for 2026* (TIME CERTAIN — 2:30 PM, Pacific Time, June 26)	
a. Change in Standing	68
b. Approval of Licenses	69
c. Presentation of Candidates for Transfer of Ordination	80
d. Presentation of Candidates for Ordination to Word and Service	81
e. Presentation of Candidates for Ordination to Word and Sacrament.	82

HONORING FAITHFUL SERVICE IN THE MISSION

#18. Clergy Vocational Service Recognition (TIME CERTAIN — 2:15 PM, Pacific Time, June 26)	85
#19. Service Recognition for Global Personnel (TIME CERTAIN — 10:45 AM, Pacific Time, June 27)	86
#20. Recognition of Executive Board Members Concluding Term of Service	
#21. T.W. Anderson Outstanding Layperson Award (TIME CERTAIN — 3:30 PM, Pacific Time, June 26).	91
#22. Irving Lambert Outstanding Urban Ministries Award (TIME CERTAIN — 2:00 PM, Pacific Time, June 26)	92

FUNDING THE MISSION

#23. Report on 2025 Mission Advancement	94
#24. Financial Report* (TIME CERTAIN — 9:45 AM, Pacific Time, June 27)	
a. Fiscal Year 2024/25 Performance Report	97
#25. Presentation and Adoption of the Fiscal Year 2027 Mission and Ministry Budget* (TIME CERTAIN — 10:15 AM, Pacific Time, June 27)	128
#26. Report from the Covenant Board of Pensions and Benefits	130

DIMENSIONS OF THE MISSION

#27. Report from Centro Hispano de Estudios Teológicos (CHET)	132
#28. Report from Covenant Ministries of Benevolence	135
#29. Report from Covenant Trust Company	140
#30. Report from National Covenant Properties	143

AGENDA NUMBER	PAGE NUMBER
--------------------------	------------------------

#31. Report from North Park University	
a. Report of the President of North Park University	145
b. Report, North Park Theological Seminary	147
#32. Report from Paul Carlson Partnership	149
#33. Mission and Ministry Leadership Response to Delegate Questions	

CONSENT AGENDA

#34. Commissions	
a. Commission on Town and Country Ministries	150
b. Mosaic Commission	153
#35. Delegate Evaluation	
#36. Arrangements for 2027 Annual Meeting	

PREPARING TO GO FORTH IN MISSION

#37. Approval of Minutes of the 141st Covenant Annual Meeting	
#38. Prayer for the Mission and Ministry of the Covenant	
#39. Report to Congregations	
#40. Closing Statement	
a. Resolution of Sympathy	156
b. Resolution of Gratitude	158
#41. Adjournment	
#42. Benediction	

Annual Meeting Officers

- Moderator: Catherine Barsotti
- Vice Moderator: Clarence Chan
- Secretary: Mary Peterson
- Parliamentarian: Michael Ravelo
- President: Tammy Swanson-Draheim
- Corporate Secretary: Dierdra Clark
- Assistant Corporate Secretary: Jordan Meyers



Approval of Honorary Delegates and Resource Persons

RESOURCE PERSONNEL

Advancement

Kurt Carlson
Prajakta David-Kelley
Kreig Gammelgard

Centro Hispano de Estudios Teológicos (CHET)

Carlos Ortiz

Covenant Benefits

Christina Kempe

Covenant Ministries of Benevolence

David Boggs
David Erickson
Scott Hanson
Linda Stuhmer

Finance

Melissa Liew
Fredrik Wall

LUMI Technicians

Kyle Fletcher
Adam Zuber

Marketing and Communications

Cathy Norman Peterson
Paul Stewart

National Covenant Properties

Jill Hall
Rob Hall
Rollin Persson

Parliamentarian

Michael Ravelo

President's Office

Erik Anderson
Betzy Cisneros

Serve Clergy

Dennis Carlson
Devyn Chambers Johnson
G. Dany Flores
Karen Ingebretson
Jin Lee
Danielle Ng
Luke Palmerlee

Serve Globally

Nils Clauson
Renée Hale
Deborah Masten
Chrissy Palmerlee
Lyndsey Watson

Serve Locally

Dominique Gilliard
Mary Hendrickson
leisha Hawley
Glenn Peterson
Jessica Springer
Pete Sutton
Ramelia Williams
Angela Yee

HONORARY DELEGATES

Evelyn Johnson, *Executive director emerita of Christian education and discipleship*

Don Meyer, *Executive director emeritus of communication*

Gary Walter, *President emeritus of the Covenant*



Churches Applying for Membership

Based upon the recommendation of the respective conferences, the Executive Board recommends to the 141st Annual Meeting that the following churches be accepted into membership in the Evangelical Covenant Church.

CHURCH	APPROXIMATE MEMBERSHIP	AVERAGE ATTENDANCE
ALASKA CONFERENCE		
Mountain View Hope Covenant Church Anchorage, Alaska	15	45
CANADA CONFERENCE		
Encounter Covenant Church Toronto, Ontario	87	130
Junction Covenant Church South Slokan, British Columbia	8	55
NORTHWEST CONFERENCE		
Catalyst Covenant Church White Bear Lake, Minnesota	37	70
Community Covenant Church Mankato, Minnesota	35	103
PACIFIC SOUTHWEST CONFERENCE		
Radiant Church Modesto, California	54	115
SUMMARY		
Number of new churches:	6	
Cumulative approximate membership:	236	
Cumulative approximate attendance:	518	

ALASKA CONFERENCE

Mountain View Hope Covenant Church
Anchorage, Alaska
Pastor: Phil Cannon

Average Attendance: 45

We are a church plant committed to living out our faith and rooted in a particular place—Mountain View. One of the greatest stories ever told by Jesus was about two religious leaders who ignored a person in need and a kind-hearted Samaritan man who chose to help. When Jesus finished telling the story, he asked a different kind of question: “Which of these was a neighbor?” We believe that we as a church are called to be a good neighbor. We are committed to loving even when it doesn’t make sense. In a world where everyone seems to know what the church is against, we hope to be known for what we are for. We believe that the best expression of the church is connected to the community where it is located and will work for the good of that place. We are for the flourishing of Mountain View, and we believe that through the church God wants to transform lives, homes, communities, and the entire world.

CANADA CONFERENCE

Encounter Covenant Church
Toronto, Ontario
Pastor: Edward Lee

Average Attendance: 130

The heartbeat of Encounter Covenant Church began when God called me to disciple three medical students and one Catholic businesswoman. We met weekly at 5:00 a.m. over a period of eight months. The word God spoke into my heart at that time was, “Disciple anyone I send you and I will do the rest.” Encounter began out of obedience and the desire to see people disciplined to better equip them to become followers and disciples of Jesus Christ in their homes, workplaces, and neighborhoods. By July 2019, we had a small leadership group of seven adults who shared this vision and on November 3, 2019, we officially launched our first Sunday service with a core group of 17 adults. During that time God formed a vision in my heart for “Revival 2025.” I did not know what that meant at that time, but I kept it in my heart as we focused on trying to survive as a new church plant.

By March 2020, we had around 25 regular attenders as Covid pushed us into an online format. By God’s grace we were able to weather the Covid years and by mid-2023, we were approached by another local Covenant church with the proposal to merge. We were reluctant at first, until one of the leaders at the other church said, “We just want to be disciplined.” After a six-month feasibility process, our two communities became one in 2024. Later that year, we began conversations with a small Presbyterian church to be adopted into our community. By December 2024, they joined us as well. By mid-2025, we received an opportunity to launch a third culture Filipino Saturday service and ministry. At that point, God reminded me of the vision he had placed on my heart: Revival 2025. I believe God intentionally brought our communities together to better prepare us for what God has in store for us next. We are now in conversation with a former staff member to help her plant a Covenant church in the coming year.

**Junction Covenant Church
South Slokan, British Columbia**

Average Attendance: 55

Junction Covenant Church started as a small rural church plant in 2005 in the Kootenays, British Columbia, as a site of Nelson Evangelical Covenant Church (NECC). Over the years we have matured and now arrive at the final stages of independence. The first Junction Sunday service was held at Mount Sentinel High School across the street from our current location on September 15, 2005. We purchased an old community dance hall, beginning renovations in 2007. NECC and the Evangelical Covenant Church of Canada were pivotal in helping us purchase the building.

The church building is 7,500 square feet with a maximum occupancy of 315 people. After multiple renovations and upgrades over the years, it now includes a worship space, stage and sound booth, large foyer with a coffee bar, commercial kitchen, washrooms, breakout rooms, nursery, and office space. Our commercial kitchen and building are rented by local businesses, organizations, and homeschool groups throughout the week. On the building lot we have a fenced in area where kids can play. In addition to the building lot, we own three additional undeveloped lots with some trees and space we use for parking.

We held a Junction Twentieth Anniversary Party in October 2025, with friends from all around the Kootenays in attendance to celebrate with us. After a meal, we shared pictures and stories of how God has made a way for Junction to get started, purchase the building, and see fruit produced in various ministries and missions. We were blessed to have Jesse Lerch, our former pastor who retired in 2023, join us so that we could pray for and thank him and his wife, Marie, for their many years of service.

Since being without a pastor, we started the Pastoral Leadership Team to oversee our Sunday services, organize speakers, lead prayer ministries, and provide for the spiritual needs of church members. Ministries include a men's and women's Bible study and prayer teams that serve on Sundays and throughout the week. We also have Testimony's Corner on Sundays after the service, which provides the opportunity to focus on what the Holy Spirit has revealed through the word to individuals during the week. The Turning Page Collective are people who have taken on the responsibility of managing the author's table, including a display, organization, book reviews, local authors, and the library. For those in our community needing support we have a nonperishable food cupboard available throughout the year, and we continue to bring Christmas cheer to individuals and families with our annual Christmas grocery gift cards. We have been blessed to continue to support Kelvin and Nikole Opiyo, who are missionaries in Mombasa, Kenya, with the Rehma Project.

NORTHWEST CONFERENCE

Catalyst Covenant Church
White Bear Lake, Minnesota
Pastors: Cindy and Cory Jones

Average Attendance: 70

Catalyst Covenant Church was planted in July 2021 by pastors Cindy and Cory Jones. We seek to reflect the goodness and grace of God through generous living in our community. We started with a small neighborhood launch team who were passionate about reaching the local community, and we met at the area YMCA. Catalyst recently made the switch to meeting in a middle school auditorium, but we have retained office space and continue midweek ministry at the YMCA. Over the last five years, Catalyst has welcomed new people to church, people returning to church, and missional people looking to invest in a new church in the area. Catalyst is 30 percent people under 18 years old, so establishing a kids and student ministry as part of our initial launch was critical. Two churches sent Catalyst White Bear Lake: Catalyst Evangelical Covenant in Roseville and Pursuit Community Church in Mounds View (Converge). Catalyst Roseville and Catalyst White Bear Lake have formed a network, sharing youth ministry, VBS, baptism services, sermon ideas and more, with hopes to plant more churches in the years to come.

The Northwest Conference helped Catalyst establish its Covenant Agreement and provided monthly appropriations. The conference supported the pastors in their journey through licensure and credentialing, church planting coaching, and a church planting cohort.

Catalyst provides ministry that proclaims Christ, pursues community, and demonstrates love. We proclaim Christ through Sunday morning worship experiences and kids and student ministry. A highlight each summer is a neighborhood kids program called Backyard Club. We pursue community through small groups and monthly connection events. We demonstrate love by partnering with local community organizations that address hunger, housing, and community connection and sharing the gospel. On fifth Sundays, the church worships through service in the community. Catalyst has baptized 22 people in five years. One of the most beautiful things about Catalyst is how we carry one another through life's storms and encourage each other through the hope of Christ.

Community Covenant Church
Mankato, Minnesota
Pastors: Sandi and Brian Asker

Average Attendance: 103

Community Covenant Church in Mankato, Minnesota, was planted by Crossview Covenant (North Mankato) in March 2020. Our final preview service was scheduled for the first Sunday of Covid shutdowns, so we could not meet in person. Two weeks later, instead of launching with an in-person gathering, we launched online services. The pandemic pushed us to start online small groups immediately. At one point we had more people participating in small groups than on our original launch team. As Zoom fatigue set in, however, participation declined, and online church made it difficult to know who was new and how to follow up well.

Starting hybrid services turned out to be more challenging than starting online services, but eventually we found our rhythm. We met in a hotel event center, then back to a room at our parent church, and then back to the hotel before finally receiving approval to begin meeting at the local elementary school in June 2021.

The Covenant and the Northwest Conference were critical support systems throughout the pandemic. Connecting with other church planters and meeting regularly with our coach provided encouragement, perspective, and practical ideas to persevere. Today, we are a multiethnic, multi-generational, and multi-socioeconomic church meeting in the elementary school. We have a heart for multiplication and currently have two people pursuing licensure in the Covenant. Each year we partner with World Vision and our parent church to host a Global 6K for Water. We also support a summer camp for children in the foster care system through financial support and volunteers. In addition, four college campus ministry leaders are actively involved in our church, helping create a strong and growing college student presence.

PACIFIC SOUTHWEST CONFERENCE

Radiant Church
Modesto, California
Pastor: Zachary Riley

Average Attendance: 100

Radiant Covenant Church started from a conversation under a willow tree in the midst of Covid as Scott Nelson (then pastor of Covenant Grove Church) and Radiant's founding pastor, Zach Riley (then associate pastor at Modesto Covenant Church), dreamed about a new church plant. Mark Krieger (lead pastor of Modesto Covenant Church) and Modesto Covenant decided to jump into the fray as well, which became two Covenant churches in Modesto discerning that it was time to plant a third.

Soon a small launch team began gathering in Zack and Jill Riley's living room to envision and embody what would become Radiant Covenant Church. Our home church gatherings in the fall of 2021 gave way to our first public worship gathering in December 2021 in the college area of Modesto. We currently gather on Sundays in the theater at Modesto Junior College, which—somewhat strangely—contains a giant pipe organ, although we haven't used it.

Radiant is an eclectic, diverse group of people who share a common desire to practice the simple way of Jesus for the good of Modesto in a distracted, lonely time. Many of us had given up on church; some had never been a part of one before. But the beauty of Jesus holds us together. We are learning how to give our lives away in love, just as our Lord did.

We were encouraged and blessed to receive support from the Pacific Southwest Conference and the Covenant. Pat Stark was instrumental in connecting Pastor Zach with training, coaching, and a peer group of planters. The denomination's financial support has demonstrated the mission friends ethos to our community.

Radiant exists to make disciples of Jesus. Alongside Sunday gatherings centered around the Eucharist, Spirit-led prayer, and teaching the word of God, we have created a layered, textured architecture of communal life. This includes home churches, missional communities, men's and women's communities, kids and youth communities, and an annual Alpha and Emotionally Healthy Spirituality courses.

Some of our favorite aspects of Radiant have been the organic missional life the Spirit is creating: a group of guys gathering weekly to confess their sins; a community doing Bible studies and mentoring incarcerated youth; Radiant folks serving refugees with World Relief, chairing the local food bank, or reaching out to at-risk families through the pregnancy center.

We've attracted a surprising number of mission-minded people serving in international Christian holistic development and a group of local missionaries who have opened a local cafe to cultivate community and generosity as they partner with anti-human trafficking ministries in Nepal.



Church Planter Commissioning

CENTRAL CONFERENCE

Luis Serrano, Iglesia del Pacto Covenant Church (Schaumburg, IL)

Melissa Duncan, Revive Covenant Church (West Chicago, IL)

MIDWEST CONFERENCE

Amanda Braun and Sam Creager, Manhattan Covenant Church (Manhattan, KS)

NORTHWEST CONFERENCE

Erin and Chris Aldrich, Garden City Church (Bloomington, MN)

PACIFIC SOUTHWEST CONFERENCE

Brian Drinkwine, Clarity Church – A Covenant Community (Corona, CA)



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

COVENANT REGIONAL CONFERENCE	CHURCH NAME	REASON FOR REMOVAL
Central	Redeemer Evangelical Covenant Church	Closed
East Coast	Cape Cod Covenant Church	Withdrawn
East Coast	Covenant Congregational Church	Closed
East Coast	The Evangelical Covenant Church of Laurence Harbor	Closed
East Coast	Evergreen Covenant Church	Closed
Great Lakes	Emmanuel Mission Church	Closed
Great Lakes	Grace Community Covenant Church	Closed
Great Lakes	One Church	Closed
Midwest	Alert Covenant Church	Withdrawn
Northwest	Calvary Covenant Church	Closed
Northwest	Kensington Covenant Church	Closed
Pacific Southwest	Rolling Hills Covenant Church	Withdrawn
Southeast	Lakeview Church	Withdrawn

CENTRAL CONFERENCE

SUPERINTENDENT: DANNY MARTINEZ

Redeemer Evangelical Covenant Church

LOCATION: Beloit, Wisconsin

REASON FOR REMOVAL: Closed

NUMBER OF MEMBERS (when church closed): 37

YEAR JOINED THE COVENANT: 1913

Reason leading to removal from the roster and comments: Despite committed pastoral and devoted, loving lay leadership, adequate but diminishing financial resources, and a desire among core members to continue as a worshipping, fellowshiping, and serving body, the congregation painfully concluded it could not continue the functions of the church. With few people, most of whom are experiencing the limitations of aging, the congregation voted to close the church while it still had resources to give to other churches. They believe that becoming a legacy church is the route that most honors the work of Christ.

EAST COAST CONFERENCE

SUPERINTENDENT: HOWARD K. BURGOYNE

Cape Cod Covenant Church

LOCATION: Brewster, Massachusetts

REASON FOR REMOVAL: Withdrawn

NUMBER OF MEMBERS (when church withdrew): 225

YEAR JOINED THE COVENANT: 1982

PEAK MEMBERSHIP (approximately): 300

Reason leading to removal from the roster and comments: On May 18, 2025, the congregation of Cape Cod Covenant Church voted to disaffiliate from the Evangelical Covenant Church. The vote, which passed by 96%, was the culmination of a two-year process of discernment that included conversations within the congregation; services of lament, prayer, and wisdom-seeking; along with consultations with the superintendent. The decision to disaffiliate was painful, filled with deep grief and sadness. Many within the church have deep roots in the Covenant, and their lives were formed in the deep grace and love of their Covenant upbringing.

Cape Cod Covenant Church considers the decisions of the Covenant Annual Meetings in 2019 and 2022, to involuntarily remove member churches and to discipline and dismiss ordained ministers for officiating at same sex weddings to be out of character with their understanding of our pietist heritage, particularly freedom in Christ and a conscious dependence on the Holy Spirit. Their desire to continue to be defined as a place of grace where all God's children are welcomed, accepted, and beloved, makes their ongoing affiliation with the Covenant untenable for them.

While they request voluntary withdrawal, they intend to remain good friends in all ways that they can. They love Pilgrim Pines Camp and Conference Center, New England Seafarers Mission, Covenant global personnel, Covenant World Relief and Development, and North Park University. They withdraw with gratitude, sadness, and hope.

Covenant Congregational Church

LOCATION: West Hartford, Connecticut

REASON FOR REMOVAL: Closed

NUMBER OF MEMBERS (when church closed): 12

YEAR JOINED THE COVENANT: 1889

PEAK MEMBERSHIP (approximately): 200

Reason leading to removal from the roster and comments: Covenant Congregational Church (CCC) began in Hartford with Swedish immigrants working in the city and was one of the Covenant's earliest congregations. With the support of the local Congregational church, this congregation attracted and ministered to many immigrant families in Swedish, and later in English, across the Hartford area. They were part of the original formation of the Eastern Missionary Association, which became the East Coast Conference. In the 1960s, the congregation sold its Hartford properties and built a new facility and parsonage in nearby West Hartford, becoming a suburban congregation.

As the congregation aged in place, the heritage of the institution was not embraced by younger generations. In recent decades, the church began a slow decline in membership, attendance, and involvement.

In 2019, the congregation welcomed a newly adopted Covenant church to share their facility. In 2021, CCC agreed to sell their building to House of Praise and Worship Covenant Church. Generous terms and financing by NCP enabled this dream to come true for both congregations. A century later, a new immigrant church gathers people from across the Hartford metro area in partnership with a long-established congregation.

In 2025, the pastor informed the church that he would retire in 2026, and the congregation recognized it was time to conclude their ministry. Their final service was held on Easter Sunday, with the church voting to conclude ministry and to dissolve on April 19. The living legacy of the church will support the planting of a number of new churches within the East Coast Conference.

The Evangelical Covenant Church of Laurence Harbor

LOCATION: Laurence Harbor, New Jersey

REASON FOR REMOVAL: Closed

NUMBER OF MEMBERS (when church closed): 15

YEAR JOINED THE COVENANT: Organized, 1924; joined the Covenant, 1964

PEAK MEMBERSHIP (approximately): 150

Reason leading to removal from the roster and comments: The congregation experienced a long ministry in coastal New Jersey during the 20th century. In the 1920s, Laurence Harbor was mostly

a summer colony for New York and New Jersey residents. In the 1930s, the ministry became year-round, as the community attracted year-round residents. The church developed a choir, a Sunday school, women's groups, and sponsored various scouting groups. The church was supportive of various mission work in the East Coast Conference and across the wider Covenant. In 1993, the church began a day care service for local families, which substantially underwrote the operating expenses of the church facility.

After more than 75 years of traditional ministry, the church began to suffer from a slow demographic decline. In 2024, when the township offered a day care program to residents, the church's program lost its clientele, critically impacting the fiscal reality of the church and causing it to no longer be sustainable. Then the pastor announced his desire to retire in June 2025. With 15 members remaining, the congregation discerned in March 2025, that it was time to conclude their ministry of over 100 years of community service and witness. The final worship service was held on Christmas Eve.

A Christian congregation nearby purchased the church building in March 2026. The living legacy of Laurence Harbor Covenant Church will support the planting of new congregations in the conference.

Evergreen Covenant Church

LOCATION: Sanford, Maine

REASON FOR REMOVAL: Closed

NUMBER OF MEMBERS (when church closed): 12

YEAR JOINED THE COVENANT: 2008

PEAK MEMBERSHIP (approximately): 100

Reason leading to removal from the roster and comments: Evergreen Covenant Church began in 2008 as a church planting project within the East Coast Conference. Led by Frank and Austin Catalano, the church set out to minister to people living in and around Sanford, Maine, a small town south of Portland and inland from the coastal towns of Kennebunkport, Wells, and Biddeford. The church began to gather people weekly and first met in a strip mall storefront. In the first five years, as the ministry grew, 40–45 people gathered weekly. In 2014, the church purchased a house with a large gathering space and retrofitted the space to be their home. The church grew to about 85–90 people gathering weekly in this space.

In 2018, the church shifted their ministry strategy from a traditional church planting format to a dispersed model of home churches focused on discipleship. They sold the facility in 2019 and became a three-house church congregation meeting in nearby Lyman. About half of the members migrated to other churches and the pastor became part-time.

Over the next six years, the church adopted this way of life together, which continues today. In 2025, Frank Catalano accepted a call to serve another congregation. In consultation with the East Coast Conference, the officers recognized that their model of ministry no longer required a corporation, a pastor, or a formal organization. Consequently, the remaining members voted in January 2026 to dissolve the corporation.

GREAT LAKES CONFERENCE

SUPERINTENDENT: GARTH MCGRATH

Emmanuel Mission Church

LOCATION: Kane, Pennsylvania

REASON FOR REMOVAL FROM ROSTER: Closed

NUMBER OF MEMBERS (when church closed): 4

YEAR JOINED THE COVENANT: Established 1878; joined in 1929

PEAK MEMBERSHIP (approximately): 80

Reason leading to removal from the roster and comments: Emmanuel Mission Church was originally formed as a Lutheran church in 1878. Records indicate that the church joined the Evangelical Covenant Church in 1929. Through the decades, the church was known for its deep commitment to discipling youth and children. Confirmation was a high priority, as was making it possible for youth to attend summer camp at Mission Meadows by providing substantial scholarships. In recent years, the church found it difficult to sustain their missional momentum. When their long-time, part-time preaching pastor stepped away from his position in 2024, the church turned to pulpit supply in order to keep the doors open. By February 2026, it was evident to the remaining congregants that it was time to end their ministry.

We grieve the closing of this church but give thanks for 148 years of faithful ministry to the people of Kane and the surrounding area.

Grace Community Covenant Church

LOCATION: Louisville, Kentucky

REASON FOR REMOVAL FROM ROSTER: Closed

NUMBER OF MEMBERS (when church closed): 6

YEAR JOINED THE COVENANT: 2013

PEAK MEMBERSHIP (approximately): 40

Reason leading to removal from the roster and comments: Grace Community Covenant Church was planted in 2013 in the Portland district of Louisville, one of the least financially resourced areas of the city. In the early stages of ministry, the church met in a building owned by the Catholic Church and made a considerable impact on the community by addressing both spiritual and physical needs. After the facility where they were meeting was sold to another entity, the church experienced a couple of relocations which made continuity of ministry difficult. The subsequent Covid pandemic and the relocation of the founding pastor to another ministry also impacted the church's capacity to sustain missional traction. Despite the sacrificial efforts of two members of the church who stepped up to provide pastoral leadership, by the fall of 2025 the church discerned that it was time to end its ministry.

We grieve the closing of this church but give thanks for their ministry to hundreds of people who received hope and help in the name of Jesus for twelve years.

One Church

LOCATION: Louisville, Kentucky

REASON FOR REMOVAL FROM ROSTER: Closed

NUMBER OF MEMBERS (when church closed): 18

YEAR JOINED THE COVENANT: 2016

PEAK MEMBERSHIP (approximately): 98

Reason leading to removal from the roster and comments: One Church came into being when two churches merged in 2016. Soul Center Church was a predominantly African American church plant of the Great Lakes Conference and the Covenant on the south side of Louisville in 2013. The Avenue Church (independent) was a predominantly Caucasian church plant that met on the campus of the University of Louisville. With a common commitment to pursuing racial righteousness, the two churches began to share life, ministry initiatives, and worship services together. Eventually they merged to become One Church. Early on, ministry momentum was strong. But amid several worship service relocations, the Covid pandemic and pastoral transitions, the church lost its missional momentum. In early 2026, the congregation discerned that it was time to end the ministry of One Church.

We grieve the closing of this church but give thanks for hundreds upon hundreds of lives that were impacted by The Avenue Church, Soul Center Church, and One Church over the span of 13 years.

MIDWEST CONFERENCE

SUPERINTENDENT: BRIAN JOHNSON

Alert Covenant Church

LOCATION: Leonardville, Kansas

REASON FOR REMOVAL: Withdrawn

NUMBER OF MEMBERS (when church withdrew): 87

YEAR JOINED THE COVENANT: 1874

PEAK MEMBERSHIP (approximately): 87

Reason leading to removal from the roster and comments: After years of discerning whether the church's mission, vision, and values aligned with those of the denomination, a portion of the membership proposed withdrawing from the Covenant. While the congregation was divided on this decision, the motion to withdraw received enough votes to move the decision forward.

NORTHWEST CONFERENCE

SUPERINTENDENT: KARA STROMBERG

Calvary Covenant Church

LOCATION: Northome, Minnesota

REASON FOR REMOVAL: Closed

NUMBER OF MEMBERS (when church closed): 4

YEAR JOINED THE COVENANT: 1947; organized 1946

PEAK MEMBERSHIP (approximately): 40

Reason leading to removal from the roster and comments: Calvary Covenant Church ministered faithfully in the small northern Minnesota community of Northome for many decades. In recent years, changing demographics and a difficult season that led to a church split made ministry unsustainable. The remaining membership continued to meet for Bible study for the last few years without a pastor. Eventually they realized that keeping the doors open was no longer possible.

We give thanks to God for the ministry of Calvary Covenant Church in Northome and are grateful for the 80 years of ministry that happened there.

Kensington Covenant Church

LOCATION: Kensington, Minnesota

REASON FOR REMOVAL: Closed

NUMBER OF MEMBERS (when church closed): 8

YEAR JOINED THE COVENANT: 1947; organized 1885; organized in 1875 as Pike Lake Covenant Church

PEAK MEMBERSHIP (approximately): 105

Reason leading to removal from the roster and comments: One of our oldest Covenant churches, Kensington Covenant Church faithfully served its community and bore witness to the love of Christ for over 150 years in north central Minnesota. In recent years, changing circumstances and community demographics made it increasingly difficult to sustain the ministry, and after thoughtful prayer and discernment, the decision was made to close the church.

The remaining members have joined neighboring Covenant churches, and provisions have been made to provide for the church cemetery, which has been a meaningful way to honor and remember the history of those who have gone before.

We give thanks for the generations of worship, service, and discipleship that took place through this congregation, and we know its legacy will continue in the lives it shaped and the community it served.

PACIFIC SOUTHWEST CONFERENCE

SUPERINTENDENT: BRYAN MURPHY

Rolling Hills Covenant Church

LOCATION: Rolling Hills Estates, California

REASON FOR REMOVAL FROM ROSTER: Withdrawn

NUMBER OF MEMBERS (when church withdrew): Not Available

YEAR JOINED THE COVENANT: 1957

PEAK MEMBERSHIP (approximately): 1,778

Reason leading to removal from the roster and comments: Rolling Hills Covenant Church has asked to be removed from the Covenant’s roster of member churches due to theological differences, including but not limited to differences regarding women in ministry. Below is an excerpt from a letter received from the church:

As a church, we believe we have come to the point where the “differences are real, deeply important and irrevocable.” We do not want to cause division but rather to “part amicably... blessing each other and wishing the best for each other.” Therefore, due to the theological differences between Rolling Hills Covenant Church and the Covenant, we would ask to be voluntarily removed from the Covenant denomination by the Covenant Annual Meeting taking place on June 25–27, 2026. We pray the Lord blesses you in your ministry efforts and would be grateful if you would do the same for us.

SOUTHEAST CONFERENCE

SUPERINTENDENT: CATHERINE GILLARD

Lakeview Church

LOCATION: Tarpon Springs, Florida

REASON FOR REMOVAL: Withdrawn

NUMBER OF MEMBERS (when church withdrew): 400

YEAR JOINED THE COVENANT: 2009

PEAK MEMBERSHIP (approximately): 400

Reason leading to removal from the roster and comments: They have chosen to withdraw due to theological and missional misalignment.



Report of the President



Dear Covenant Family,

As I reflect on this past year of ministry together, I find myself returning often to the words of the Apostle Paul: “Let us consider how we may spur one another on toward love and good deeds, not giving up meeting together...but encouraging one another” (Hebrews 10:24–25).

In many ways, these words capture the heart of who we are as the Evangelical Covenant Church. We are a people called to follow Jesus together, encouraging one another, serving alongside one another, and discerning together where the Spirit is leading.

Thank you for taking the time to gather—to pray, worship, fellowship, and listen together for the voice of God. It is both a joy and a sacred responsibility to serve alongside you as we continue to seek what it means to live faithfully into God’s kingdom in this generation.

I’m especially looking forward to being together in Scottsdale, Arizona, for Gather, where we will celebrate 141 years of God’s faithfulness to the Evangelical Covenant Church. This year’s theme, “One Another,” reminds us that the Christian life was never intended to be lived alone. Jesus continues to form us into a people bound together in love, humility, courage, and hope.

A CONTINUED VISION FOR A FAITHFUL PRESENCE

As the Evangelical Covenant Church seeks to embody a faithful presence both locally and globally, I want to reemphasize the vision statement guiding our movement:

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.

Throughout this year, I have had the privilege of witnessing this vision come alive in congregations, conferences, ministry initiatives, and global partnerships across the Covenant. Again and again, I see a church seeking to follow Jesus with compassion and courage in a rapidly changing world.

MINISTRY ACROSS THE COVENANT AND BEYOND

Since we last gathered, I have had the opportunity to spend time with Covenant partners and ministry leaders in Mexico, Japan, Thailand, Taiwan, and Puerto Rico.

In October, I attended the CIPE (La Confraternidad de Iglesias del Pacto Evangélico) conference in Mexico City. This triennial gathering of our Latin American Covenant churches was a beautiful expression of worship, fellowship, and shared mission.

In February, I joined Rev. Grace Shim, executive minister of Serve Globally, on a two-week visit with our global ministry partners in Japan, Thailand, and Taiwan. What a joy it was to meet with our global personnel in their ministry settings and witness firsthand the faithful work being done throughout these regions. I was especially encouraged by time spent with the presidents and leaders of Covenant churches in each country, hearing stories of perseverance, creativity, and gospel witness.

In March, I attended the National Association of Evangelicals Board meeting in Puerto Rico. It was a meaningful opportunity to learn more about the culture, history, and ministry context of the island and to engage broader conversations impacting the church in North America.

We also continue to participate actively in IFFEC (International Federation of Free Evangelical Churches). This spring I accepted their nomination to serve as president of IFFEC. I'm honored by the opportunity to serve the global church in this way and look forward to our gathering in Nairobi, Kenya, this fall where that nomination will be voted on by delegates.

Another significant moment this year was the selection of Rev. Carlos Ortiz as president of Centro Hispano de Estudios Teológicos (CHET) in September. It was my privilege to participate in his installation during the December graduation ceremony. As a graduate of CHET himself, Carlos brings both deep love for the institution and a compelling vision for its future. In less than a year, we are already witnessing the impact of his godly, inspiring, and thoughtful leadership. We give thanks to God for him and for the important ministry of CHET in preparing leaders to serve the church.

LOCAL CHURCH ENGAGEMENT

Closer to home, I have been honored to preach in numerous Covenant churches across the country, including several congregations celebrating milestone anniversaries. Every visit reminds me that the local church continues to be the heartbeat of our movement.

While visiting Pasadena Covenant Church in California, I had the opportunity to participate in their local food distribution ministry, serving alongside church members and community volunteers. It was a gift to work side-by-side with so many faithful volunteers. Across the Covenant, I continue to see churches engaging their communities with creativity, compassion, and conviction. Some are entering new ministry spaces, while others continue long legacies of serving as places of hope and healing in a hurting world.

This past fall Covenant churches participated in a liturgical common reading of *Welcoming the Stranger*, by Matthew Soerens and Jenny Yang. Ninety-seven Covenant churches joined this effort. It was a timely invitation to listen to one another, learn from Scripture and our own history, and consider how we are called to love and care for our immigrant neighbors with the compassion of Christ. I remain deeply grateful for the Serve Locally team and the faithful resources they continue to provide to our churches.

LEADERSHIP ACROSS THE COVENANT

One of the great gifts of my role as president is the opportunity to serve alongside extraordinary leaders throughout the Covenant.

This year four conference superintendents were reelected to additional terms of leadership:

- Howard Burgoyne in the East Coast Conference
- Catherine Gilliard in the Southeast Conference
- Bryan Murphy in the Pacific Southwest Conference
- Kara Stromberg in the Northwest Conference

We give thanks for their faithful service and continued leadership.

I also want to express my deep appreciation for our entire Council of Superintendents. These leaders carry tremendous responsibility as they care for pastors and churches, oversee credentialing processes, navigate conflict, support church planting, and sustain conference vitality. I am grateful not only for their wisdom and partnership, but for the spirit in which they lead. Together, we seek to serve our churches, pastors, and ministry leaders with humility, prayerfulness, and hope.

At this year's Annual Meeting, two executive ministers and I will also stand for re-election:

- Herb Frost, Executive Minister of Serve Clergy and the Ordered Ministry
- Grace Shim, Executive Minister of Serve Globally
- and myself as President of the Evangelical Covenant Church

I am profoundly grateful for the Executive Ministry Leadership Team and for the entire staff serving at Covenant Offices. These women and men love the Covenant deeply and faithfully and serve our people every day with wisdom, generosity, professionalism, and joy. Their work often happens behind the scenes, but it strengthens and supports ministry throughout our conferences and local churches in countless ways.

I also want to express deep appreciation for Rev. Dr. Dennis Edwards, dean of North Park Theological Seminary, as he concludes his season of service in this role. Dennis has led with wisdom, integrity, pastoral sensitivity, and theological depth, serving the seminary and the broader Covenant with excellence. We are grateful for his faithful leadership during this important season in the life of NPTS and look forward with anticipation to his continued work on behalf of Christ's church in the years ahead.

COVENANT OFFICES UPDATE

The team at Covenant Offices continues to grow and thrive, and I remain grateful for the many gifts being shared together in mutual ministry.

During our September staff gathering at Covenant Harbor, we spent time learning from Michael Hendricks, co-author of *The Other Half of Church: Christian Community, Brain Science, and Overcoming Spiritual Stagnation*. It was a meaningful time of learning, encouragement, worship, and community-building together.

Each year Covenant Office teams are assigned a conference to pray for intentionally throughout the year. Weekly we lift up conference leaders, pastors, churches, and ministry needs in prayer. It is one small but meaningful expression of our shared commitment to being “three-strand strong” as a Covenant family.

One important area of work this year has been the development of a strategic operational plan for Covenant Offices that will help move our shared vision into action. This is an exciting and significant step for us as Covenant Offices works together around a unified operational framework with shared priorities and initiatives across teams. It has been deeply encouraging to see staff collaborating with clarity, creativity, and hope around a common mission. The plan is centered around four primary areas of focus: Rooted in Covenant Identity, Growing the Movement, Cultivating Holistic Discipleship, and Strengthening Service and Stewardship. Each area includes specific initiatives designed to strengthen how we serve our churches, pastors, leaders, and ministry partners as we continue living into God’s call for the Covenant.

LOOKING AHEAD: UNITE 2027

As we look toward the future, I am especially excited for Unite 2027, which will take place July 18–23, 2027, in Lincoln, Nebraska. Every three years, thousands of Covenant high school students and leaders from across the U.S. and Canada gather for worship, learning, community, service, and fun—and every time, God moves in powerful ways. Unite is more than a youth event; it is a sacred space of renewal where students encounter Jesus Christ, make decisions to follow him, recommit themselves to faithful discipleship, and discern calls to ministry and leadership. Again and again, we witness the Holy Spirit renew hearts, strengthen faith, restore hope, and awaken a new generation to the mission of God. I continue to be inspired by the spiritual hunger, authenticity, and passion of the next generation, and I believe Unite 2027 will be another significant moment of renewal in the life of the Covenant as we invest in and encourage students to follow in the way of Jesus with courage and hope.

A FINAL WORD

Each year I ask our Covenant family to remain steeped in prayer, and this year is no different. The needs within our communities and throughout the world continue to grow.

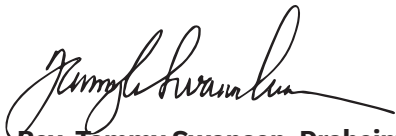
So let us pray:

- for our churches
- for our pastors and leaders
- for the global church
- for those who are suffering
- for those longing for hope
- for opportunities to share the love of Jesus with our neighbors and the world
- for courage to follow Jesus faithfully in this moment

May we continue to be a people moved by the Holy Spirit, grounded in Scripture, shaped by love, and empowered by the resurrection of Christ for the sake of the world.

And may the Evangelical Covenant Church continue living into the kingdom of God as a prayerful, intergenerational, multiethnic, growing movement—loving others as Jesus has first loved us.

With gratitude and hope,



Rev. Tammy Swanson-Draheim

President, Evangelical Covenant Church



2026 Proposed Covenant Bylaw Amendment

The following items will be voted on during the 141st Annual Meeting of the Evangelical Covenant Church. The text in green are the words to be added.

ARTICLE VII

THE ANNUAL MEETING

Section 7.8. THE AGENDA AND STANDING RULES

a. Agenda.

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

b. Standing Rules.

- i. Standing rules shall be prepared by the agenda committee, approved by the Executive Board, and adopted by the Annual Meeting.
- ii. ~~Copies of the proposed standing rules shall be available to delegates when they arrive at the Annual Meeting.~~
ii. Copies of the proposed standing rules shall be available to delegates electronically or in writing thirty days prior to the meeting. Hard copies of the standing rules will be available to delegates when they arrive at the Annual Meeting.

Rationale: *The addition of this bylaw provision ensures that standing rules are provided to delegates thirty days in advance of the Annual Meeting, aligning with the same notice requirement already in place for the agenda.*



Election of President of the Evangelical Covenant Church



The Presidential Nominating Committee (PNC) voted unanimously to nominate Rev. Tammy Swanson-Draheim to be reelected as president of the Evangelical Covenant Church. The 27-member PNC is composed of representatives of regional conferences, a cross-section of Covenant Executive Board members, and representatives from Covenant ethnic associations and each of the affiliated boards that are elected by the Covenant Annual Meeting (Ordered Ministry, North Park University, Covenant Ministries of Benevolence, and Pension/Benefits).

“Tammy has done an exceptional job in her first term, beginning with her call to prayer. Prayer continues to be the foundation, along with an intentional dependence on the Holy Spirit, which guides the future of our Covenant movement,” said Will Davidson, chair of the PNC. “During her first term, she led an important reorganization and filled all of the open leadership positions with gifted individuals. Another major initiative became reality when Gather 2025 welcomed Covenant partners from across the globe. The Presidential Nominating Committee is thrilled that Tammy has accepted a nomination for a second term, and we look forward to what God will do in the next four years.”

Swanson-Draheim was elected to the role in 2022. She is the first woman, and, since losing her husband, Kelly Draheim, in 2020, also the first single person to serve as president in the denomination’s 141-year history. Previously she served as superintendent of the Midwest Conference; senior pastor of First Covenant Church in Mason City, Iowa; chaplain at Covenant Home in Chicago; and in various roles at Crossroads Covenant Church in Concord, California.

“I am thankful for the care and discernment of the Presidential Nominating Committee and remain deeply reliant on God’s guidance,” Swanson-Draheim said. “It is a gift to serve the Covenant Church, and I look forward to the prayerful discernment of our shared life at the Annual Meeting.”

Swanson-Draheim has a bachelor’s degree in business administration from California State University Fullerton, a master’s of management from North Park University, and a master’s of divinity from North Park Theological Seminary. She was ordained to word and sacrament in the Evangelical Covenant Church in 2005.



Election of Executive Minister of Serve Clergy



The Board of the Ordered Ministry, with the concurrence of the Covenant Executive Board, has nominated Rev. Herb Frost to be reelected as executive minister of Ordered Ministry and Serve Clergy. He will be presented to the Covenant Ministerium for their concurrence and then stand for election at the denomination's 141st Annual Meeting in June. If elected, he will continue serving in this position for a second term.

Rev. Dennis K. Carlson, chair of the Nominating Committee, offered the following remarks on the committee's nomination:

“The Board of Ordered Ministry is glad to give our full endorsement and support to Rev. Herb Frost in his discernment to stand for a second four-year term as executive minister of Serve Clergy and the Ordered Ministry.

After several short or abbreviated terms of predecessors, Herb's continued service offers a gift of stability in this important ministry priority of the Covenant Church. He has assembled a wonderful Serve Clergy team from which all Covenant clergy benefit. Together under Herb's leadership, they work collegially and also with us as an oversight board. Herb is a thoughtful, theologically grounded leader with both wisdom and a non-anxious presence while dealing with many very challenging issues that Covenant clergy find themselves confronted with in today's world. The manner in which so many members of his immediate family are actively engaged in vocational ministry speaks well of his priorities in life to God, his family, the church, and the world.”

The executive minister of Serve Clergy and the Ordered Ministry engages in developing initiatives to invest in clergy and ministry leaders; consults with churches, regional conferences, and individuals; undertakes speaking, writing, and teaching opportunities; provides executive management for the mission area; and serves other various committees. The Ordered Ministry and its board invest in the personal and vocational development of Covenant clergy, including processes of credentialing, lifelong learning, and care and discipline.

Herb has served in the Covenant as a credentialed pastor in three different conferences as a lead pastor and church planter. He served on the Committee of Ministerial Standing in the Midwest Conference, East Coast Conference, and the Northwest Conference. He has chaired the Ministerial

Association of the Northwest Conference and was on the board of Covenant Heights Camp in addition to serving as an assessor for church planters. Previously, he was the director of vocational and spiritual development for the Develop Leaders team. He serves as an ex-officio member of the Board of Ordered Ministry, oversees the Thriving in Ministry Initiative, and serves on the Leader Health and Development Team.

Herb and his wife, Rev. Paula Frost, live in Bayport, Minnesota. They are members of Brookdale Covenant Church and have three children and six grandchildren.



Election of Executive Minister of Serve Globally



The Covenant Executive Board is pleased to announce that Rev. Grace Shim has been nominated for the role of executive minister of Serve Globally. She will stand for reelection at the denomination's 141st Annual Meeting in June. If elected, she will continue serving in this position for a second term.

The Serve Globally Nominating Committee was chaired by Rev. Justin Noseworthy, who offered the following remarks on the committee's nomination:

"In a role that can often feel the weight of the world, Grace Shim carries this burden with, well, grace. As it relates to overseeing all the ministries of Serve Globally, Grace brings excellence to areas like organizational strategy, team development, and vision casting. However, what we have

found to be most compelling with Grace's leadership style is her ability to connect with others in ways that center authenticity, depth, and compassion. She employs a brilliant balance between organizational prowess and deep human connection. This is the kind of leader we want overseeing global personnel in all of their wide-ranging roles. It is with great enthusiasm that the Serve Globally Nominating Committee affirms the re-nomination of Grace Shim to serve another term as executive minister of Serve Globally."

The executive minister of Serve Globally provides leadership to international missional efforts and initiatives, emphasizing partnerships with national churches and organizations, as well as mobilizing engagement and support among local Covenant congregations in the U.S. and Canada. This role oversees missional efforts for the Center for World Christian Studies, Covenant World Relief and Development, Merge, Paul Carlson Partnership, and 72 global personnel and ministry partners who advance the Covenant's mission in 49 countries.

Upon notification of her nomination for reelection, Grace said, "Serving in this role has strengthened my conviction that God continues to transform and renew us as we learn from and with God's global body of Christ. I am deeply honored to accept the nomination for a second term as Serve Globally's executive minister. In a world in need of the love and hope of Jesus, I am

grateful to serve alongside Covenant churches, staff, global personnel, and partners as together we faithfully participate in God's ministry of wholeness and reconciliation in the world."

Grace has served in the Covenant since 2003. Her home church is Christ Covenant Church in Villa Park, Illinois. She holds a bachelor of arts in math education from Virginia Polytechnic and State University, and a master of arts in counseling psychology from Trinity International University. She is a licensed clinical professional counselor and was ordained to word and service at Gather 2022. Grace and her husband, Bob, have three adult children and are delighted to recently welcome their first grandchild. They currently live in Korea.



2026 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 141st 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.

2026 BALLOT FROM THE BOARD OF NOMINATIONS:

EXECUTIVE BOARD

(six-year terms)

Marc Belton

Sanctuary Covenant Church
Minneapolis, MN

Michael Hagen

Harbor Covenant Church
Gig Harbor, WA

Lee Walton

New Life Covenant Church
Fairburn, GA

Valerie Woodson

Bay Area Christian Connection
El Cerrito, CA

(one-year terms)

Sara Charlton

Sugar Grove Mission
Covenant Church
Sugar Grove, PA

Anna Ross

Turtle Mountain
Epiphany Church
Belcourt, ND

BOARD OF THE ORDERED MINISTRY

(five-year terms)

Deborah Penny

Oakdale Covenant Church
Chicago, IL

Charlene Rotvold

Faith Covenant Church
Rosemount, MN

**BOARD OF TRUSTEES OF
NORTH PARK UNIVERSITY**

(three-year terms)

Gregory Crawford

Naperville Covenant Church
Naperville, IL

Rebekah Eklund

Bethlehem Covenant Church
Baltimore, MD

Mary Miller

Batavia Covenant Church
Batavia, IL

Peter Nelson

Winnetka Covenant Church
Wilmette, IL

**ANNUAL MEETING
OFFICER FOR
2026 & 2027**

(two-year term)

Secretary

Michael Neal

Faith Covenant Church
Farmington Hills, MI

**2026 BALLOT FROM
THE COVENANT
EXECUTIVE BOARD
FOR THE BOARD
OF NOMINATIONS**

(five-year terms)

Bruce Bruns

Pacific Northwest Conference
Milwaukie Covenant Church
Clackamas, Oregon

Steve Peterson

Central Conference
Elim Covenant Church
East Moline, Illinois

Vacant

East Coast Conference

(two-year term)

Lauren Thurston

Alaska Conference
Mekoryuk Covenant Church
Mekoryuk, Alaska



2026 Board of Nominations Candidates



NOMINEE TO THE COVENANT EXECUTIVE BOARD

MARC BELTON

Retired

Northwest Conference

Sanctuary Covenant Church

Minneapolis, Minnesota

Marc is retired from serving as executive vice president at General Mills for 32 years before leading a consulting practice. He has an AB from Dartmouth in economics, as well as an MBA from the Wharton School at the University of Pennsylvania. Marc brings significant governance experience, having served for 15 years on two Fortune 500 corporate boards. Additionally,

he brings many years of experience serving on nonprofit boards, including as board chair for Minnehaha Academy and on boards with the Salvation Army and Northwestern College. Marc views each of these opportunities as an assignment from God and has always sought to lead faithfully.

Statement of Faith: “I would offer you the Nicene Creed as a legitimate faith statement. I personally try to keep things simple: We are called to love God and love others. That is the summation of the greatest commandment given by our Savior Jesus. To me, in reality, there are only two kinds of people: Those who have Jesus and those who need Jesus. As I look at the world today, I do worry that as Christians we are preoccupied with the thinking part of our faith and not the doing part of it. I love the Book of James that reminds us that “faith without works is dead” (2:26, NRSVUE) and that we can show people our faith by our works. We live in such a broken world. Some of the best we can do is from the Book of Micah: “He has told you, O mortal, what is good, and what does the LORD require of you but to do justice and to love kindness and to walk humbly with your God?” (6:8). I became a Christian in an authentic way in 1991. Interestingly, the longer I walk with the Lord the more I have become less judgmental and less sure of the small stuff and more sure of the love, grace, mercy, and providential care of this wonderful God and his Son Jesus. For the last 32 years I have read the Bible in its entirety in a variety of ways every year and have lived in Christian fellowship both as a church member and in fellowship with others. My wife and I have been members of the Covenant Church for the past 23 years. After all these years, I am a witness

that Jesus is the difference-maker in my life and that I have done nothing truly good except by his loving grace, abundant mercy, providential care, daily guidance, and saving hand. As a result, God gets the glory and all glory is his.”

NOMINEE TO THE COVENANT EXECUTIVE BOARD

MICHAEL HAGEN

Consultant
Pacific Northwest Conference
Harbor Covenant Church
Gig Harbor, Washington



Michael has been an active member of Harbor Covenant Church for almost two decades. He has a bachelor’s degree in mechanical engineering from Washington State University and owns and operates Bay Island Group, Inc. Through this business, Michael has incorporated his knowledge and career experience to share best practices with people around the world and brings a wide array of knowledge in the areas of consulting (corporate and nonprofit), training, education, video and photo production, leadership development, manufacturing, writing, and publishing. Michael has a strong desire to see the Covenant leverage its international, national, regional, and local structures to dramatically grow God’s kingdom worldwide.

Statement of Faith: “I accepted Christ as my Lord and Savior at a young age during a summer VBS. Later, in middle school, I decided to follow Jesus as a way of life. Since then, I’ve integrated my faith into my personal life, church life, professional career, and business ventures. I believe that Christ models how we should act and behave in all situations.”



NOMINEE TO THE COVENANT EXECUTIVE BOARD

LEE WALTON

Urban Planner and Project Manager
Southeast Conference
New Life Covenant Church
Fairburn, Georgia

Lee is the vice president of WSP USA Inc. and has provided consulting for architecture, engineering, urban planning, and project management for more than 25 years. Lee has a bachelor’s degree in architecture and a master’s in city planning from Georgia Institute of Technology. He is interested in the

importance of organizational strategy and places, property, and facilities to the effectiveness of church ministry.

Statement of Faith: “I believe in Christ as Lord, Savior, and Redeemer, who calls us to a personal relationship with the Father, Son, and Holy Spirit, as well as into a communal relationship in his church. I experienced salvation and baptism as a teenager, grew up in the youth program of a Southern Baptist congregation, grew in discipleship during university, including fellowship with an evangelical congregation in Europe, then joined the congregation of New Life Covenant Church in Atlanta in its early days in the late 1990s. My church and our emphasis on a community of reconciliation have been central to my life and our family (my wife and two college-aged boys).”

**NOMINEE TO THE COVENANT EXECUTIVE BOARD
VALERIE WOODSON**

**Retired
Pacific Southwest Conference
Bay Area Christian Connection
El Cerrito, California**



Valerie recently retired from her role as chief human resource officer after 29 years with Public Health Institute. She desires to serve in ways that strengthen both people and mission. With a background in chemical engineering and human resources, she brings a systems perspective and a deep appreciation for how structure, culture, and strategy work together to support long-term effectiveness. She is particularly motivated to help organizations steward their resources well and position themselves to flourish in changing environments. With 12 years in the corporate sector and 29 years in an international nonprofit, as well as lifelong involvement in the local church, Valerie has developed a wide range of expertise. Valerie approaches board service as both a responsibility and a calling—seeking to support leadership, strengthen organizational systems, and advance the Covenant’s mission faithfully and sustainably.

Statement of Faith: “My faith in Jesus Christ is the foundation of my life. I believe that salvation is by grace alone through faith in Jesus Christ, whose life, death, and resurrection provide forgiveness of sin and reconciliation with God. Over the course of my life, Christ has shaped my character. My relationship is nurtured through prayer, study of Scripture, worship, and active participation in my church. My faith informs how I approach leadership and governance. I believe stewardship is a sacred trust, and I desire to serve with wisdom, discernment, and accountability. I desire to use the experience and gifts God has entrusted to me to strengthen his work and advance his mission faithfully.”



NOMINEE TO THE COVENANT EXECUTIVE BOARD

SARA CHARLTON

Pastor

Great Lakes Conference

Sugar Grove Mission Covenant Church

Sugar Grove, Pennsylvania

Sara is the lead pastor of Sugar Grove Mission Covenant Church and previously served at St. John's Evangelical Covenant Church and as the transitional pastor at New Gottland Covenant Church in McPherson, Kansas. She earned a bachelor's in history from North Park University and an MDiv from North Park Theological Seminary. Sara served six years on the Great

Lakes Conference Executive Board, including time as both the vice-chair and chair. In both her pastoral and leadership roles, she has gained skills in working with a diverse group of clergy and lay leaders, setting vision and direction for a larger organization, navigating conflict, and promoting reconciliation.

Statement of Faith: "After growing up in a non-Christian household, I attended North Park University with a desire to know more about the God I had heard about in passing. I developed a deep reliance and faith in Christ as I was mentored and shepherded by friends and pastors in my college years. I liken my faith experience to the moment when Peter steps out of the boat to stand upon the water before Jesus in Matthew 14. Jesus continues to invite me into new experiences, and I keep trusting that he will provide a firm foundation upon which to stand. He has not failed me yet."

NOMINEE TO THE COVENANT EXECUTIVE BOARD

ANNA ROSS

Educator and Community Leader

Norhwest Conference

Turtle Mountain Epiphany Church

Belcourt, North Dakota

Anna is the director of engagement and communications for Turtle Mountain Community Schools. In this role she leads district-wide communications strategy, community partnerships, and stakeholder engagement across a rural tribal school system. With a master's in Indigenous nations



studies from the University of Kansas, Anna is committed to educational equity, culturally grounded leadership, and community-centered engagement. She views education as a form of discipleship,

culture as a source of wisdom and belonging, and community as the primary context for transformation. Her professional experience spans Indigenous education, nonprofit leadership, and organizational communications, where she has learned the importance of listening first, leading collaboratively, and centering voices that are often underrepresented. She is particularly interested in helping the Covenant strengthen relationships with historically marginalized communities, deepen culturally responsive ministry, and support leaders navigating complex social and educational landscapes with faith, humility, and courage.

Statement of Faith: “I have been a follower of Jesus Christ for as long as I can remember, having grown up in the church and been shaped by Christian teachings from an early age. My faith, however, was deeply tested during college while I was studying American Indian education. I began to learn more fully about the historic and ongoing atrocities committed against Indigenous peoples, often in the name of the same God I loved and served. I wrestled with narratives that suggested my ancestors, who fought to protect our land, culture, and freedom, were somehow excluded from God’s grace because they were not labeled ‘Christian.’ That season led me to step back intentionally from organized religion and turn inward toward a more personal and honest relationship with God as Creator. In that space, I encountered Jesus not as a tool of conquest, but as a source of compassion, justice, humility, and love. My faith today is grounded in a deep trust in Christ and shaped by a commitment to reconciliation, truth-telling, and honoring the sacredness of all people and cultures. I seek to live out my faith through service, listening, and community-building, believing that following Jesus means walking with others in love, especially those who have been historically marginalized.”

NOMINEE TO THE BOARD OF THE ORDERED MINISTRY

DEBORAH PENNY

Clergy, Retired

Central Conference

Oakdale Covenant Church

Chicago, Illinois



For more than 15 years, Deborah has served students and colleagues at North Park Theological Seminary. Although she has retired from her position as the associate director of contextual and lifelong learning, where she assisted students in discerning their call to ministry and in identifying internships that would allow them to function, grow, and discover their gifts and talents, she continues to serve as a spiritual director, confidante, and coach. Deborah has an MDiv from North Park Theological Seminary and a doctoral degree from Garrett Theological Seminary. For her doctoral work, she integrated North Park University’s strong spiritual direction program with the

need for students to grow in intercultural God-awareness, self-awareness, and other-awareness. She also oversaw the implementation of the Intercultural Development Inventory (IDI) within the field education program and developed a process for using IDI data to support the school's commitment to cultural diversity as they prepare students to serve in a diverse world. Deborah was integral to introducing the IDI to the Covenant at large. She is passionate about sponsoring and mentoring individuals in addiction recovery, supporting family reconciliation, and equipping churches to become recovery-friendly communities. Deborah is a leader in her community—most notably through the organization of the first block club and a beautification project in Chicago's Burnside community.

Statement of Faith: “I strive to live by all of Scripture, yet I hold particular affection for Psalm 103 and John 17. I exhort the Lord with all that I am because I am created in his image and desire to please him. Like Moses, who knew God's ways (Psalm 103:7), I seek not only the deeds and benefits he has poured into my life, but his very face—more than anything he has in his hand. Jesus prayed that we would be one with him and with the Father, and he has secured my salvation through his sacrificial life and the atonement of my sins. What great love he has for me and for the world! And he has not left me to fend for myself; instead, he has given me the precious gift of the Holy Spirit. The third Person of the Triune God is my confidant, comforter, teacher, and the One who leads me in conviction and truth. The Spirit is my constant companion on this life's journey. Whatever I am able to do, I do not by my own might or power, but by the power of the Holy Spirit.”

NOMINEE TO THE BOARD OF THE ORDERED MINISTRY

CHARLENE ROTVOLD

Pastor

**Northwest Conference
Faith Covenant Church
Rosemount, Minnesota**



Charlene serves as pastor of Faith Covenant Church in Rosemount, Minnesota, and has served within the Covenant for more than 27 years. Charlene was ordained to word and service in 2016 and has a master's in counseling and college student affairs from Mankato State University. She is a coach and spiritual director and serves on the leadership team with the Northwest Conference Spiritual Directors Network. Charlene recently completed her time serving on the Committee on Ministerial Standing with the Northwest Conference and previously served on the conference's Ministerial Care and Development Committee. She is the administrator of the Church Information Network, a county-wide collaboration between churches and denominations to share resources and ideas to help care for individuals and families in the community. She is passionate about the health of pastors and their

families—from the discernment of call to retirement and beyond. She is grateful for the Covenant’s commitment to the health of its pastors, staff, and families.

Statement of Faith: “I was raised in a Christian home and have been a believer my entire life. At age 24, however, I came to understand and fully embrace Christ not just as my Savior, but as Lord of my entire life. Changes were made, and my all-in life with Christ began. Since day one of our relationship, my husband (of 31+ years) and I have intentionally centered our lives, our marriage, and our home on our faith in Jesus Christ. Worship, serving, giving, hosting, living along with our small group, and personal devotional time are regular rhythms in our lives. My day starts with a cup of coffee, my journal, and my Bible or a devotional book. Personal retreats and extended times of prayer are intentionally built in throughout the year. Cultivating my personal walk with Jesus is central to me. In short, Jesus is everything!”

NOMINEE TO THE BOARD OF TRUSTEES
OF NORTH PARK UNIVERSITY

GREGORY CRAWFORD

**Senior Vice President, Human Capital Management
Central Conference
Naperville Covenant Church
Naperville, Illinois**



Gregory Crawford brings more than 30 years of human resources management experience to his position as senior vice president of Human Capital Management with Assured Partners Illinois. He is a certified professional in human resources and has held leadership positions that include director of employment, Empire BlueCross BlueShield of New York; director of compensation and benefits, BlueCross BlueShield Associations; director of human resources for the startup operations of National Futures Association; and manager of human resources for the Chicago Board of Trade. In addition to his human resources background, Gregory has held sales and marketing positions with the Signature Group as vice president, employer marketing; Adecco as area vice president; and TJ Adams Group as vice president, human capital management. He is an adjunct professor at the Graduate School of Business and Nonprofit Management at North Park University. His courses and lecture activities include Strategic Human Resources Planning and Staffing, Strategy and Metrics in Human Resources, and Talent Development and Retention. He has been a guest lecturer at the Axelson Center for Nonprofit Management’s “Boot Camp” for new nonprofit CEOs. Greg currently serves as a member of North Park University’s Board of Trustees. He is on the Board of Directors and has served as a mentor in the Transitional Housing Program for Bridge Communities, an organization that provides programs and services for unhoused families.

Greg holds a bachelor's degree in communication from North Park College and a master's in communication from Governors State University.

Statement of Faith: "I believe in the Holy Spirit, who lives within all believers, guiding and strengthening us to live in obedience to God. I affirm the Bible as the word of God and commit to learn and live according to its teaching."

NOMINEE TO THE BOARD OF TRUSTEES
OF NORTH PARK UNIVERSITY

REBEKAH EKLUND

**Clergy, Professor of Theology, Loyola University Maryland
East Coast Conference
Bethlehem Covenant Church
Baltimore, Maryland**



Rebekah was ordained in the Covenant in 2005. She brings her experience in pastoral ministry, as well as fourteen years of experience in higher education, to the Board of Trustees. Rebekah previously served as an associate pastor in a Covenant church, dean of students at Covenant Bible College in Alberta, and is currently a professor of Scripture, ethics, and theology at Loyola University Maryland. As a faculty member at a teaching-oriented, primarily undergraduate, liberal arts institution, she is well acquainted with the promises and significant challenges facing higher ed, especially smaller, faith-based liberal arts universities. Rebekah has served for three years as department chair, which included overseeing course scheduling for the department, hiring part-time faculty, and writing annual reviews for each faculty member in the department. That experience provided additional understanding of the leadership structure of a university. As a North Park University and North Park Theological Seminary graduate, Rebekah says she would be proud to serve again on the North Park University Board. She has previously served on the Covenant Executive Board.

Statement of Faith: "I was baptized in a Lutheran church while my parents were living in Lawrence, Kansas, but I grew up in a Covenant church. Confirmation was a formative process for me; it helped me understand my faith much better and begin to claim it as my own. (I loved the Covenant God's Friends confirmation curriculum!) From that time forward, prayer became an important part of my life. Working for a year at Covenant Bible College, studying for three years at North Park Theological Seminary, and even studying Scripture for five years for a PhD at Duke Divinity School all deepened and grounded me further in my faith in Christ. Beth Moore once said, 'When all else gave way, Jesus held,' and that has been true for me. I affirm the truths of Scripture as distilled in the historical Apostles' Creed and Nicene Creed and have tried to shape my life around the double love commandments."

NOMINEE TO THE BOARD OF TRUSTEES
OF NORTH PARK UNIVERSITY

MARY MILLER

Retired Clergy
Central Conference
Batavia Covenant Church
Batavia, Illinois



After being confirmed at Broadway Covenant Church in Rockford, Illinois, Mary sensed a call into ministry. She was ordained to word and sacrament by the Covenant in 1981. She pastored five churches in Illinois, Michigan, and Indiana. She served as chaplain in Covenant Living campuses and was the first woman to serve as an officer of the Covenant. She was the director of a Lilly Endowment grant at North Park Theological Seminary, where she also taught. She was a longtime columnist for *The Covenant Companion* and has been published in *Leadership Journal*, *The Christian Century*, and *The Covenant Quarterly*, among others. Mary is the author of *Living with Loss*. During the 2017 Midwinter Conference, she received the North Park Theological Seminary's Alumni Award for Distinguished Service. She has served on many national boards in the Covenant.

Statement of Faith: "My faith has deepened over the years, and I know that God created me from his love, saved me through Christ's salvation, and nurtured me in the Holy Spirit. As an ordained minister, I have had the privilege of daily enhancing my own spiritual growth by participating in the body of Christ, studying his word, and serving others inside and outside the church. Teaching confirmation, preparing texts for sermons, and Christian spiritual direction training were treasured activities that kept me on my knees and challenged!"

NOMINEE TO THE BOARD OF TRUSTEES
OF NORTH PARK UNIVERSITY

PETER NELSON

Professor, University of Illinois Chicago
Central Conference Representative
Winnetka Covenant Church
Wilmette, Illinois



Peter is currently a professor and director of the University of Illinois Chicago's (UIC) AI Laboratory. He was appointed dean of the UIC College of Engineering in 2008 and served in that role until 2024. Prior to assuming the deanship, he was head of the UIC Department of Computer Science. In 1991, he founded UIC's

Artificial Intelligence Laboratory, which specializes in applied intelligence systems projects in fields such as transportation, manufacturing, bioinformatics, and e-mail spam countermeasures.

Peter has published more than 80 scientific peer-reviewed papers and has been the principal investigator on over \$40 million in research grants and contracts on issues of importance such as computer-enhanced transportation systems, manufacturing, design optimization, and bioinformatics. These projects have been funded by organizations such as the National Institutes of Health, the National Science Foundation, the National Academy of Sciences, the U.S. Department of Transportation, and Motorola. In 1994–1995, Peter’s laboratory, sponsored by the Illinois Department of Transportation, developed the first real-time traffic congestion map on the world wide web, which now receives more than 100 million hits per year.

Peter earned his undergraduate degree in mathematics and computer science from North Park University and his MS and PhD degrees in computer science from Northwestern University.

Statement of Faith: “I invited Jesus into my heart when I was five years old. The parables of the Good Samaritan (Luke 10:25–37) and Prodigal Son (Luke 15:11–32) are my favorite passages in the Bible.”

NOMINEE AS ANNUAL MEETING SECRETARY

MICHAEL NEAL

CEO, SSDC Services Corporation
Great Lakes Conference
Faith Covenant Church
Farmington Hills, Michigan



Michael has a bachelor’s degree in chemistry from the University of Virginia and a master’s in public health from Boston University. His career has been primarily within disability management organizations, with experience in family and medical leave, short- and long-term disability, and Social Security and Medicare programs. In his current role he is responsible for the organization’s strategic direction, operational execution, and financial performance. That includes overseeing day-today operations, ensuring regulatory and contractual compliance, and working closely with senior leaders, clients, and external partners to achieve measurable results. Michael has developed skills in strategic planning, financial management, governance, contract negotiation, and risk management, along with the ability to lead effectively in complex, highly regulated environments. Through his professional and volunteer work, he has regularly supported meetings that require clear agendas, accurate recordkeeping, and

orderly decision making. Michael is familiar with the Annual Meeting structure, procedures, and expectations, including the pace, formality, and coordination required to ensure the meeting runs smoothly.

Statement of Faith: “At 53, I root my identity as a husband and father in my walk with Jesus. I strive to let his love shape the way I lead my family and interact with the world, prioritizing integrity and humility above all. I have learned to lean on God’s grace through life’s ups and downs, aiming to mirror the patience and compassion of Christ. My faith is a daily commitment to walk in obedience, gratitude, and service.”

NOMINEE TO THE BOARD OF NOMINATIONS

BRUCE BRUNS

**Pastor
Pacific Northwest Conference
Milwaukie Covenant Church
Clackamas, Oregon**



Bruce is the senior pastor of Milwaukie Covenant Church in Clackamas, Oregon, and has been part of the Covenant for over 50 years. Bruce has bachelor’s degrees in youth ministry and psychology from North Park College and a master of theology degree from North Park Theological Seminary. He is a member of the Clackamas County Developmental Disabilities Advisory Board and has also served on the board of Never Say Never in Lake Geneva, Wisconsin, in addition to serving as a chaplain at Simi Valley Hospital in Simi Valley, California.

Statement of Faith: “I am a child of the God who, out of love, created the world and everything in it, including me. The same God who would not and did not give up on me, the one who pursued and sacrificed for the whole world and for me. It is only through God’s loving sacrifice and the life, work, death, and resurrection of Jesus the Christ, the son of the living God, that I am reconciled and able to be in relationship with God as he intended for all people.”

NOMINEE TO THE BOARD OF NOMINATIONS

STEVE PETERSON

Pastor
Central Conference
Elim Covenant Church
East Moline, Illinois

Steve is the pastor of Elim Covenant Church in East Moline, Illinois, and has been in the Covenant for the last 40 years. He is fluent in Spanish and has served communities in Chicago, Colombia, Costa Rica, and Mexico. Steve earned a bachelor's degree in communication from North Park College and an MDiv from North Park Theological Seminary. Steve has previously served on the Covenant Ministerium executive committee and as chair of the Board of Nominations, as well as serving with the Central Conference COMS team, as chair of the conference ministerial association, and chair of the Central Conference LEAD committee.



Statement of Faith: “I fully surrendered my life to Jesus when I was 18. He is my Savior and my Lord in everything. I love his word and I am a lifelong student of it, and I’ve striven to be obedient to it. I believe in prayer and its importance, and I dedicate myself to it. I am addicted to God’s grace, which I balance with the fear of the Lord. I would rather be found faithful and humble than successful.”

NOMINEE TO THE BOARD OF NOMINATIONS

LAUREN THURSTON

Pastor
Alaska Conference
Mekoryuk Covenant Church
Mekoryuk, Alaska

Lauren is the pastor of Mekoryuk Covenant Church in Mekoryuk, Alaska, where she has been serving for three years. She has a bachelor's from Whitworth University and an MDiv from North Park Theological Seminary. She was named a 2025 Clergy and Religious Leaders Fellow with the Fellowships at Auschwitz for the Study of Professional Ethics. Lauren highly values relational connectedness and seeks to know people well, include those who are on the margins, and to uplift and encourage others. In addition to serving all ages and stages in her rural church setting, Lauren is also the school's cross-country coach and greatly enjoys serving the community in this way.



Statement of Faith: “I worship, honor, and find strength in the triune God—Father, Spirit, Son—as he is revealed in the Holy Scriptures. I fully trust in the life, death, and resurrection of Jesus Christ as my Savior. He has given me new life forever and a transformed way of living today in accordance with the design of the Father and through the strength of the Holy Spirit. Through Christ, I am a part of his beloved family that is both diverse in every way and united by him. It is my honor to serve God and his people and his world every day.”



Change in Standing of Ministerial Credentials

ACTIVE TO INACTIVE

James Bergquist (OWSa)
Daniel Booker (OWSe)
Timothy Boynton (OWSa)
Aaron Cho (OWSa)
Timothy Coyer (OWSa)
Kathryn Hage (OWSa)
Michael Hotz (OWSa)
Brandon Hovey (OWSa)
Marcus Lantz (OWSe)
Brenda Salter McNeil (OWSa)
Blake Merwin (OWSa)
Peter Morris (OWSa)
Joel Rude (CSM)
Joshua Swenson (OWSa)

RESIGNATION OF CREDENTIAL

Joel Anderle (OWSa)
Lois Farrington (CSM, Inactive)
Catherine Gebers (OWSa, Inactive)
Stephen Graham (OWSa, Inactive)
Mathew Hollen (OWSa)
Eugene Kim (OWSa)
Daniel Lee (OWSa)
Elizabeth Sandell (CSM, Inactive)
Kyle Vlach (OWSa)
Mark Washington (OWSe)

INACTIVE TO ACTIVE

John Paul Harris-Webster (OWSa)
Bradley Thompson (OWSa)

TRANSFERRED CREDENTIAL

G. Coby Cagle (OWSa) to the PCUSA
Mae Cannon (OWSa) to the Reformed Church in America
Simon Guevara (OWSa) to Glen Ellyn Bible Church
Youngki Kim (OWSa) to ECO: A Covenant Order of Evangelical Presbyterians
Stephen Pitts (OWSa, retired) to The Wild Fig Network
Christina Tinglof (OWSa) to The Wild Fig Network
Brian Turnbow (OWSa) to the Cooperative Baptist Fellowship
Anne Vining (OWSa) to The Wild Fig Network

2026-2027 Licenses

Agenda Item #17b

Licenses valid July 1, 2026 - June 30, 2027

Conference License	Name	Ministry Setting			
Alaska					
BVL					
	VanAmburg Stan O.	Community Covenant Church Fairbanks	Fairbanks	AK	
ML					
	Barefoot James W.	Shaktoolik Evangelical Covenant Church	Shaktoolik	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	
	Ventress James C.	Nome Evangelical Covenant Church	Nome	AK	
	Williams Andrew D.	Scammon Bay Covenant Church	Scammon Bay	AK	

Total in conference: 7

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	
	Ewing David	Malmo Mission Covenant Church	Wetaskiwin	AB	
	Filicichia Michael D. A.	Zoe Toronto	Toronto	ON	
	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	
	Rayner Katy	Norquay Covenant Church	Norquay	SK	
	Yu Yage	FuYin (福音) Covenant Church	Richmond Hill	ON	

Total in Conference: 15

Central

BVL

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
Fredrickson	Beth L.	Harbor Point Ministries	Lake Geneva	WI
Galvan	Alberto	Iglesia Casa de Paz	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	WI
Norten	Kathryn	Hope Evangelical Covenant Church	Crystal Lake	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
Tao	Valeri C.	New Community Covenant Church Bronzeville	Chicago	IL
Thomas-Flagg	LaNiece M.	Building Our Own Community	Dolton	IL
Torres	Edgar I.	Central Conference	Chicago	IL
White	Tamela	Calvary Covenant Church	Chicago	IL
Winter	Andrew	Jesus People USA Covenant Church	Chicago	IL
Winter	Genesis	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
Choi	Min Ho	Peacemakers Korean Covenant Church	Schaumburg	IL
Dry	Brendan D.	Naperville Evangelical Covenant Church	Naperville	IL
Fogel	Jonathan	Hope Covenant Church	Orland Park	IL
Harrison	Chad	First Covenant Church	Iron Mountain	MI
Hinz	Daniel	Bethesda Evangelical Covenant Church	Rockford	IL
Hofmann	Patricia	Batavia Covenant Church	Batavia	IL
Kang	Joshua Minsoo	Lakeview Covenant Church	Northbrook	IL
Lu	Terry	Uptown Covenant Church	Chicago	IL
McNiel	Catherine	The Holmstad	Batavia	IL
Miller	Lynnea Kay	Winnetka Evangelical Covenant Church	Wilmette	IL
Morrell	Andrew H.	REAL Community Covenant Church	Marion	IN
Mottl	Jeanette	North Park Covenant Church	Chicago	IL

Ng	Danielle B.	Covenant Denomination Offices	Chicago	IL
Pak	William M.	Lakeview Covenant Church	Northbrook	IL
Palmberg	Karen	Central Conference	Chicago	IL
Sanders	Brandi	Covenant Denomination Offices	Chicago	IL
Sutton	Peter	Covenant Denomination Offices	Chicago	IL
Torres	Benjamin	Hope Evangelical Covenant Church	Crystal Lake	IL
Torres	Mario R.	Iglesia Del Pacto Vida Eterna	Rockford	IL

Total in Conference: 45

East Coast

BVL

Adams	Daniel	Newton Covenant Church	Newton	MA
Brooks	Madeline	Community Covenant Church	Springfield	VA
Cruz	Joel	House of Praise and Worship	West Hartford	CT
Cruz	Karla	House of Praise and Worship	West Hartford	CT
Enos	William	Plumtree Church	Springfield	MA
Epps	Aundrea	Redeemed Church	Yorktown	VA
Martinez	Joseph D.	Elements Church	The Bronx	NY
Mitchell	Laura R.	Central Square Church	Cambridge	MA
Ravelo	Michael	Last Harvest Christian Church	Rockaway Beach	NY
Roth	Leah A.	The Commons Evangelical Covenant Church	Rochester	NH
Wallace	Celeste	Elements Church	The Bronx	NY
Wylie	Brian	Trinity Covenant Church	Manchester	CT

ML

Bang	Steve	Metro Community Church	Englewood	NJ
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
Holmes	Timothy	Renovation City Church	The Bronx	NY
Jakubowski	Richard T.	Mestizo Community Covenant Church	Providence	RI
Jarrett	Travis L.	Great Road Covenant Church	Acton	MA
Lauber	Andrew	Granite City Covenant Church	Quincy	MA
Okpala	Craig O.	Hope Church Jersey City	Jersey City	NJ
Sadlier	Amanda J.	Mosaic Covenant Church	New York	NY
Smith	Rebecca	Bethany Covenant Church	Berlin	CT
Sypek	Michael	Pilgrim Covenant Church	Granby	CT
Venturini	Elisabeth	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: 27

Great Lakes

BVL

Beale	Rita R.	Hope Community Church	Detroit	MI
Belvin	Tanesia	Evangelical Covenant Church	LeRoy	MI
Choate	Dawn E.	Healing Covenant Church	Paducah	KY
Ehrich	Karen Sue	Christ Community Church	Allegan	MI
Fadika	Mohamed L.	City Covenant Church	Redford	MI
Henderson	Harlan A.	Faith Covenant Church	Westerville	OH
Henry	Sydney	LifeChurch Auburn Hills	Auburn Hills	MI
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
McCune	Lisa	New Community Covenant Church	Buckhannon	WV
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
Palmerlee	Margaret	First Evangelical Covenant Church	Grand Rapids	MI
Ponstein	Rebekah	Bretton Woods Covenant Church	Lansing	MI
Raju	Azia N.	Citadel of Faith Covenant Church	Detroit	MI
Russ	Brian D.	Christ Covenant Church	Livonia	MI
Smith	John A.	Life Covenant Church	Canton	MI
Snyder	Jamie	New Community Covenant Church	Buckhannon	WV
Stone	Linda Ann	First Evangelical Covenant Church	Grand Rapids	MI
Weissenborn	Paul	Evangelical Covenant Church	LeRoy	MI

ML

Alberts	Katelyn R.	Life Church Livonia	Livonia	MI
Barger	Scott R.	Cran-Hill Ranch	Rodney	MI
Bradford	Paul L.	Evangelical Covenant Church	Cheboygan	MI
Carey	Harvey FR.	Citadel of Faith Covenant Church	Detroit	MI
Cozart	Harvey	Lighthouse Church	Richmond	KY
Dalman	Dale A.	Grand Rapids Police Department	Grand Rapids	MI
Dowdy	Kimberly	Trinity Health Grand Rapids Hospital	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
Gonzalez	Eloy	City Church Cleveland	Cleveland	OH
Grandy	John E.	Life Covenant Church	Canton	MI
Holmgren	Kaitlyn P.	Zion Covenant Church	Jamestown	NY
Hunt	Jeffrey	Messiah Church	Detroit	MI

Johnson	Donearl L.	LifeChurch Auburn Hills	Auburn Hills	MI
Ludge	Michelle L.	First Evangelical Covenant Church	Grand Rapids	MI
McEvoy	Christine	InterVarsity Christian Fellowship USA	Madison	WI
Nesburg	David K.	Grand Valley State University CM	Allendale Charter Twnshp	MI
Perry	Devon Lamar	Faith Covenant Church	Farmington Hills	MI
Rahill	Alexander	Life Church 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
Van Voorst	Jared R.	Life Covenant Church	Canton	MI
Wahlberg	Nathan	Life Church Livonia	Livonia	MI
Williams	David Anthony	Life Transformation Church	Columbus	OH

Total in Conference: 50

Midsouth

BVL

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

ML

Lee	Alice	Mosaic Learning Center	Missouri City	TX
Schmidt	Rolanda L.	St. David's Georgetown Hospital	Georgetown	TX
Wu	David Y.	Mosaic Formation	Houston	TX

Total in Conference: 5

Midwest

BVL

Answer	Darryl A.	New Community ECC	Kansas City	MO
Braun	Amanda	Manhattan Covenant Church	Manhattan	KS
Burdick	Nathaniel	Grace Covenant Church	Lakewood	CO
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
Morrow	Kelly	Harvest Ridge Covenant Church	Shawnee	KS
Portillo	Vilma	Alfa y Omega Covenant Church	Carthage	MO
Rojas	Amadeo Roberto	Renuevo Covenant Church	Arvada	CO
Sandberg	John	Community Covenant Church	Kearney	MO
Sivewright	Jason P.	Engage South KC Covenant Church	Kansas City	MO
Smyth	Michelle	Hillside Community Church	Denver	CO
Thach	Johnson	First Sudanese Covenant Church	Omaha	NE

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
Cole	Melvin B.	Freedom Covenant Church	Kansas City	MO
Copple	Amelia	Centennial Covenant Church	Littleton	CO
Eden	Jessica Nicole	Bethlehem Covenant Church	Waverly	NE
Firestone	Scott	Lifespring Covenant Church	Loveland	CO
Flanagan	Jeffrey Lee	Harvest Ridge Covenant Church	Shawnee	KS
Goad	Brandon	Hillside Community Church	Denver	CO
Henoch	Tyler	First Covenant Church	Salina	KS
Hernández-Santos	Nydiaris	Trinity Fellowship	Olathe	KS
Hilts	Tracy C.	Living Hope Covenant Church	Colorado Springs	CO
Hutsell	Tamara L.	Swedeburg Covenant Church	Wahoo	NE
Johnson	Jeromy	Decorah Covenant Church	Decorah	IA
Kainz	Brian	Christ Community Covenant Church	Arvada	CO
Kaple	Reid	Trinity Fellowship	Olathe	KS
LaFollette	Preston C.	Deerbrook Covenant Church	Lees Summit	MO
Ndegwa	Samuel M.	Imani Restoration Center Church	Aurora	CO
Nickerson	Nicki Renee	Arvada Covenant Church	Arvada	CO
Pearson	Jennifer	Evangelical Covenant Church	Pomeroy	IA
Pickering	Chad M.	New Life Wichita Covenant Church	Andover	KS
Redenius	Allan M.	First Covenant Church	Fort Dodge	IA
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
Truax	Meagan	Community Covenant Church	Kearney	MO
Wendt	Ryan	Evangelical Covenant Church	Albert City	IA

Total in Conference: 44

Northwest

BVL

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
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

ML

Aldrich	Christopher	Garden City Covenant Church	Bloomington	MN
Aldrich	Elin	Garden City Covenant Church	Bloomington	MN
Ardón Morales	Alva	En Su Presencia Ministerios Covenant	Rochester	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
Christiansen	Matthew Brent	Evangelical Covenant Church	New London	MN
Damberger	Erin M.	Bloomington Covenant Church	Bloomington	MN
Dell'Arciprete	Mauricio	Destino Covenant Church	Minneapolis	MN
Dhar	Romel	Maple Grove Covenant Church	Maple Grove	MN
Felty	Aaron M.	Plymouth Evangelical Covenant Church	Plymouth	MN
Finsaas	David C.	Harvest Church	Crookston	MN
Graham	Katy	Evangelical Covenant Church	Moose Lake	MN
Gunderson	Kyle R.	Cedarbrook Church	Menomonie	WI
Hoffner	David T.	Minnehaha Academy	Minneapolis	MN
Hovda	Roger W.	First Covenant Church	Willmar	MN
Inestroza	Polly E.	Crosstown Covenant Church	Minneapolis	MN
Jacobson	Kristine	Crossroads Evangelical Covenant Church	Forest Lake	MN
Jackson	Bradley W.	Crossview Covenant Church	North Mankato	MN
Johnson	Karina	Roseville Covenant Church	Roseville	MN
Jones	Cory L.	Catalyst Covenant Church	White Bear Lake	MN
Keehr	Sullivan G.	Zion Covenant Church	Ellsworth	WI
King	Jake C.	Evangelical Covenant Church	Braham	MN
Klein	Zachary	Community Covenant Church	Upsala	MN
Larson	Justin D.	North City Church	Minneapolis	MN
Linna	Georgiana	Riverwood Covenant Church	Rockford	MN
Maley	Jonathan	Midcurrent Covenant Church	Hudson	WI
Nagy	Konrad	Bethlehem Evangelical Covenant Church	Minneapolis	MN
Nelson	Jessie L.	Crossroads Church	Woodbury	MN
Neubauer	David	Lakeview Covenant Church	Duluth	MN
Nordin	Galen R.	Hope Evangelical Covenant 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
Schanil	Gregory B.	Alexandria Covenant Church	Alexandria	MN
Shekleton	Cheryl	Bethlehem Covenant Church	Wheaton	MN
Starr	Ryan W.	Lakeview Covenant Church	Duluth	MN
Stuart	Rachael	Cedarbrook Church	Menomonie	WI
Tobiason	Mia A.	Department of the Army		

Total in Conference: 47

Pacific Northwest

BVL

Do	Eunice	The Table Covenant Church	Mercer Island	WA
Figueroa	Mendoza Magdiel A.	Iglesia Esperanza Viva	Sumner	WA
Keith	Christine	Eastridge Covenant Church	Clackamas	OR
Kruse	Andrew	Praise Covenant Church	Tacoma	WA
Laszewski	Lindsey	Newport Covenant Church	Bellevue	WA
Lyons	Megan	Cedarcreek Covenant Church	Maple Valley	WA
McAuley	Rodney E.	Immanuel Church	Spokane	WA
Navidi	Julia	Cascade Covenant Church	North Bend	WA
Randolph	Lynda S.	ECC Denomination Offices	Puyallup	WA
Riley	Emily Jill	Pacific Northwest Conference	Mercer Island	WA

ML

Anderson	Brooke E.	Capital Manor Retirement Community	Salem	OR
Anderson	Timothy J.	Creskide Covenant Church	Redmond	WA
Bedlion	George W.	Garden City Church	Tacoma	WA
Carlson	Deanna	Life Covenant Church	Helena	MT
Choi	Paul	Federal Way Calvary Covenant Church	Federal Way	WA
Collard	Paul G.	Columbia Grove Covenant Church	East Wenatchee	WA
Crume	Tre'	Newport Covenant Church	Bellevue	WA
Crumrine	Aaron B.	Selah Covenant Church	Selah	WA
Do	Bob Uc Thang	The Table Covenant Church	Mercer Island	WA
Fairbanks	Robert A.	Immanuel Church	Spokane	WA
Finney	Mark D.	Emmaus Church	Spokane	WA
Gorini	Robert	Encounter Church	Mercer Island	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 Covenant Church	Tacoma	WA
Lee	Michael	Encounter Church	Mercer Island	WA
Lindberg	Carl	Bellevue Presbyterian Church	Bellevue	WA
Montejano	Jonathan	Harbor Covenant Church	Gig Harbor	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

Otteson	Elliot	Grace Community Covenant Church	Olympia	WA
Plummer	Kate	Life Covenant Church	Helena	MT
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: 45

Pacific Southwest BVL

Armentrout	Summer	Rancho Vista Covenant Church	Chula Vista	CA
Carlson	Lori E.	Hilmar Covenant Church	Hilmar	CA
Carter	Sara	Hilmar Covenant Church	Hilmar	CA
Ceja	David O.	Mountain View Covenant Church	San Juan Capistrano	CA
Dellis	Logan	First Covenant Church	Eureka	CA
Engle	Karyn L.	Edgewater Covenant	Pittsburg	CA
Fearnside	Janet M.	All Things New Covenant Church	Monterey	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
Hillis	Michelle	Romans 12 Ministries	Tucson	AZ
Huerta	Rebecca	Iglesia del Pacto Evangelico	Kingsburg	CA
Kaiser	Cecile	Chapel in the Pines Community Covenant	Arnold	CA
Kim	Sharon	The Garden Church	Chatsworth	CA
LaVigne	Shane	River Life Covenant Church	Sacramento	CA
Le	Alan	First Covenant Church	Oakland	CA
Lee	Robert I.	The Garden Church	Chatsworth	CA
Leonard	James R.	The Gathering Covenant Church	Patterson	CA
Loring	Jimalene	Chapel In The Pines Community Covenant	Arnold	CA
Mance	Martine	Mountain View Covenant Church	San Juan Capistrano	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
Ronan	Jacqueline	South Bay Community Church	Fremont	CA
Sisay	Tori	The Harbor Covenant Church	Los Angeles	CA
Sorenson	Anita L.	Pasadena Covenant Church	Pasadena	CA
Takabayashi	Cheryl A.	Wellspring Covenant Church	Aiea	HI
Villela Garcia	Sandra L.	Amistad Covenant Church	Las Vegas	NV
Wood	Sarah N.	Freedom Point Covenant Church	Loomis	CA

ML

Adams	Sandy	Clarksburg Community Church	Clarksburg	CA
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.	Church Goals	Roseville	CA
Bonilla	Rebekah A.	Covenant Living of Turlock	Turlock	CA
Brown	Jeremy D.	Doctor's Medical Center of Modesto	Modesto	CA
Buitrago	César A.	The Gathering Covenant Church	Patterson	CA
Cane	Trudy J.	Community Covenant Church	West Point	CA
Chao	Ricky	Mien Covenant Church	Sacramento	CA
Chun	Geuru	Evangelical Covenant Church	Simi Valley	CA
Coray	Joseph R.	Modesto Covenant Church	Modesto	CA
Coulter	Cameron	Life Covenant Church	Torrance	CA
Duffy	Amy	University Covenant Church	Davis	CA
Evangelista	Caesar C.	Gracepoint Church	S. San Francisco	CA
Eyer	Anita S.E.	Pacific Southwest Conference	Walnut Creek	CA
Frick	Robert W.	Puna Covenant Church	Keaau	HI
Gallagher	Dennis	Mission Hills Covenant Church	Rancho Mirage	CA
Gundlach	Elizabeth H.	Modesto Covenant Church	Modesto	CA
Gutierrez	Michael A.	Redeemer Covenant Church	Downey	CA
Henson	Janette	Grace Community Covenant Church	Tucson	AZ
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
Kim	Sunny	The Garden Church	Chatsworth	CA
Lee	Susan	The Garden Church	Chatsworth	CA
Luna	Rolando	Comunidad Familiar Cristiana of the ECC	Redwood City	CA
Lund	Joshua	Hillside Covenant Church	Walnut Creek	CA
Masten	Deborah	ECC Denomination Offices	Chicago	IL
Miller	Angie	Levantar	Redwood City	CA
Perkins	Daniel	Peninsula Covenant Church	Redwood City	CA
Redenbaugh	Neil K.	Covenant Grove Church	Modesto	CA
Roberts	Kurt A.	Community Covenant Church	San Andreas	CA
Scott	Joel D.	Bridge Covenant Church	Gilbert	AZ
Seo	Timothy	The Community Church	Novato	CA
Sweeney	Craig E.	Bayside Covenant Church of Citrus Heights	Citrus Heights	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
Nahnnychuk	Colleen	Global Personnel
Noren	Karl E.	Global Personnel
Noren	Mary L.	Global Personnel
Ro	Jonathan C.	Global Personnel

Total in Conference: 6

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
Owens	Mary Ann	Trinity World Christian Center	Douglasville	GA
Reed	Dorean	Trinity World Christian Center	Douglasville	GA
Wong-Turner	Sharon A.	Kingdom Covenant Ministries	Miami	FL
Zentz	Jenny E.	Rock Harbor Covenant Church	Melbourne Beach	FL

ML

Boliver	Bryan	Rock Harbor Covenant Church	Melbourne Beach	FL
Diamond	Angela Renee	Rock Harbor Covenant Church	Melbourne Beach	FL
Larsen	Andrew J.	Safety Harbor Covenant Church	Safety Harbor	FL
Strickland	Brian D.	Gracespring Covenant Church	Vero Beach	FL
Willocks	Gregory	Department of the Navy		

Total in Conference: 12

Grand Total: 383



Presentation of Candidates for Transfer of Ordination

Gamaliel Adame

SERVING: Iglesia del Pacto Evangelico Grace, Chicago, IL
ORDAINING BODY: The Evangelical Covenant Church of Mexico
CONFERENCE: Central

Ben M. Hutchison

SERVING: Department of the Air Force Chaplain Corps
ORDAINING BODY: Southern Baptist
CONFERENCE: Midsouth

Jin Y. Lee

SERVING: Covenant Denominational Offices
ORDAINING BODY: Korean American Presbyterian Church
CONFERENCE: Central



Presentation of Candidates for Ordination to Word and Service

Jennifer Botzet

SERVING: Sanctuary Covenant Church, Minneapolis, MN
SPECIALIZATION: Discipleship
CONFERENCE: Northwest

Jessica Lynn-Leep Fick

SERVING: Engage South KC Covenant Church, Kansas City, MO
SPECIALIZATION: Evangelism and Leadership
CONFERENCE: Midwest

Jose V. Garcia

SERVING: La Viña Covenant Church, Kerman, CA
SPECIALIZATION: Christian Formation (all ages)
CONFERENCE: Pacific Southwest

Zachary Pennell

SERVING: Good Samaritan Community Covenant Church, Valley Springs, CA
SPECIALIZATION: Christian Formation (all ages)
CONFERENCE: Pacific Southwest

Stefanie A. Reiner

SERVING: First Covenant Church, Mason City, IA
SPECIALIZATION: Christian Formation (all ages)
CONFERENCE: Midwest

Kimberly Jo Roberts

SERVING: Highrock Church, Arlington, MA
SPECIALIZATION: Discipleship
CONFERENCE: East Coast

Rachel Kimiko Speedie

SERVING: Young Life ONE of Greater Sacramento, Elk Grove, CA
SPECIALIZATION: Intercultural Studies
CONFERENCE: Pacific Southwest

Timothy L. White

SERVING: New Community Covenant Church, Chicago, IL
SPECIALIZATION: Christian Formation (all ages)
CONFERENCE: Central



Presentation of Candidates for Ordination to Word and Sacrament

Maria F. Alarcón González

SERVING: Iglesia Unidad, Fridley, MN
CONFERENCE: Northwest

Kathleen Shaw Andlovec

SERVING: First Covenant Church, Portland, OR
CONFERENCE: Pacific Northwest

Christa M. Armstead

SERVING: Midtown Covenant Church, Sacramento, CA
CONFERENCE: Pacific Southwest

Jenny R. Armstrong

SERVING: First Covenant Church, Duluth, MN
CONFERENCE: Northwest

Hannah M. Baker

SERVING: Global Personnel, Middle East/North Africa
CONFERENCE: Serve Globally

Lynnette A. Boyer

SERVING: Alaska Conference, Anchorage, AK
CONFERENCE: Alaska

James A. Bryde

SERVING: Faith Covenant Church, Farmington Hills, MI
CONFERENCE: Great Lakes

Bertha E. Carrillo Sandoval

SERVING: Nuestra Esperanza Covenant Church, Brooklyn Center, MN
CONFERENCE: Northwest

Gabriel Jay Catanus

SERVING: Garden City Covenant Church, Chicago, IL
CONFERENCE: Central

Hyang Sook Choi

SERVING: Department of the Army Chaplain Corps
CONFERENCE: Central

Anthony J. Clerkin

SERVING: Hope Covenant Church, El Dorado, KS
CONFERENCE: Midwest

Kathleen K. Doty

SERVING: University Covenant Church, Davis, CA
CONFERENCE: Pacific Southwest

Melissa Duncan

SERVING: Revive Covenant Church, West Chicago, IL
CONFERENCE: Central

Asher B. Ernst

SERVING: City Covenant Church, Spokane, WA
CONFERENCE: Pacific Northwest

R. Jason Heppner

SERVING: Hillcrest Covenant Church, Prairie Village, KS
CONFERENCE: Midwest

Nichole M. Hernandez

SERVING: Coastline Covenant Church, Redondo Beach, CA
CONFERENCE: Pacific Southwest

Albert O. Hong

SERVING: New Hope Covenant Church, Oakland, CA
CONFERENCE: Pacific Southwest

Jason S. Hovis

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

Laura S. Jackson

SERVING: Faith Covenant Church, Farmington Hills, MI
CONFERENCE: Great Lakes

Rachel M. Johnson

SERVING: Northbrook Evangelical Covenant Church, Northbrook, IL
CONFERENCE: Central

Won J. Kim

SERVING: Christ Covenant Church, Villa Park, IL
CONFERENCE: Central

Laura A. Kozamchak

SERVING: Presbyterian Homes and Services, White Bear Lake, MN
CONFERENCE: Northwest

Juan H. López Pérez

SERVING: La Bendición Covenant Church, Brooklyn Park, MN
CONFERENCE: Northwest

Fernando David Manzano

SERVING: La Viña Covenant Church, Kerman, CA
CONFERENCE: Pacific Southwest

Joseph P. Marcucci

SERVING: Highrock Church, Arlington, MA
CONFERENCE: East Coast

Ethan C. May

SERVING: Anchor Bay Covenant Church, Beverly, MA
CONFERENCE: East Coast

Maritza N. Medina

SERVING: El Encino Covenant Church, Norwalk, CA
CONFERENCE: Pacific Southwest

Oswaldo Mercado

SERVING: Iglesia del Pacto Evangélico Belén, Chicago, IL
CONFERENCE: Central

Paul L. Metzger

SERVING: Tigard Covenant Church, Tigard, OR
CONFERENCE: Pacific Northwest

Barry L. Norris

SERVING: Valley Evangelical Covenant Church, Stillman Valley, IL
CONFERENCE: Central

Austin D. Penn

SERVING: Community Covenant Church, Osage City, KS
CONFERENCE: Midwest

Mark E. Peterson

SERVING: Evangelical Covenant Church, Clay Center, KS
CONFERENCE: Midwest

Aaron F. Reiher

SERVING: First Covenant Church, Eureka, CA
CONFERENCE: Pacific Southwest

Terri M. Russell

SERVING: Salem Covenant Church, New Brighton, MN
CONFERENCE: Northwest

Jamison R. Staples

SERVING: Renew Covenant Church, Eau Claire, WI
CONFERENCE: Northwest

Eliza R. Stiles

SERVING: Faith Evangelical Covenant Church, Wheaton, IL
CONFERENCE: Central

Debra L. Strahan

SERVING: Jesus People USA Covenant Church, Chicago, IL
CONFERENCE: Central

Jaisy Tam-Harbridge

SERVING: 20 Church, Vineland, ON
CONFERENCE: Canada

Rachel M. Taylor

SERVING: Peninsula Covenant Church, Redwood City, CA
CONFERENCE: Pacific Southwest

Lauren C. Thurston

SERVING: Mekoryuk Evangelical Covenant Church, Mekoryuk, AK
CONFERENCE: Alaska

Elijah K. Yuek

SERVING: South Sudan Covenant Church, Sioux Falls, SD
CONFERENCE: Northwest



Clergy Vocational Service Recognition

The Evangelical Covenant Church is 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 47 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 141st 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 2026 recipients of the Clergy Vocational Serve Recognition of the 141st Annual Meeting are:

- | | | |
|----------------------|------------------------|-------------------------|
| David H. Ahrens | John P. Human | Robert B. Peterson |
| Edward J. Arroyo | Andrea L. Johnson | Susan L. Peterson |
| Marc A. Bellaart | Scott E. Jorgenson | David A. Rasmussen |
| Bradley J. Bergfalk | Denise M. Kesanen | Bradley L. Reed |
| Leofin R. Blanco | Brian D. King | Cheryl L. Scherer |
| Ronald D. Bowman | Calvin J. Lindstrom | Rosa M. Segura |
| Robert L. Bryceson | Stacey L. Littlefield | Daniel S. Soderberg |
| Joseph J. Chase | Kevin L. Lockett | Eric C. Sorenson |
| James Y. Choi | Jeff M. Mazzariello | Nancy H. Sugikawa |
| John T. DeLancey | Bruce McGregor | Craig A. Swanson |
| John B. DuBall | Fredy Amilcar Merida | John Franklin Udochi |
| Annie Espinoza | Kimberly Anne Morrison | Gayle S. Wagar-Gilreath |
| Bradley D. Friedlein | Dean R. Nelson | John S. Wenrich |
| Stanley A. Friedman | David K. Nesburg | Linda S. Williams |
| Gregory A. Fullerton | Timothy C. Olsen | Michael J. Wilson |
| Jonathan W. Hancock | Erico V. Ortega Romero | |



**AGENDA ITEM
19**

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

Barbara Jean and Steven Paul Swanson



FOR WILLINGLY ACCEPTING the call to serve in Germany, Zaire, Central African Republic, Belgium, and Sweden individually and as a couple from 1995 to 2026.

FOR HUMBLY RECEIVING as a privilege the opportunity to learn from and embrace the German, Congolese, CAR, Belgian, and Swedish cultures while joining the missio Dei in an often complex, yet sacred context.

FOR FAITHFULLY SERVING within your calling as a pastor, nurse, and community health worker, utilizing your gifts for teaching, evangelism, and community development. For effectively serving young adults by partnering with the Acts 29 discipleship program.

FOR GRACIOUSLY ENCOURAGING missionaries, colleagues, and national friends through your gifts of pastoral care and compassionate leadership.

FOR FAITHFULLY representing the kingdom, working in mutual partnerships, strengthening local communities, transforming individuals and families, and affirming dignity within marginalized communities.

BARBARA, FOR EFFECTIVELY LEADING and serving well within refugee communities, demonstrating welcome and modeling acceptance, respect, and authentic relationships.

STEVE, FOR STEADFAST LEADERSHIP, mentoring, and journeying with new believers through Bible study and discipleship.

BARBARA AND STEVE, FOR COMPASSIONATELY AND GRACIOUSLY SHARING your home and lives with many friends and guests over the last thirty-one 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 Scottsdale, state of Arizona, this twenty-seventh day of June in the year of our Lord two thousand twenty-six.

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**

Catherine L. Campobello



FOR WILLINGLY ACCEPTING the call to serve in Colombia from 1987 to 2026.

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

FOR FAITHFULLY SERVING within your calling, training leaders, evangelizing, discipling, and supporting the planting of churches

FOR JOYFULLY ENGAGING in worship leading and teaching to multiple generations.

FOR GRACIOUSLY ENCOURAGING missionaries, colleagues, and national friends through your gifts of pastoral care and service and support of the Valuable Women group in the Hands of God ministry.

FOR FAITHFULLY supporting training within the AVA (Advocacy for Victims of Abuse) and Mending the Soul ministries. For strengthening local communities, transforming individuals and families, and affirming dignity.

FOR EFFECTIVELY LEADING with the facilitation of the women’s prayer ministry Intercessors. For coming alongside the Covenant Human Rights committee to implement a restorative justice program.

FOR STEADFAST LEADERSHIP in the role of mission treasurer and for leading work teams during their annual visits from the United States.

FOR COMPASSIONATELY AND GRACIOUSLY SHARING your home and life with many friends and guests for the last thirty-nine years.

FOR AUTHENTICALLY LOVING your neighbors 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 Scottsdale, state of Arizona, this twenty-seventh day of June in the year of our Lord two thousand twenty-six.

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**

Ruthie and Peter Dutton



FOR WILLINGLY ACCEPTING the call to serve in Thailand and Laos from 1988 to 2025.

FOR HUMBLY RECEIVING as a privilege the opportunity to learn from and embrace the Thai and Laotian cultures while joining the missio Dei in an often complex, yet sacred context.

FOR FAITHFULLY SERVING within your calling of teaching and discipleship. For supporting the establishment of Thailand Covenant Church’s training center for Covenant leaders and for developing youth ministries.

FOR GRACIOUSLY ENCOURAGING missionaries, colleagues, and national friends through your gifts of pastoral care and compassionate leadership. For serving as regional coordinators for Asia.

FOR FAITHFULLY representing the kingdom in Laos and Thailand, working in mutual partnerships, strengthening local communities through business and leadership development, transforming individuals and families, and affirming dignity.

RUTHIE, FOR EFFECTIVELY LEADING, utilizing your calling of spiritual direction. For partnering with nationals for evangelism and outreach.

PETER, FOR STEADFAST LEADERSHIP as you used your talents and gifts to serve marginalized communities.

RUTHIE AND PETER, FOR COMPASSIONATELY AND GRACIOUSLY SHARING your home and lives with many friends and guests for the last thirty-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 Scottsdale, state of Arizona, this twenty-seventh day of June in the year of our Lord two thousand twenty-six.



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**

Jennifer and Christopher Hoskins



FOR WILLINGLY ACCEPTING the call to serve in Ecuador and Serve Globally from 2009 to 2026.

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

FOR FAITHFULLY SERVING as trip facilitators with Merge ministries and working alongside IPEE, the Ecuador Covenant Church. For coordinating mission teams visiting from the United States and Canada.

FOR GRACIOUSLY ENCOURAGING the pastoral staff and leadership at your home church, Rios de Agua Viva, by providing attentive pastoral care. For your compassionate work with Venezuelan refugees and migrants.

FOR FAITHFULLY representing the kingdom in your work with FACE in community development and disaster response.

JENNY, FOR IMPACTFUL LEADERSHIP working alongside Serve Globally team members. For providing visionary support, strategy, and administrative leadership. For continuing to serve as the communications and events specialist.

CHRIS, FOR STEADFAST EDUCATIONAL LEADERSHIP, serving as the interim rector of the IPEE seminary. For working as global personnel alongside the Center for World Christian Studies. For contributing to scholarship through teaching, presenting, and publishing in the areas of pastoral care, ecology, and immigration. For earning your PhD in religion with a focus on pastoral care and immigration.

JENNY AND CHRIS, FOR COMPASSIONATELY AND GRACIOUSLY SHARING your home and lives with many friends and guests for the last seventeen 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 Scottsdale, state of Arizona, this twenty-seventh day of June in the year of our Lord two thousand twenty-six.

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**

MaryLou and Gary Sander



FOR WILLINGLY ACCEPTING the call to serve in Colombia from 1990 to 2026.

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

FOR FAITHFULLY SERVING, utilizing your gifts in teaching, preaching, and mentoring; for working alongside partners with church planting, discipleship, and outreach.

FOR GRACIOUSLY ENCOURAGING missionaries, colleagues, and national friends through your gifts of pastoral care and compassionate leadership.

FOR FAITHFULLY representing the kingdom, working in mutual partnerships, strengthening local communities, transforming individuals and families, and affirming dignity.

MARYLOU, FOR EFFECTIVELY LEADING within AVA (Advocacy for Victims of Abuse), serving alongside Manos Con Esperanza (Hands of Hope) fostering training, discipleship, and outreach.

GARY, FOR STEADFAST LEADERSHIP alongside PACTO leaders engaging in church planting, mentoring, discipleship, and working to promote social justice.

MARYLOU AND GARY, FOR COMPASSIONATELY AND GRACIOUSLY SHARING your home and lives with many friends and guests for the last thirty-six 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 Scottsdale, state of Arizona, this twenty-seventh day of June in the year of our Lord two thousand twenty-six.

Tammy Swanson-Draheim, PRESIDENT

Grace Shim, EXECUTIVE MINISTER OF SERVE GLOBALLY



The Evangelical Covenant Church presents the
2026 T.W. Anderson Outstanding Layperson Award to

Christine Cikanek



Christine Cikanek embodies a life of faithful service, compassionate care, and devotion to Christ that has profoundly shaped her church and community. A dedicated member of the Evangelical Covenant Church of Princeton, Illinois, since 2013, Chris has become a cornerstone of relational ministry—faithfully caring for people of all ages with humility, attentiveness, and love.

Much of Chris’s ministry happens in the everyday moments. Through her work on the Care and Visitation Team, she consistently reaches out to those who are lonely, grieving, or homebound—offering meals, sending cards, making visits, and praying faithfully. She is often the first to respond to a need, embodying the call to bear one another’s burdens with grace and sincerity.

Her leadership of the GriefShare ministry has extended that care far beyond the walls of the church. Drawing from her own experience of profound personal loss, Chris has created space where people can be honest about their grief and find real support and hope. Under her guidance, this ministry has become a trusted refuge for many in the broader community, welcoming all with compassion and pointing them toward the healing presence of Christ.

Christine is also a gifted and devoted teacher. Known affectionately as “Miss Chris,” she has spent years nurturing children through Sunday morning and midweek programs. In addition to investing in children, Christine takes great joy in mentoring, developing leaders, and guiding others to discover and use their spiritual gifts.

Even amid significant health challenges, Christine continues to serve with joy, resilience, and unwavering trust in God. Her life is marked by prayer, generosity, and a desire to see others come to know and love Jesus.

Through every act of service—seen and unseen—Christine Cikanek reflects the heart of lay ministry, faithfully living out the love of Christ in her church and community.

We celebrate Christine Cikanek, recipient of the 2026 T.W. Anderson Outstanding Layperson Award, and give thanks for her faithful and enduring witness.

Presented at the 141st Annual Meeting, on the twenty-eighth day of June in the year of our Lord, two thousand and twenty-six.

Tammy Swanson-Draheim, PRESIDENT

Dierdra Clark, CORPORATE SECRETARY



The Evangelical Covenant Church presents the
2026 Irving C. Lambert Award to
Dr. Russell Jeung



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

For embodying a gospel witness that integrates justice and mercy, calling the Church to faithful presence among those on the margins;

For tireless advocacy on behalf of immigrants, tenants, and vulnerable neighbors, upholding the dignity of all people as bearers of God's image;

For providing visionary leadership in times of uncertainty, guiding his congregation in becoming a sanctuary church, and discerning faithful responses to the realities facing immigrant communities;

For co-founding Stop AAPI Hate, the national coalition that began documenting and responding to anti-Asian discrimination and

violence during the COVID-19 pandemic, mobilizing communities and shaping public awareness of the urgent need to protect Asian American and Pacific Islander communities;

For initiating and sustaining tangible expressions of care, including financial support for families affected by deportation, hospitality for those attending immigration court proceedings, and public witness in the face of injustice;

For organizing peaceful demonstrations, letter-writing campaigns, and collective efforts that demonstrate the love of Christ to neighbors;

For cultivating spaces of belonging through deep relational investment, including opening his home to immigrant and refugee children and fostering environments marked by learning, joy, and mutual care;

For sustaining a life of prayer, discipleship, and community formation, faithfully gathering and encouraging others in consistent spiritual practice;

For demonstrating a ministry that is both public and personal, marked by prophetic courage, attentive presence, and steadfast compassion;

For a longstanding and faithful commitment to the life of the local church, expressed through humble service, leadership, and love for the community;

For embodying the spirit and service of Irving C. Lambert, we celebrate Dr. Russell Jeung and give thanks to God for his faithful, prophetic, and compassionate service.

Presented at the 141st Annual Meeting, on the twenty-sixth day of June in the year of our Lord, two thousand twenty-six.



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



Report on 2025 Mission Advancement

This Advancement report invites the Evangelical Covenant Church into a shared conversation about **faithfulness, renewal, and stewardship**. At its heart, it affirms that one way the Covenant's Vision for Renewal is embodied, sustained, and lived out together is through financial stewardship.

VISION FOR RENEWAL

Vision for Renewal affirms that God is calling the Covenant into renewed spiritual vitality for this season. It names the importance of strong, resilient, Spirit-led leaders; healthy, mission-minded congregations; and fully devoted disciples who embody the love of Christ. For this vision to be fulfilled, it must be supported by shared practices and resources. The vision asks not only what we believe, but also how we live and sustain that belief together.

ROOTED IN COVENANT IDENTITY

This call is grounded in the Covenant's renewal heritage. Shaped by our Pietist roots, the Covenant emphasizes a faith that engages head, heart, and hands. Theologically we understand ourselves not as a collection of independent ministries but as an interdependent body. Scripture reminds us that our shared strength comes through shared life—"a triple braided cord is not easily broken" (Ecclesiastes 4:12).

3STRANDSSTRONG

3StrandStrong names our interconnected partnership between churches, conferences, and the denomination:

- **Local churches**, where the primary work of gospel ministry takes place
- **Regional conferences**, which provide relational shepherding, accountability, and support
- **The denomination**, which offers shared mission, coordination, and collective capacity

3StrandStrong clarifies how the Covenant lives and functions faithfully together for the sake of Christ's mission.

SHARED STEWARDSHIP AS SPIRITUAL PRACTICE

Within this framework, **shared stewardship** becomes a spiritual practice. Percentage based giving is presented as a covenantal approach that brings clarity, transparency, and mutual responsibility. Giving is a theological response rooted in trust, discipleship, and shared mission as an expression of our life in Christ together.

NEW SUGGESTED PATHWAYS FOR PARTICIPATION

We invite the Covenant to consider the following new pathways into shared stewardship together:

- **1%** – Entry level participation and expression of Covenant belonging
- **3%** – Sustainable, shared mission partnership
- **5%** – Strong Covenant investment grounded in trust
- **10%** – Full denominational tithe, a historic expression of shared stewardship

Each pathway represents faithful participation, shaped by prayerful discernment, congregational context, and capacity. The generosity of the local church reflects a deep commitment to shared mission, mutual responsibility, and the belief that together we are stronger for God's glory and neighbor's good. With this in mind, we celebrate the following churches who participated fully and faithfully in Christ's mission through the Covenant by embracing the full 3StrandStrong tithe in 2025:

- All Things New Covenant Church (Monterey, CA)
- Calvary Covenant Church (Stockholm, WI)
- Christ Covenant Church of Villa Park (Villa Park, IL)
- Covenant Congregational Church (North Easton, MA)
- Crossroads Community Covenant Church (Yelm, WA)
- Evangelical Covenant Church (Lindsborg, KS)
- Evangelical Covenant Church (Port Allegany, PA)
- Evangelical Covenant Church (Stromsburg, NE)
- Faith Connection Covenant Church (Washington, KS)
- Faith Covenant Church (Westerville, OH)
- Faith Evangelical Covenant Church (Wheaton, IL)
- First Covenant Church (Duluth, MN)
- First Covenant Church (Mason City, IA)
- First Covenant Church (Moline, IL)
- First Covenant Church (Portland, OR)
- First Covenant Church (Virginia, MN)
- First Evangelical Covenant Church (Grand Rapids, MI)
- First Evangelical Covenant Church (Lincoln, NE)
- Grace Covenant Church (Fargo, ND)
- Grace Covenant Church (Iron River, MI)

- The Grove Covenant Church (Lafayette, IN)
- High Point Church (Leesville, LA)
- Iglesia Cristiana Nuevo Pacto (Wilmington, CA)
- Lettered Streets Covenant Church (Bellingham, WA)
- Libertyville Covenant Church (Libertyville, IL)
- Mosaic Community Covenant Church (Sugar Land, TX)
- New Sweden Covenant Church (New Sweden, ME)
- Northbrook Evangelical Covenant Church (Northbrook, IL)
- Northwest Covenant Church (Mt. Prospect, IL)
- Oster First Covenant Church (Waverly, MN)
- Redeemer Evangelical Covenant Church (Carrollton, TX)
- Resurrection Covenant Church (Boise, ID)
- The River Church Community (San Jose, CA)
- Saranac Community Church (Saranac, MI)
- Trailer Estates Evangelical Covenant Church (Bradenton, FL)
- Valley Covenant Church (Eugene, OR)
- Zion Covenant Church (Ellsworth, WI)

Due to Canadian legal restrictions, Canadian Covenant churches cannot give to the Covenant, but they are generous to the Evangelical Covenant Church of Canada.

A COVENANT POSTURE

Our guiding conviction is that faithfulness is measured by movement, not comparison. What is important is whether churches are intentionally taking faithful steps forward, guided by prayer, trust, and shared commitment.

THE INVITATION TO DELEGATES

Delegates are invited to view this moment as one of shared responsibility and discernment. You help safeguard Covenant identity, alignment, and sustainability for the future. Together with pastors and denominational leaders, you are invited to reaffirm the Covenant's 3StrandStrong identity, commit to shared stewardship as a spiritual practice, and continue weaving a resilient future—bound by the Holy Spirit and united in Christ's mission.

For more information, please contact us at giving@covchurch.org.



Fiscal Year 2025 Mission and Ministry Financial Performance Report

	ACTUAL FY2025	BUDGET FY2025	VARIANCE
BASE MISSION PROVISION			
Church and Individual Giving	\$ 9,768,551	\$ 10,100,000	\$ (331,449)
Affiliate Fees	4,536,694	4,567,590	(30,896)
Annual Bequest Draws	1,522,188	1,561,695	(39,507)
Other Income and Rent	1,915,691	2,492,073	(576,382)
Total Mission Provision	\$ 17,743,123	\$ 18,721,358	\$ (978,235)
BASE MISSION INVESTMENT			
Serve Globally	\$ 4,948,662	\$ 5,575,507	\$ (626,845)
Serve Locally	3,932,882	4,126,144	(193,262)
Serve Clergy	1,175,094	1,285,542	(110,448)
North Park University Support	950,000	1,000,000	(50,000)
CHET Support	50,000	50,000	—
Total Serve Clergy	2,175,094	2,335,542	(160,448)
Operations	1,841,440	1,653,760	187,680
Marketing and Communications	1,449,901	1,495,542	(45,641)
President's Office	1,169,296	1,234,473	(65,177)
Advancement	1,046,537	1,133,896	(87,359)
Finance	1,130,761	1,166,493	(35,732)
Total Mission Investment	\$ 17,694,574	\$ 18,721,358	\$ (1,026,784)
Net Income	48,549	—	48,549

THE EVANGELICAL COVENANT CHURCH

Consolidated Financial Statements
With Independent Auditor's Report

September 30, 2025 and 2024



THE EVANGELICAL COVENANT CHURCH

Table of Contents

	<u>Page</u>
Independent Auditor's Report	1
Consolidated Financial Statements	
Consolidated Statements of Financial Position	3
Consolidated Statements of Activities	4
Consolidated Statements of Cash Flows	5
Notes to Consolidated Financial Statements	7

INDEPENDENT AUDITOR'S REPORT

Executive Board of Directors
The Evangelical Covenant Church
Chicago, Illinois

Opinion

We have audited the accompanying consolidated financial statements of The Evangelical Covenant Church (a nonprofit organization), which comprise the consolidated statements of financial position as of September 30, 2025 and 2024, 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, 2025 and 2024, 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.

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 Auditor's 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.

Executive Board of Directors
The Evangelical Covenant Church
Chicago, Illinois

Auditor's 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 auditor's 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.

Capin Crouse LLC

Chicago, Illinois
April 7, 2026

THE EVANGELICAL COVENANT CHURCH

Consolidated Statements of Financial Position

	September 30,	
	2025	2024
ASSETS:		
Cash and cash equivalents	\$ 2,793,273	\$ 3,004,632
Assets held for board designated purposes:		
Cash and cash equivalents	176,342	276,342
Investments	1,164,308	2,839,308
Accounts receivable:		
Churches and other affiliates	553,078	726,284
Other Covenant entities	1,378,798	1,297,048
Notes receivable, net	1,077,178	1,215,324
Investments (Note 2)	51,442,120	48,220,679
Investments whose use is limited (Note 2):		
Annuities	5,118,399	6,515,742
Investments pledged	1,000,417	1,225,360
Prepaid expenses and other assets	164,575	147,870
Property and equipment, net (Note 4)	9,726,671	9,545,891
Beneficial interest in trusts (Note 7)	723,948	712,646
	<u>\$ 75,319,107</u>	<u>\$ 75,727,126</u>
Total Assets	\$ 75,319,107	\$ 75,727,126
LIABILITIES AND NET ASSETS:		
Liabilities:		
Accounts payable and accrued expenses	\$ 3,036,864	\$ 2,566,062
Deferred revenue	2,506,431	1,875,907
Insurance payable	11,443,402	11,224,872
Lines of credit and note payable (Note 5)	1,844,972	1,976,258
Supplemental retirement benefits payable (Note 12)	555,025	460,288
Annuities (Note 13):		
Annuities payable	582,052	640,026
Due to other Covenant entities	4,323,810	5,543,352
Total liabilities	24,292,556	24,286,765
Net assets:		
Without donor restrictions (Note 10)	25,478,985	26,466,637
With donor restrictions (Note 10)	25,547,566	24,973,724
Total net assets	51,026,551	51,440,361
Total Liabilities and Net Assets	\$ 75,319,107	\$ 75,727,126

See notes to consolidated financial statements

THE EVANGELICAL COVENANT CHURCH

Consolidated Statements of Activities

Years Ended September 30,

	2025			2024		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
SUPPORT AND REVENUE:						
Church giving	\$ 4,530,627	\$ 3,299,518	\$ 7,830,145	\$ 4,497,939	\$ 3,509,875	\$ 8,007,814
Fees	4,204,819	-	4,204,819	3,985,931	-	3,985,931
Contributions	1,548,056	6,140,832	7,688,888	2,289,848	6,527,280	8,817,128
Meetings and events	484,267	-	484,267	518,083	-	518,083
Communication sales	147,426	-	147,426	165,565	-	165,565
Bequests	1,821,409	-	1,821,409	1,263,781	-	1,263,781
Grant revenue	-	1,310,076	1,310,076	-	3,718,311	3,718,311
Other	453,793	-	453,793	527,377	-	527,377
Investment income net of fees	1,683,915	1,557,617	3,241,532	2,670,368	2,415,223	5,085,591
Change in value of annuities and beneficial interest in trusts	(78,156)	(75,983)	(154,139)	23,138	46,010	69,148
Total Support and Revenue	14,796,156	12,232,060	27,028,216	15,942,030	16,216,699	32,158,729
Net Assets Released From Restrictions:	11,658,218	(11,658,218)	-	13,859,511	(13,859,511)	-
	26,454,374	573,842	27,028,216	29,801,541	2,357,188	32,158,729
EXPENSES:						
Start & Strengthen Churches	4,017,453	-	4,017,453	4,941,840	-	4,941,840
Make & Deepen Disciples	826,281	-	826,281	976,849	-	976,849
Develop Leaders	3,477,289	-	3,477,289	2,923,808	-	2,923,808
Love Mercy, Do Justice	1,054,081	-	1,054,081	703,379	-	703,379
Serve Globally	10,527,871	-	10,527,871	10,098,550	-	10,098,550
General Mission	52,000	-	52,000	56,000	-	56,000
Communications	1,447,212	-	1,447,212	1,329,176	-	1,329,176
General administration	4,993,477	-	4,993,477	4,818,318	-	4,818,318
Fundraising	1,046,362	-	1,046,362	1,073,701	-	1,073,701
Total Expenses	27,442,026	-	27,442,026	26,921,621	-	26,921,621
Changes in Net Assets	(987,652)	573,842	(413,810)	2,879,920	2,357,188	5,237,108
Net Assets, Beginning of Year	26,466,637	24,973,724	51,440,361	23,586,717	22,616,536	46,203,253
Net Assets, End of Year	\$ 25,478,985	\$ 25,547,566	\$ 51,026,551	\$ 26,466,637	\$ 24,973,724	\$ 51,440,361

See notes to consolidated financial statements

THE EVANGELICAL COVENANT CHURCH

Consolidated Statements of Cash Flows

	Years Ended September 30,	
	2025	2024
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$ (413,810)	\$ 5,237,108
Adjustments to reconcile change in net assets to net cash provided (used) by operating activities:		
Depreciation expense	179,619	168,641
Unrealized loss (gain) on investments	2,477,377	(5,590,426)
Unrealized loss (gain) on annuity investments	73,857	(27,811)
Realized gain on sale of investments	(4,473,166)	(113,925)
Realized gain on sale of annuity investments	(106,846)	(55,821)
Actuarial change in annuities	(86,454)	(150,909)
Change in beneficial interest in trusts	(11,302)	(83,260)
Increase (decrease) in reserve for credit losses	4,021	(3,435)
Contributions restricted for investment in endowment	(621,943)	(3,758,546)
Changes in:		
Accounts receivable	91,456	67,098
Prepaid expenses and other assets	(16,705)	(16,953)
Accounts payable and accrued expenses	470,802	390,478
Performance obligation liabilities	630,524	1,140,765
Insurance payable	218,530	(996,420)
Supplemental retirement benefits payable	94,737	(55,054)
Net Cash Used in Operating Activities	(1,268,271)	(3,848,470)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchases of property and equipment	(360,399)	(386,070)
Purchases of investments	(4,935,673)	(23,166,923)
Proceeds from sale and maturity of investments	5,916,292	24,786,620
Purchase of investments restricted for annuities	(13,176)	(32,331)
Proceeds from sale and maturity of investments restricted for annuities	223,966	53,744
Disbursements under notes receivable	(905,219)	(894,451)
Collections on notes receivable	818,312	713,512
Net Cash Provided by Investing Activities	744,103	1,074,101
CASH FLOWS FROM FINANCING ACTIVITIES:		
Contributions restricted for investment in endowment	621,943	3,758,546
Repayments of notes payable	(131,286)	(137,378)
Annuity payments	(306,328)	(323,858)
New annuity agreements	74,095	227,239
Gift portion of new annuity agreements	(45,615)	(151,907)
Net Cash Provided by Financing Activities	212,809	3,372,642
Net Change in Cash and Cash Equivalents	(311,359)	598,273
Cash and Cash Equivalents, Beginning of Year	3,280,974	2,682,701
Cash and Cash Equivalents, End of Year	\$ 2,969,615	\$ 3,280,974

(continued)

See notes to consolidated financial statements

THE EVANGELICAL COVENANT CHURCH

Consolidated Statements of Cash Flows (continued)

	Years Ended September 30,	
	<u>2025</u>	<u>2024</u>
Cash and cash equivalents consist of the following:		
Cash and cash equivalents	\$ 2,793,273	\$ 3,004,632
Cash and cash equivalents held for board designated purposes	<u>176,342</u>	<u>276,342</u>
	<u>\$ 2,969,615</u>	<u>\$ 3,280,974</u>
 SUPPLEMENTAL INFORMATION:		
Cash paid for interest	<u>\$ 128,970</u>	<u>\$ 99,710</u>

See notes to consolidated financial statements

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2025 and 2024

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 or state income taxes is required.

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. Neither entity had any activities for the year ended September 30, 2025 or 2024.

BASIS OF ACCOUNTING

The accompanying consolidated financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP). The Financial Accounting Standards Board (FASB) provides authoritative guidance regarding U.S. GAAP through the Accounting Standards Codification (ASC) and related Accounting Standards Updates (ASUs).

USE OF ESTIMATES

The preparation of U.S. GAAP financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates. Estimates that are particularly susceptible to significant change in the near term are related to allowance for credit losses, fair value of investments, supplemental retirement benefits payable and allocation of functional expenses.

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, 2025 and 2024, the Church had cash on deposit that exceeded federally insured limits by \$2,598,123 and \$2,991,393, respectively.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2025 and 2024

1. SIGNIFICANT ACCOUNTING POLICIES, continued:

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.

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

Notes and accounts receivable are presented net of an allowance for credit losses, which is an estimate of amounts that may not be collectible. 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, 2025, 2024 and 2023 was \$25,000 for each year. The allowance for credit losses on notes receivable at September 30, 2025 and 2024 was \$46,661 and \$42,640, respectively.

Credit quality indicators

The Church separates accounts receivable into risk pools based on aging. In determining the amount of the allowance as of the consolidated 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 customer's current ability to pay their obligations adjusted for management's expectations about current and future economic conditions.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2025 and 2024

1. SIGNIFICANT ACCOUNTING POLICIES, continued:

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. Repairs and maintenance costs are expensed as incurred. The carrying values of land, buildings and equipment are reviewed for impairment whenever events or circumstances indicate that the carrying value of an asset may not be recoverable from the estimated future cash flows expected to result from its use and eventual disposition. When considered impaired, an impairment loss is recognized to the extent carrying value exceeds the fair value of the asset. There were no indicators of asset impairment during the years ended September 30, 2025 or 2024.

The estimated useful lives for each major depreciable class of property and equipment are as follows:

Land	Not depreciated
Building and improvements	10 - 50 years
Furniture, fixtures, equipment and vehicles	5 - 10 years
IT software and development	10 years

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, 2025 and 2024

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 REVENUE

Deferred revenue 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 revenue consists of the following:

	September 30, 2023	September 30, 2024	September 30, 2025
Grants	\$ 705,822	\$ 1,842,362	\$ 2,481,550
Subscriptions	29,320	31,238	24,881
Ordination fees	-	2,307	-
	<u>\$ 735,142</u>	<u>\$ 1,875,907</u>	<u>\$ 2,506,431</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, 2025 and 2024

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 when cash or other assets are received or 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 at the time the services are provided. Grant revenue is recognized as conditions are met. Sales revenue is recognized at the point of sale. Other income is recognized when earned.

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 and totaled \$22,710 and \$18,530, as of September 30, 2025 and 2024, respectively. There were no joint costs incurred for either year ended September 30, 2025 or 2024.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2025 and 2024

2. INVESTMENTS AND INVESTMENTS WHOSE USE IS LIMITED:

Investments consist of the following:

	September 30,	
	2025	2024
Money Market Funds	\$ 1,526,511	\$ 985,295
NCP Demand Accounts	9,507,240	9,830,427
Equity:		
Mutual Funds	21,768,785	17,216,252
Limited partnership interests	3,260,914	1,902,255
Total Equity	25,029,699	19,118,507
Fixed Income:		
Mutual Funds	11,897,432	14,349,489
NCP Certificates	1,405,153	3,549,379
Total Fixed Income	13,302,585	17,898,868
Investment in CTC	3,240,393	3,226,890
Total Investments	\$ 52,606,428	\$ 51,059,987

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

	September 30,	
	2025	2024
Investments held for board designated purposes	\$ 1,164,308	\$ 2,839,308
Investments	51,442,120	48,220,679
Total Investments	\$ 52,606,428	\$ 51,059,987

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2025 and 2024

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

Investments whose use is limited consist of the following:

	September 30,	
	2025	2024
Annuities:		
Money Market Funds	\$ 57,100	\$ 242,504
Equity Mutual Funds	2,080,616	2,315,794
Fixed Income:		
Bonds - US Government	2,354,322	2,706,971
Mutual Funds	626,361	1,250,473
Total Fixed Income	2,980,683	3,957,444
 Total Annuity Investments	 5,118,399	 6,515,742
 Investments Pledged - National Covenant Properties Certificates (see Note 6)	 1,000,417	 1,225,360
	 \$ 6,118,816	 \$ 7,741,102

Investments in NCP Certificates bear interest at rates ranging from 2.75% to 4.5% and mature through 2026. Investments in NCP Demand Accounts bear interest at 3.0% 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 \$3,240,393 (cost basis \$1,080,131) and \$3,226,890 (cost basis \$1,283,333) which represents The Church's investment in CTC as of both September 30, 2025 and 2024, representing 33% and 33% of CTC.

Summary financial information of CTC is as follows:

	September 30,*	
	2025	2024
Total assets	\$ 12,151,725	\$ 12,171,373
Total liabilities	\$ 2,031,253	\$ 2,490,704
Net income	\$ 1,919,932	\$ 2,567,642

* Amounts represent unaudited balances and activities through and for the years ended September 30, 2025 and 2024.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2025 and 2024

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

Fees paid for investments held and managed by CTC were \$248,804 and \$181,716 for the years ended September 30, 2025 and 2024, respectively. Included in investment income is \$386,574 and \$361,023 of interest income earned from sources held at other than fair value for the years ended September 30, 2025 and 2024, respectively.

At September 30, 2025, approximately \$46 million of the Church's investment portfolio was held and managed by CTC and approximately \$11.9 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.

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, 2025 and 2024

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, 2025:

	Total	Level I	Level II	Level III
Investments at fair value:				
Money Market Funds	\$ 1,526,511	\$ 1,526,511	\$ -	\$ -
Mutual Funds	21,768,785	21,768,785	-	-
Fixed Income Mutual Funds	11,897,432	11,897,432	-	-
Total investments at fair value	35,192,728	35,192,728	-	-
Investments carried at NAV:				
Limited partnership interests	3,260,914			
Investments carried at cost:				
NCP Demand Accounts	9,507,240			
NCP Certificates	1,405,153			
	10,912,393			
Investment in CTC	3,240,393			
Total Investments	\$ 52,606,428	\$ 35,192,728	\$ -	\$ -
Investments whose use is limited at fair value:				
Money Market Funds	\$ 57,100	\$ 57,100	\$ -	\$ -
Equity Mutual Funds	2,080,616	2,080,616	-	-
Fixed Income:				
Bonds - US Government	2,354,322	-	2,354,322	-
Mutual Funds	626,361	626,361	-	-
Total investments whose use is limited at fair value	5,118,399	2,764,077	2,354,322	-
Investments whose use is limited at cost: NCP Certificates	1,000,417			
Total investments whose use is limited	\$ 6,118,816	\$ 2,764,077	\$ 2,354,322	\$ -

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2025 and 2024

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, 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>	-	-
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>	-	-
Total investments whose use is limited at fair value	<u>6,515,742</u>	<u>3,808,771</u>	<u>2,706,971</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, 2025 and 2024

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 outstanding capital commitments of \$0 and \$87,500 as of September 30, 2025 and 2024. There were no changes in valuation techniques for the years ended September 30, 2025 and 2024.

4. PROPERTY AND EQUIPMENT:

Property and equipment consist of the following:

	September 30,	
	2025	2024
Administrative office:		
Land	\$ 3,098,413	\$ 3,098,413
Building and improvements	8,083,242	8,083,242
Furniture, fixtures, equipment and vehicles	940,032	925,158
IT software and development	887,835	542,310
	<u>13,009,522</u>	<u>12,649,123</u>
Less accumulated depreciation	<u>(3,282,851)</u>	<u>(3,103,232)</u>
	<u>\$ 9,726,671</u>	<u>\$ 9,545,891</u>

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2025 and 2024

5. LINES OF CREDIT AND NOTES PAYABLE:

The Church has a line of credit with NCP. As of September 30, 2025 and 2024, the available line of credit was \$2,500,000. At both September 30, 2025 and 2024, the outstanding balance was \$0. The interest rate is set at the prime rate, but in no event less than 6.25% per annum. At September 30, 2025 and 2024, the interest rate was 6.75% and 7.75%, 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, 2025 and 2024, the outstanding balance on the mortgage note payable was \$1,844,972 and \$1,976,258, respectively. The initial interest rate was 4.75%. The interest rate was adjusted on May 1, 2020, and will be adjusted every twelve months thereafter. At September 30, 2025, 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 by land and buildings, which have a combined net book value of \$8,779,306 at September 30, 2025. There are no significant loan covenants the Church is required to meet.

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 6.25% per annum. At September 30, 2025 and 2024, the interest rate was 6.75% and 7.75%, 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, 2025 and 2024, 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:

2026	\$	139,999
2027		149,747
2028		160,173
2029		171,326
2030		183,255
Thereafter		<u>1,040,472</u>
	\$	<u>1,844,972</u>

Interest expense for the years ended September 30, 2025 and 2024, was \$128,970 and \$99,710, respectively.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2025 and 2024

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, 2025, the outstanding principal balance on these loans totaled \$53,653,340 and the amount guaranteed was \$28,989,032. These loans are secured by the related properties with an average Loan-to-Value (LTV) ratio of 48.9%. The Church has pledged investments totaling \$1,004,417 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 2030, there are no commitments beyond fiscal year 2025. The Church's planned expenditures under existing Covenant Agreements are as follows for the year ending September 30:

2026	\$	204,186
2027		160,827
2028		143,460
2029		126,205
2030		<u>125,300</u>
	\$	<u>759,978</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, 2025 and 2024, the Church was not the beneficiary of any new irrevocable trusts.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2025 and 2024

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 \$4,204,819 and \$3,985,931 for the years ended September 30, 2025 and 2024, respectively. In addition, the Church recorded \$290,160 and \$222,147 for the years ended September 30, 2025 and, 2024, 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 December 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 \$308,530 and \$371,365 for the years ended September 30, 2025 and 2024, 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, 2025, are as follows:

<u>Pension Fund</u>	<u>FEIN</u>	<u>2025</u>
Covenant Pension Plan	36-3065447	\$ 4,605,628

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2025 and 2024

9. PENSION TRUST FUND, continued:

As of December 31, 2025, the Covenant Pension Plan's total net assets available for benefits were \$318,021,029 and the actuarial present value of accumulated plan benefits was \$304,978,760. As of December 31, 2025, the Plan was 115.4% funded, based on the actuarial valuation report. The January 1, 2026, 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, 2025 and 2024. Effective December 31, 2021, the Lay Plan was frozen.

Effective November 1, 2024, the Lay Pension Plan liability was transferred to an insurance company via a group annuity contract. The group annuity contract includes an irrevocable commitment by the insurance company to make future pension benefit payments to participants as of the transfer date. The insurance company sent an annuity certificate to each eligible Lay Plan participant describing the insurance company's obligation to guarantee the benefits in which the participant is entitled.

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.

Full-time employees hired in May 2013 or thereafter are covered under a 403(b) contributory plan. The Church contributed \$593,874 and \$496,894 to the 403(b) contributory plan in the years ended September 30, 2025 and 2024, 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, 2025 and 2024

10. NET ASSETS:

Net assets consist of the following:

	September 30,	
	2025	2024
Net assets without donor restrictions:		
Undesignated	\$ 24,138,335	\$ 23,350,987
Board designated for Financial Relief Initiative program	1,340,650	3,115,650
	25,478,985	26,466,637
Net assets with donor restrictions:		
Subject to expenditure for specified purpose:		
Kingdom Builders Frontier Friends	7,825	5,425
Friends of World Mission	404,946	463,749
CovKids	317,511	290,285
Serve Globally	883,082	759,983
Covenant World Relief	1,214,748	1,147,043
Start & Strengthen Churches	72,457	60,631
Short-Term Missionaries	1,685,372	1,694,002
Make & Deepen Disciples	480,376	449,219
Sustaining Pastoral Excellence	38,394	134,663
Love Mercy Do Justice	646,529	697,073
CovEnterprises	38,654	38,654
Annuity agreements	249,015	290,684
Other	549,385	472,601
	6,588,294	6,504,012
Subject to the passage of time:		
Beneficial interest in trusts	723,948	712,646
	723,948	712,646
Subject to the Church's spending policy and appropriations:		
Term endowments:		
Start & Strengthen Churches	12,493,905	12,095,417
Covenant World Relief	1,544,722	1,798,478
Other	458,729	416,313
Endowment funds restricted in perpetuity	3,737,968	3,446,858
	18,235,324	17,757,066
Total net assets with donor restrictions	25,547,566	24,973,724
Total net assets	\$ 51,026,551	\$ 51,440,361

The Church's governing board, through specific action, has created self-imposed limits on net assets without donor restrictions. The board has set aside \$1,340,650 and \$3,115,650 for its Financial Relief Initiative program as of September 30, 2025 and 2024, 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, 2025 and 2024

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, 2025 and 2024

11. ENDOWMENT FUNDS, continued:

Changes in endowment net assets for the year ended September 30, 2025:

	With Donor Restrictions			Total Funds
	Perpetual Endowments	Term Endowments	Total With Donor Restrictions	
Endowment net assets beginning of year	\$ 3,446,858	\$ 14,310,208	\$ 17,757,066	\$ 17,757,066
Investment return, net	195,125	1,044,382	1,239,507	1,239,507
Contributions	95,985	525,958	621,943	621,943
Amounts appropriated for expenditures	-	(1,383,192)	(1,383,192)	(1,383,192)
	291,110	187,148	478,258	478,258
Endowment net assets, end of year	\$ 3,737,968	\$ 14,497,356	\$ 18,235,324	\$ 18,235,324

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

	With Donor Restrictions			Total Funds
	Perpetual Endowments	Term Endowments	Total With Donor Restrictions	
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)
	1,182,791	1,331,688	2,514,479	2,514,479
Endowment net assets, end of year	\$ 3,446,858	\$ 14,310,208	\$ 17,757,066	\$ 17,757,066

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, 2025 and 2024.

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, 2025 and 2024

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 \$555,025 and \$460,288 at September 30, 2025 and 2024, 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, 2025 and 2024. During the years ended September 30, 2025 and 2024, the supplemental retirement benefit payments were \$91,453 and \$106,011, 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,	
	2025	2024
Assets - investments designated for annuity agreements	\$ 5,118,399	\$ 6,515,742
Liabilities and net assets:		
Liabilities:		
Annuities payable	\$ 582,052	\$ 640,026
Due to other Covenant entities	4,323,810	5,543,352
Total liabilities	4,905,862	6,183,378
Net assets:		
Without donor restrictions	(36,478)	41,680
With donor restrictions for annuity agreements	249,015	290,684
Total net assets	212,537	332,364
Total Liabilities and Net Assets	\$ 5,118,399	\$ 6,515,742

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2025 and 2024

EXPENSES:

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 ended September 30, 2025 and 2024. The consolidated financial statements report certain categories of expenses that are attributable to more than one program or supporting activity. 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, and occupancy 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, 2025											
Program Services							Supporting Activities				Total
Strengthen Churches	Make & Deepen Disciples	Develop Leaders	Love Mercy Do Justice	Serve Globally	General Mission	Total	Communications	General Administration	Fundraising	Total	Expenses
3,008,382	\$ 199,696	\$ 1,967,216	\$ 434,888	\$ 5,575,053	\$ 52,000	\$ 11,237,235	\$ -	\$ -	\$ -	\$ -	\$ 11,237,235
762,951	419,666	1,098,463	481,801	4,012,424	-	6,775,305	1,129,622	2,973,005	597,920	4,700,547	11,475,852
137,922	83,946	156,828	75,524	450,158	-	904,378	48,726	112,311	98,578	259,615	1,163,993
105,230	112,060	138,924	59,424	284,857	-	700,495	252,341	666,080	187,826	1,106,247	1,806,742
537	9,205	14,545	2,181	193,950	-	220,418	16,304	132,815	99,780	248,899	469,317
-	-	63,848	-	167	-	64,015	-	529,110	457	529,567	593,582
-	-	-	-	-	-	-	-	128,256	61,801	190,057	190,057
2,431	1,708	37,465	263	11,262	-	53,129	219	143,311	-	143,530	196,659
-	-	-	-	-	-	-	-	128,970	-	128,970	128,970
-	-	-	-	-	-	-	-	179,619	-	179,619	179,619
<u>4,017,453</u>	<u>\$ 826,281</u>	<u>\$ 3,477,289</u>	<u>\$ 1,054,081</u>	<u>\$ 10,527,871</u>	<u>\$ 52,000</u>	<u>\$ 19,954,975</u>	<u>\$ 1,447,212</u>	<u>\$ 4,993,477</u>	<u>\$ 1,046,362</u>	<u>\$ 7,487,051</u>	<u>\$ 27,442,026</u>

Year Ended September 30, 2024											
Program Services							Supporting Activities				Total
Strengthen Churches	Make & Deepen Disciples	Develop Leaders	Love Mercy Do Justice	Serve Globally	General Mission	Total	Communications	General Administration	Fundraising	Total	Expenses
3,937,404	\$ 694,659	\$ 1,805,988	\$ 108,774	\$ 5,148,842	\$ 56,000	\$ 11,751,667	\$ -	\$ -	\$ -	\$ -	\$ 11,751,667
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
125,525	22,398	119,573	71,931	422,255	-	761,682	37,105	144,044	110,437	291,586	1,053,268
110,468	88,705	144,366	28,336	267,568	-	639,443	265,727	638,031	219,946	1,123,704	1,763,147
440	626	7,935	4,675	177,156	-	190,832	38,680	102,782	97,114	238,576	429,408
-	-	63,937	-	-	-	63,937	-	370,280	2,385	372,665	436,602
-	-	-	124	5,919	-	6,043	425	107,035	41,891	149,351	155,394
3,347	2,571	49,254	1,081	15,123	-	71,376	906	134,556	-	135,462	206,838
-	-	-	-	-	-	-	-	99,710	-	99,710	99,710
-	-	-	-	-	-	-	-	168,641	-	168,641	168,641
<u>4,941,840</u>	<u>\$ 976,849</u>	<u>\$ 2,923,808</u>	<u>\$ 703,379</u>	<u>\$ 10,098,550</u>	<u>\$ 56,000</u>	<u>\$ 19,700,426</u>	<u>\$ 1,329,176</u>	<u>\$ 4,818,318</u>	<u>\$ 1,073,701</u>	<u>\$ 7,221,195</u>	<u>\$ 26,921,621</u>

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2025 and 2024

15. TRANSACTIONS WITH AFFILIATED ENTITIES:

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

The Church gifted approximately \$1,018,000 to an affiliated organization during both the years ended September 30, 2025 and 2024. The Church also received approximately \$255,000 from this affiliated organization for administrative and management services provided during both the years ended September 30, 2025 and 2024.

The Church received approximately \$1,807,000 and \$1,755,000 from an affiliated organization for administrative and management services provided during the years ended September 30, 2025 and 2024, respectively.

The Church received approximately \$515,000 and \$514,000 from an affiliated organization for administrative and management services provided during the years ended September 30, 2025 and 2024, respectively.

The Church received approximately \$66,000 and \$60,000 from an affiliated organization for administrative and management services provided during the years ended September 30, 2025 and 2024.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2025 and 2024

16. 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, 2025 and 2024, 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,	
	2025	2024
Total assets at year end	\$ 75,319,107	\$ 75,727,126
Less non-financial assets:		
Prepaid expenses and other assets	(164,575)	(147,870)
Property and equipment, net	(9,726,671)	(9,545,891)
	65,427,861	66,033,365
Less those unavailable for general expenditures within one year, due to:		
Contractual or donor-imposed restrictions:		
Board designated for Financial Relief Initiative program	(1,340,650)	(3,115,650)
Restricted by donor with time or purpose restrictions	(6,588,294)	(6,504,012)
Receivables collectible beyond one year	(894,681)	(793,260)
Investments held in annuities	(5,118,399)	(6,515,742)
Investments pledged	(1,000,417)	(1,225,360)
Endowment funds restricted in perpetuity	(3,737,968)	(3,446,858)
Investments not convertible to cash within next 12 months	(6,501,307)	(5,129,145)
Term endowment funds, primarily for long-term investing	(14,497,356)	(14,310,208)
Financial assets available within one year to meet cash needs for general expenditures within one year	\$ 25,748,789	\$ 24,993,130

17. SUBSEQUENT EVENTS:

Subsequent events have been evaluated through April 7, 2026, which represents the date the consolidated financial statements were available to be issued. Subsequent events after that date have not been evaluated.



Presentation and Adoption of the Fiscal Year 2027 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 increase ministry impact while ensuring long-term sustainability of the church.

Please find a summary report of the proposed FY2027 Budget with a comparison to prior years.

KEY ASSUMPTIONS FOR THE FY2027 BUDGET:

REVENUE

- Total revenue budgeted at 3% increase vs. FY2026 approved budget.
- Church contributions are budgeted at 1% increase vs. FY2026 budget.
- Individual donations budgeted at 9% increase vs. FY2026 budget.

EXPENSES

- Total expenses budgeted at 3% increase vs. FY2026 approved budget.
- Budget includes a 3% wage increase for employees effective January 2027, which aligns with cost of labor projections of 3.0–3.2%.
- Budget includes a 7% increase in health insurance benefit cost which aligns with market projections by PWC and Milliman.
- FY2027 budget proposal meets the Covenant Executive Board policy requirement for a “balanced budget.” The board resolution passed by the Covenant Executive Board deems the budget to be “balanced” when total income plus a 5% draw from undesignated reserves is equal to or greater than the total Covenant expenses.

Vote to approve the FY2027 budget of \$19,996,991, which provides financial resources to execute on the operational plan.

	ACTUAL FY2025	BUDGET FY2026	BUDGET FY2027
BASE MISSION PROVISION			
Church and Individual Giving	\$ 9,768,551	\$ 10,100,000	\$ 10,387,947
Affiliate Fees	4,536,694	4,567,590	4,419,191
Annual Bequest Draws	1,522,188	2,473,543	2,450,131
Other Income and Rent	1,915,691	2,496,083	2,739,722
Total Mission Provision	\$ 17,743,123	\$ 19,427,215	\$ 19,996,991
BASE MISSION INVESTMENT			
Serve Globally	\$ 4,948,662	\$ 5,512,890	\$ 5,359,894
Serve Locally	3,932,882	4,603,047	4,710,114
Serve Clergy	1,175,094	1,222,688	1,327,116
North Park University Support	950,000	1,000,000	1,000,000
CHET Support	50,000	50,000	50,000
Total Serve Clergy	2,175,094	2,272,688	2,377,116
Operations	1,841,440	1,723,481	1,866,249
Marketing and Communications	1,449,901	1,578,664	1,613,831
President's Office	1,169,296	1,300,276	1,431,211
Advancement	1,046,537	1,188,099	1,351,733
Finance	1,130,761	1,248,070	1,286,843
Total Mission Investment	\$ 17,694,574	\$ 19,427,215	\$ 19,996,991
Net Income	48,549	—	—



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 that provides negotiating power with health insurance companies. However, health care consulting firms forecast an increase in health care costs across the industry through 2027.

Milliman reported that health care costs for the average person increased by 7.9% from 2024 to 2025. McKinsey & Company projected that commercial health care costs will continue to rise 9–10% annually through 2026. PWC has identified the following factors as the main drivers of health care cost inflation: rising costs for health care providers, utilization of new prescription drugs for chronic conditions, and increased utilization of behavioral health services.

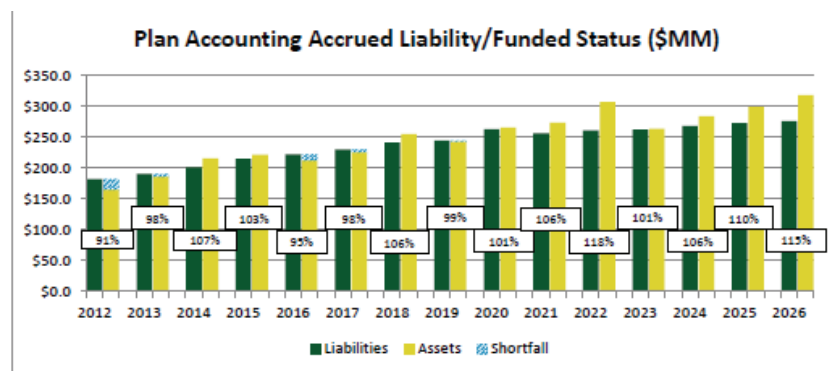
With guidance from the Board of Pension and Benefits and experts in the field, Covenant Benefits continues to manage our group health insurance plan with diligence and service to the Covenant. Covenant Benefits will continue to provide coverage through our self-insured church plan with no plan design changes for 2027.

For calendar year 2027, we have planned for premium rate increases of 7% for medical insurance due to medical cost inflation. 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 price.

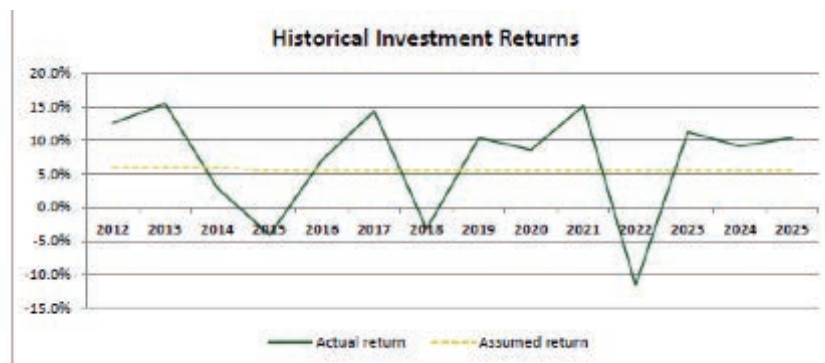
COVENANT PASTOR PENSION PLAN

The 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 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 2025, the funded percentage was 115%. For every dollar in anticipated payments, the Covenant Pastor Pension Plan has \$1.15 funded in the plan. The following chart shows the funded status of the plan from 2012 to 2026:



The Covenant Pastor Pension Plan’s investment return during 2025 of 10.4% was the primary reason for the increase in funded status from 109.6% in 2025 to 115.4% in 2026. The following chart shows the historical investment returns for the plan from 2012 to 2025:





Report from Centro Hispano de Estudios Teológicos (CHET)

It is a privilege to provide an update on CHET's current state and forward movement. These past months have been marked by stabilization, renewed alignment, academic strengthening, and increased institutional visibility within the Covenant. We are moving from a season of transition into structured, accountable, and strategic momentum.

We successfully celebrated the graduation of the class of 2025 on December 6. Beyond honoring our students' perseverance and achievement, this ceremony became a meaningful moment of healing and restoration among several individuals who have been central to CHET's history. It reflected not only academic accomplishment but relational renewal and renewed confidence in CHET's future.

Academic Growth and Enrollment

Winter 2026 enrollment stands at 140 officially enrolled students across all programs:

- Pre-Ministerial (Virtual): 14
- Pre-Ministerial (Extension): 41
- Ministerial Diploma: 36
- Christian & Family Counseling Certificate: 13
- Covenant Orientation: 15
- Bachelor's Degree (Licenciatura): 21

We prepared 10 courses for spring 2026.

Academic Leadership and Accreditation

Carito Heraldez, a Fuller graduate and longtime CHET professor, joined CHET on February 23 as director of academic programming. She serves under the mentorship of Dr. Nicholas Block, a faithful and seasoned professor whose enduring love for CHET and deep commitment to our immigrant community provide trusted academic leadership during this transition.

The Asociación para la Educación Teológica Hispana (AETH) recertification process began December 30, 2025, with biweekly meetings led by Dr. Magdalena Sánchez. Our goal was to submit the completed materials two months ahead of the deadline. This process has strengthened documentation, faculty accountability, and academic clarity.

Faculty development efforts included a successful “Maestro a Maestro” workshop focusing on andragogical strategies and best practices in adult learning.

Institutional Stabilization and Financial Infrastructure

We continue strengthening CHET’s financial infrastructure with an emphasis on transparency, accountability, and long-term sustainability.

Rosalia Flores was hired as our bookkeeper, and we are implementing structured monthly revenue and expense reporting. The Finance Committee and CPA are reviewing procedures to ensure compliance with accounting standards, reinforcing internal controls, and establishing consistent financial oversight.

In addition, we are improving tuition tracking and follow-up processes to promote timely student payments while maintaining pastoral sensitivity. Regular communication and structured payment arrangements are helping us stabilize cash flow and strengthen operational predictability.

These measures are part of a broader effort to move CHET from reactive management toward disciplined, sustainable financial stewardship aligned with our mission and growth goals.

Development and Grant Initiatives

Our “Celebrate CHET’s 36 Years” campaign exceeded expectations. With a goal of \$36,000, we concluded the campaign having raised \$42,879. This outcome was significantly amplified by a \$20,000 matching contribution, which broadened participation and strengthened donor engagement.

The Development Committee meets biweekly for strategy and donor cultivation.

Through the One Covenant Community grant (\$30,000), we are implementing two strategic initiatives: upgrading technological systems and strengthening the Covenant Orientation program.

As part of strengthening our technological infrastructure, we have scheduled an on-site visit with Forte, a company specializing in communication and classroom collaboration systems, to assess our facilities and recommend practical upgrades that will enhance the learning environment for students and faculty.

Denominational Engagement

CHET had a strong presence at Midwinter through Board of the Ordered Ministry meetings, project presentations, and institutional promotion. This year marked a significant relational shift, with many leaders expressing encouragement and renewed support. The Ministerium has indicated increased financial contribution.

Trust is being rebuilt, and institutional credibility continues to be strengthened.

Presidential Vision and Forward Goals

Our goals include:

- Stabilizing and strengthening the administrative team
- Successfully completing AETH recertification
- Implementing a strategic recruitment plan
- Moving toward sustainable fundraising that supports long-term growth and real impact in our communities
- Strengthening and updating academic programs
- Elevating family counseling certificate to the bachelor's level
- Launching new certificates and three- to six-month diploma programs in areas such as chaplaincy, church planting, ministerial health, and life coaching (in collaboration with Covenant pastor Barbara Ettinger)
- Growing to 400 students within three years

CHET's goal is to become a leading institution known for academic excellence, creative and effective teaching, strong student recruitment, and sustainable fundraising that supports long-term growth and real impact in our communities. We are working to strengthen clear, accessible pathways for leadership formation within the Covenant.

CHET walks alongside Latino/a pastors and leaders, many of whom are immigrants, offering a formation that is both Christ-centered and accessible. As a trusted, contextual partner within the Covenant ecosystem, we help leaders grow in ways that fit their calling and context, while also opening doors to further theological study.

Please pray for unity and wisdom as we navigate staffing transitions with grace, strengthen our financial systems, and move forward with recertification.

I welcome strategic partnership with Covenant conferences and their leaders to strengthen the ordination pathway for Latino leaders, through scholarship collaboration and a clearer conference-to-CHET referral process that supports credentialing preparation and long-term ministry health.

Respectfully submitted,

Rev. Carlos Ortiz

President, CHET



Report from Covenant Ministries of Benevolence

One of CMB's strategic goals is to advocate for risk assessment and mitigation efforts. At Gather 2025, CMB reported that it was engaged in a de-risking effort involving the termination of the pension plan for CMB affiliate employees. In July 2025, the ECCRP's liabilities were transferred to Nationwide Insurance and the first payments from Nationwide to retirees began September 1, 2025.

The success of this initiative ensures that the over 4,000 plan participants' hard-earned benefits will be available to them when they need it, thereby honoring their collective years of tireless service to the patients and clients entrusted to their care. Simultaneously this initiative removes significant risk to our affiliates, CMB, and the Evangelical Covenant Church.

A cascading result of this strategic initiative, however, is that CMB will no longer offer pension administration services to its affiliates. So, by the end of 2026, CMB will begin to feel the first tangible effects of this constriction in services as our team experiences a planned reduction in force by at least two positions. Additionally, CMB is assessing both the administrative responsibilities and tasks that may be required of the organization moving forward, along with the realistic services it will provide to its affiliates and its member, the Covenant.

It is fitting to acknowledge within this report the dedication and hard work of the CMB team who poured countless hours into successfully shepherding this initiative to conclusion. Thank you Danny Dwight, Katie Pagani, Scott Hanson (senior vice president of finance and team supervisor), Ron Anderson, and Marit Awes-Johnson for embodying a posture of service as the best expression of one's faith in Jesus Christ.



An additional indicator surrounding CMB's strategic goal of risk assessment and mitigation efforts, this past year Covenant Living, EMC Health, and Ädelbrook once again received clean audits. This bears witness to the diligent commitment to transparency and high standards of financial and operational compliance innate to each of these affiliates.

CMB AFFILIATES

By any measure of industry standards or empirical metrics, 2025 was another healthy year for all CMB affiliate ministries missionally and operationally.

Covenant Living and Community Services

- Covenant Living ended 2025 experiencing high levels of occupancy across all levels of living and across all communities. Resident and employee satisfaction and engagement surveys continue to demonstrate high levels of satisfaction above national benchmarks.
- As part of the overall and ongoing commitment to provide welcoming and vibrant facilities, various capital improvements have been completed or are underway. By way of example, the new dining room at Covenant Living of Northbrook, Illinois, is complete, and a grand opening celebration was held on January 15, 2026. Meanwhile, construction continues to progress at the Great Lakes, Michigan, and Turlock, California, communities, providing new, independent living town homes in Michigan and enhanced assisted living options in California.

EMC Health

- EMC Health Foundation continues to support many wellness initiatives in Turlock, California, and the surrounding areas. This past winter, coats and shoes were donated to local school districts, and partnerships were brokered to provide \$2 prescriptions, hearing aids, eyeglasses, and dental work to qualified, socioeconomically stressed individuals.
- The board of directors for Jessica's House recently held a strategic planning retreat in which succession planning, expansion of services, and regional reach were of primary focus. This is a significant step forward in the overall development of Jessica's House and reflects EMC Health's long-term aspiration to request a transfer of membership of Jessica's House to CMB.

Ädelbrook Behavioral and Developmental Services

- Ädelbrook Behavioral and Developmental Services is committed to providing tangible assistance to individuals who “fall in the gap”—those who are aging out of children's programs and not readily or easily placed into more traditional adult programs. Recently Ädelbrook was awarded a significant contract from the Connecticut Department of Developmental Services to develop two intensive therapeutic group homes to serve this unique and specific demographic. These homes will be designed to support individuals with autism or intellectual and developmental disabilities who need intensive behavioral services. This represents another significant step forward in fulfilling Ädelbrook's missional and strategic desire to provide wrap around behavioral and related services to help individuals who “fall in the gap.”
- As part of their strategic plan to expand services to meet the ongoing need within the state of Connecticut—and begin to posture the organization for future growth into contiguous states—the board of directors of Ädelbrook approved an initiative to identify and locate a school in southeast Connecticut from which more students can be served and potentially house an operational base that can be leveraged for further expansion.

Covenant Initiatives for Care

- Navigating Medicaid has become increasingly complex for individuals with physical and cognitive disabilities and the network of family, guardians, and caregivers who support them. The evolving eligibility requirements, waiver programs, and service delivery models create new challenges for agencies like Covenant Ability Network. Simultaneously, proposed federal and state budget changes pose a significant threat to the key funding source that supports these critical services. Consequently, Covenant Initiatives for Care (CIC) recognizes that accessing the right support will require more personnel with industry expertise and advocacy experience than ever before. To that end, CIC has begun advancing some strategic initiatives to better anticipate, navigate, and engage the uncertain horizon ahead.
- With the unanimous affirmation of both the boards of directors of Covenant Initiatives for Care and of Covenant Ministries of Benevolence, David Boggs was appointed as the president of Covenant Initiatives for Care, assuming the role on October 1, 2025. Over the past four years David has given himself wholeheartedly to the work of Covenant Ability Network, providing steady leadership as he seeks to forge a strong future trajectory for the ministry. His transition to this position recognizes the growing complexities and challenges of this sector, the need for related expertise of allocated personnel, and a more singular focus of mission by the CIC board of directors.



Covenant Ability Network

- In April 2026, Covenant Ability Network of Illinois (CANIL) announced the hiring of Lori Randle as its new executive director. Lori has been serving individuals with developmental and intellectual disabilities for over twenty years, providing services in several settings and roles. Not only does she share a missional heart that aligns with the ministry of CANIL, but she will also bring much needed sector expertise and relationships with key stakeholders that are particular to the State of Illinois.
- In February 2026, CANIL completed the purchase and retrofitting of a new home for six residents! This initiative is one small piece of a broader, multiyear, multifaceted effort to transition residents from older



accommodations to more modern offerings. This success paves the way for further projects aimed at increasing the agency's overall capacity, allowing them the ability to serve even more residents. Most importantly, this success represents a change in the agency's trajectory, as only three years ago CANIL's future was uncertain.



- Utilizing a three-year surge grant from CMB, Covenant Ability Network of Michigan (CANMI) was able to hire Robert Canfield as executive director. Roger joined the team with a wealth of industry experience in Michigan. As part of this grant, specific benchmarks were identified to be met each year from 2025 through 2027. Covenant Initiatives for Care was tasked with monitoring the progress, and at the one-year mark reported that both the first- and second-year benchmarks for annualized revenue have already been met—one year ahead of the timeline! This is cause for cautious optimism that CANMI can experience a turnaround like that of its sister ministry in Illinois.

• Finally, articles of incorporation for the establishment of the Covenant Ability Network Foundation have been submitted to the State of Illinois, and CIC awaits the official notification of approval. The foundation will provide a single point of communication and fund development for the Covenant Ability Network enterprise and will complement the highly local and effective efforts currently in place.

Collaborations

- With the assistance of a grant through a CMB affiliate, Renew Covenant Church in downtown Carroll, Iowa, transformed part of their building into The West End, a unique venue that meets



an identified community need. Until The West End opened its doors in April 2026, no space existed for those who tend to be isolated—such as stay-at-home parents, remote workers, the elderly, and shift workers—to comfortably, affordably, and frequently gather, particularly in the evening. Additionally, entrepreneurs from historically underrepresented demographics struggled to find high-visibility, viable locations for their businesses that were not

cost prohibitive. The West End now provides a warm and welcoming environment—open well into the evening—where people can gather, work, enjoy refreshments, and build supportive relationships with one another. Additionally, it



is providing a platform for local entrepreneurs and artisans to build their businesses by selling food, drinks, and other handmade goods in an affordably priced, premium location based on the space each vendor requires. Through The West End, Renew Covenant Church



has forged a partnership between the business and faith communities of Carroll, Iowa, and is bringing their ministry outside traditional church walls and directly into the life rhythms of the town.

- Alaska Christian College, the Pacific Northwest Conference, the Alaska Conference, the youth and young adults ministry of the Covenant, and a CMB affiliate have created a working task force to explore the possibility of a six-week summer discipleship and leadership development experience for young adults in Alaska. While it is still in the exploratory stage, the aspiration is to launch a small pilot project in the near future.

Concluding Reflections

One of the greatest privileges of this job is regularly visiting our affiliates and experiencing these living, breathing entities while they serve those entrusted to their care. In tangible ways, I see how each affiliate, over many years and through many struggles, has emerged as a living reflection of the faith, purpose, and values of the local movements that birthed them long ago.

From the transformed lives of the thousands of clients and residents to the collective heartbeat and passion of the scores of faithful employees and volunteers who serve them, the faith-based movement of mission friends has taken deep root and is woven indelibly into the culture, leadership, and pulse of their daily work.

This is as it should be.

Respectfully and gratefully submitted,

Todd Slechta

PRESIDENT, COVENANT MINISTRIES OF BENEVOLENCE



Report from Covenant Trust Company

Covenant Trust enjoyed another year of proactive customer care, strong investment results, and solid financial performance. We were pleased to facilitate more than \$9.5 million in giving to the Covenant system in 2025, and to share our financial progress with our owners (the Evangelical Covenant Church, Covenant Ministries of Benevolence, and North Park University) via a total annual dividend payment of \$762,634.

Covenant Estate Planning Services

Covenant Estate Planning Services (CEPS) is the planned giving arm of the Covenant. Through CEPS, the Covenant offers a gift annuity program, a current gift processing program, estate planning services, and the Donor Advised Fund Program. Covenant Trust manages these programs for CEPS and the Covenant. Covenant Trust also processes and receipts gifts of appreciated securities to the Covenant (no charge is assessed for this service).

We are pleased to report that in 2025, Covenant Trust facilitated \$9,514,445 in giving to Covenant entities.

2025 giving breaks down as follows:

Distributions from legacy plans: \$4,783,551
 Stock gifts: \$1,650,556
 DAF charitable distributions: \$1,001,100
 QCDs: \$2,079,238

Since its inception, **Covenant Trust has facilitated more than \$282 million in giving to Covenant entities.**

Covenant Trust 2025 Highlights

Financial results were very strong. We achieved record revenues of \$10.47 million, or 5% better than budget. Expenses totaled \$8.92 million, or 0.6% over budget. This resulted in net ordinary income of \$1.545 million, which was 41% ahead of budget.

Total Assets Under Care totaled \$2.214 billion, with \$AUM at \$1.32 billion and assets under custody at \$.885 billion. New accounts totaled 345 versus 371 in 2024. New fundings totaled \$59.3 million versus \$87.3 million in the prior year.

Investment returns were solidly ahead of performance targets. Our flagship product, the Strategic Growth (70/30) strategy, was up 17.7% versus 16.8% for the policy benchmark. The outperformance was driven by excellent relative returns due to our manager selection, particularly in the fixed income and international developed equities asset classes.

Team Update: We are saddened to report that Paul Lessard, vice president of business development, resigned in early 2026 due to health issues. We are grateful to Paul for helping to advance the work of our financial advisor team, as well as enhancing our relationship with key leaders of Covenant Living Communities and Services. While we continue to miss Paul, we are pleased to report that Kirk Johnson joined us on April 1 as our new vice president of business development.

Kirk joined us from New York Life Insurance Company in Chicago, where he served as corporate vice president, executive director of development. Throughout his career, he has been recognized for his leadership in advisor development, partner engagement, and long-term retention. Although he is a native of the Chicagoland area, Kirk spent six formative years in Colombia, South America, as a missionary kid, where he became fluent in Spanish and developed a lifelong appreciation for faith-driven service. As a young adult, he also served as a short-term missionary with Covenant Arctic Radio in Alaska, supporting Christian broadcasting efforts in remote communities. Kirk earned both a BA and an MBA from North Park University. He and his wife, Carolyn, are members of Libertyville Covenant Church and have four sons.

Strategic Update

In my 2024 report, I provided an overview of a comprehensive strategic review and action plan we had undertaken, aimed at making Covenant Trust even better. I will admit that several times during that strategic process I was heard muttering, “Change is hard,” usually following yet another obstacle, pushback, or pain point in the journey. However, it recently occurred to me that such thinking is a trap. Change happens with or without our cooperation. What is hard is adapting, learning, and growing due to change.

Things have clearly changed for Covenant Trust. No longer is our typical client or prospect a Covenanter who values Covenant affinity. No longer is estate planning our primary line of business. No longer do our owners underwrite our budget. Instead of fighting those changes, we chose to adapt and grow. Our first action was to discern what “growth” meant for our organization. After much thought and discussion, we resolved that the way forward must be centered on better serving our clients, better fulfilling our mission, and further ensuring the long-term success of Covenant Trust.

We believe that the strategic action plan we have been implementing achieves exactly that. Some primary examples include:

- Increasing our client relationship minimum in order to better serve our clients in terms of personal care, investment expertise, and resource allocation. (Covenant-credentialed pastors and missionaries are exempt from our new relationship size minimum.)
- Streamlining our investment strategies from eight to five, while increasing the equities exposure of key products to ensure that our clients are taking adequate risk and achieving long-term performance consistent with their goals.
- Increasing our support of our owners' ministries by initiating an annual dividend payment equal to 1/3 of our net income. Over the past two years, that dividend has totaled \$1,278,633, with \$426,211 going directly to the denomination.

Further change is inevitable and, God willing, we will continue to embrace change and grow. Ultimately our strategic plans will always be aimed at helping our clients to achieve their financial goals and charitable purposes as we strive to honor the trust they place in us.

Grace and peace to you,

Steve Klimkowski

PRESIDENT, COVENANT TRUST



Report from National Covenant Properties

INVEST IN MINISTRY. PARTNER IN PURPOSE.

For more than five decades, National Covenant Properties (NCP) has helped Covenanters turn financial resources into ministry impact. By bringing together investors and churches, NCP creates opportunities to participate in God’s work in tangible and lasting ways.



A Shared Calling

More than 3,400 investors have chosen to invest in ministry through NCP. Their commitment fuels projects that help churches expand their reach, serve their communities, and live out their mission with greater effectiveness.



Purposeful Partnership in Action

In the past year, 32 projects totaling \$12 million were approved and funded. NCP’s Real Estate Services team walks alongside church leaders, helping them make strategic decisions about their facilities so that each space can better support ministry and community engagement. Currently, 236 loans are active and \$225 million is committed to ministry-focused lending.

The Impact of Partnership

When investors and churches partner in purpose, the results multiply: \$343 million returned to investors in interest, \$1.2 billion deployed in ministry loans, and 1,532 projects funded across the Covenant. This is kingdom impact: churches growing and adapting, communities being served, and lives being changed.

Moving Forward Together

Every investment is an opportunity to participate in something larger. Every project is a step toward stronger, more vibrant ministry. When we invest in ministry and partner in purpose, we help build what comes next.



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.

This past year our university continued to advance its educational mission through meaningful innovation and faithful stewardship. This work has been affirmed in a significant way, through the Covenant Executive Board's formal endorsement of North Park's Strategic Plan: **North Park Promise**. This milestone affirms both the direction we have set and the shared commitment to carry it forward with intention to strengthen student flourishing, transformational learning, a thriving community, and sustainable fiscal practices across the university.

Our academic programs remain responsive to the needs of a changing world while deeply rooted in our Christian identity. We are intentional about integrating faith and learning, equipping students not only with knowledge, but with a sense of calling and purpose.

University Ministries continue to thrive, with growing engagement in chapel, small groups, and mentoring relationships that nurture students' spiritual formation. This work reflects our commitment to forming students who understand their identity in Christ and their place in God's ongoing work in the world.

Our commitment to service remains unwavering. Through local and global partnerships, service initiatives, and mission experiences, our students live out their faith in tangible ways. In doing so, they embody Christ's love and extend the impact of North Park far beyond our campus.

Together, we move forward with clarity and the conviction of the North Park Promise, trusting that God will continue to guide and sustain North Park in the years ahead.

Mary K. Surridge

PRESIDENT, NORTH PARK UNIVERSITY



Report of the Dean of North Park Theological Seminary

1. PROGRAM UPDATE

- a. I have been involved in NPU initiatives to address the budget deficit and have worked to streamline the NPTS budget.
- b. I am involved in various Covenant matters, including Covenant Executive Board, Ministerial Association, Board of Ordered Ministry, Council of Administrators, and CHET (Centro Hispano de Estudios Teológicos) and support the work of Dr. Hauna Ondrey (Academic Dean), Emily Wagner (Director of Student Formation), and Laura Damiani (Manager of Seminary Operations).
- c. We made good progress on the NPTS Strategic Plan (distinct from but in continuity with NPU's strategic planning).

2. SCHOOL OF RESTORATIVE ARTS

- a. The third cohort of men, who are currently at Illinois River Correctional Center (having been moved from Stateville Correctional Center) graduated in May 2026.
- b. We continue to evaluate what education for incarcerated students will look like in the near future. The logistical challenges and expenses to offer classes over three hours from the NPTS campus are taxing. In an era where seminaries are closing, consolidating, and assessing their sustainability, we need to be realistic about what we can do.

3. FACULTY AND STAFF UPDATE

- a. We were not able to hire a full-time professor of spiritual formation and director of the C. John Weberg Center for Spiritual Direction, but a part-time director position (staff, not faculty) was approved. We are thrilled that Rev. Rich Johnson of Sanctuary Columbus Church has joined the NPTS team!

4. FUNDRAISING AND GRANTS

- a. We are excited that we have been granted the Lilly Pathways for Tomorrow Large-Scale Collaborative Grant. Our initiative, One Covenant Community, is multifaceted and working with various Covenant entities. Hauna Ondrey is managing the grant and has already begun engaging with our partners.
- b. The current Thriving in Ministry Sustainability grant from the Lilly Endowment pays for student and clergy cohorts, as well as for some students to participate in Midwinter.
- c. We are in the final phase of the Pathways 2.0 Lilly grant that paid for classroom technology upgrades and marketing consulting (including website redesign).

- d. I received the Duke Divinity Reflective Leadership Grant and have started taking “balcony time” to reflect on my role. Part of my balcony time included a European trip to visit seminaries who are ahead of us in providing theological education in a post-Christian context.

5. CHURCH RELATIONS

- a. I continue to preach in various churches (some Covenant and some in other denominations).
- b. NPTS was well represented at the Covenant Midwinter Conference with Dr. Sophia Magallanes-Tsang speaking on Wednesday morning, Dr. Max Lee speaking on Thursday morning, and various members of our faculty (including me) participating in panel discussions.

6. PERSONAL NOTE

The close of Gather 2026 marks the conclusion of my time as seminary dean and vice president for church relations. I am grateful for the opportunity to have served the Covenant and North Park in this capacity over the past four years and to have been a faculty member before that. Thanks to all of you who have prayed and otherwise supported me in this work. I’m happy to focus on fulfilling writing commitments that I have been contracted to complete. May the Lord bless the Covenant and North Park. Please allow me to share this brief 1892 quote from David Nyvall:

For me, it is a family matter to belong to the Covenant. This must happen both “in joy and in sorrow.” I do not know if the Covenant’s school will succeed or fail. But I do not need to know this in order to find my place of service. I belong to the Covenant not merely to harvest, but sow; not merely to be victorious, but to struggle; not merely to be joyful, but to suffer.

Blessings to you all!

Dennis R. Edwards

DEAN OF NORTH PARK THEOLOGICAL SEMINARY, VICE PRESIDENT OF CHURCH RELATIONS



Report from Paul Carlson Partnership

Paul Carlson Partnership (PCP) continues a steady course of financial stabilization and growth despite lower donor income. Renée Hale, executive director, works with the PCP finance committee and Covenant finance staff daily, weekly, or monthly as needed. PCP has added two new, specifically focused accounts to better manage income and investments.

PCP's partnership with the Covenant Church of Congo (CEUM) requires much attention in this season with new CEUM leadership appointments and financial adjustments. To that end, PCP and Serve Globally staff meet regularly with CEUM leaders to address financial challenges and renew and update working agreements.

PCP's director of international medical and health programs, Phil Ditto, is working with PCP Medical Ambassadors and the Medical Steering Team to consider new scenarios and possibilities for carrying out the mission of the train-the-trainer model and to create new ways of providing impactful medical solutions.

The PCP spring appeal focus was clean water. We are focusing on this critical need for the remainder of 2026. Our contract water engineer, Tresor Moolo, lives and works full-time in Chicago and leads the PCP water projects in the CEUM area.

The banner over PCP that I often share with others is from Philippians 2:3-4: "Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others" (NIV).

May we take this Scripture to heart, engaging right thoughts, at right times, in right ways, for the right reasons. Thank you for your continued commitment to the Paul Carlson Partnership and for your heart for the people of DR Congo. All glory to God. Soli Deo Gloria!

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



Recommendation from the Executive Board Regarding the Five-Year Term for the Commission on Town and Country Ministries

Basic Recommendation

The Council of Administrators and the Covenant Executive Board recommend to the delegates of the 141st Annual Meeting of the Evangelical Covenant Church that the term of service for the Commission on Town and Country Ministries be extended for an additional five years.

Rationale

The commission provides an important place for strategy, advocacy, fellowship, and resources for the roughly 20 percent of Covenant congregations located in town and country settings. Our mission is to promote vibrant and healthy missional churches in the town and country context.

Goals of the Commission

Ongoing goals for the next five years include:

1. Collaborate to advance the One Covenant Community project through building sustainable systems of identifying, training, and supporting rural pastoral leaders.
2. Partner with North Park Theological Seminary (NPTS) to build awareness of the town and country ministry and its advantages as a valued vocational option for seminary graduates. This will be facilitated through the management of the Dusty Larson Scholarship fund, which provides funding to churches offering town and country internships for hands-on ministry experience. In addition, the fund can provide debt relief for rural pastors in the first four years of their call.
3. Collaborate with conference cohort programs for seminary education through NPTS to encourage and support rural tracks and experiences.
4. Sponsor and coordinate training events for town and country pastors at the Covenant's Midwinter Conference, including rural workshops and a hosted luncheon. Sponsor and offer leadership to regional events such as the Northwest Conference Rural Impact Leadership Conference.
5. Advocate for the needs of town and country churches and leaders within the larger Covenant family by attending and offering leadership in events at the conference and denominational levels.

6. Contribute town and country articles and stories to Covenant publications, and create a digital forum for connection and advocacy.
7. Make an annual site visit to a cluster of Covenant town and country churches to learn first-hand about local ministries, honor and encourage those serving in those contexts, and promote local mission resources that foster healthy missional ministries.
8. Develop a pilot town and country preaching team to assist pastors and churches seeking pulpit supply and sabbatical preaching.
9. Strategize and collaborate on additional means of supporting effective town and country ministry.

Accomplishments of the Commission

1. Occasional placement of North Park students with town and country churches for internships.
2. Rural ministry stories or articles published in The Covenant Companion.
3. Occasional hosted presentations and luncheons at NPTS.
4. Commission members serving on panel discussions and as workshop presenters in conference and denominational settings.
5. Midwinter-hosted workshops and luncheons for town and country pastors.
6. Site visits to Covenant town and country churches across conferences.
7. Commission sponsorship and members serving on teams for the Rural Impact Leadership Conference and Rural Webinars in collaboration with the Northwest Conference, Alexandria Covenant Church, and other rural ministry entities.

Composition

The Commission on Town and Country Ministries is comprised of six appointed, voting members. The Town and Country Commission partners with Serve Locally. The president of the Covenant and executive minister of Serve Locally shall be ex-officio voting members. Other advisors may be invited as well.

Sponsoring Mission Priority/Support Area

The Evangelical Covenant Church supports this commission through Start and Strengthen Churches.

Frequency of Meeting

The commission meets at a town and country site each spring while meeting with clusters of Covenant town and country churches. An annual business meeting is held in the fall among commission members where they interact directly with churches and pastors to support and

pray for their ministries. Support, affirmation, and counsel from the commission have been highly valued by local pastors and their leaders. Teleconferences are also held to plan and strategize the commission's work

DESCRIPTION OF DUTIES

Commission Member

A member of the Commission on Town and Country Ministries should:

- Help advance the mission of promoting healthy and missional churches in the town and country setting
- Attend all meetings of the commission
- Be a regional advocate for the Town and Country Commission and for rural churches and pastors
- Recruit members for the Town and Country Commission
- Advance the specific goals of the commission

Commission Chair

The chair of the Commission on Town and Country Ministries should:

- Collaborate with the Start and Strengthen Churches representative for rural ministry
- Communicate progress of the Town and Country Commission toward meeting set goals
- Coordinate planning of town and country events
- Provide leadership to the Town and Country Commission
- Facilitate communication among commission members



Recommendation from the Executive Board Regarding the Five-Year Term for the Mosaic Commission

Basic Recommendation

The Covenant Executive Board recommends to the delegates of the 141st Annual Meeting of the Evangelical Covenant Church that the term of service for the Mosaic Commission be extended for an additional five years.

Rationale

The Mosaic Commission is a collaborative body to champion our multiethnic identity and advance a thriving, Christ-centered denomination.

Goals of the Commission

The commission's ongoing goals include:

1. Foster learning communities that provide training, mentorship, and theological formation.
2. Facilitate dialogue between and among ethnic constituencies and Covenant leadership.
3. Establish a system for reporting and monitoring progress in advancing the Covenant's multiethnic mosaic, including tracking engagement, identifying gaps, and sharing learnings across the denomination.
4. Support implementation of the Six-Fold Test across the Covenant as a framework for missional engagement.
5. Provide spaces for training, collaboration, and shared discernment related to the Six-Fold Test and the ongoing development of the multiethnic mosaic.
6. Offer guidance and recommendations to Covenant leadership based on assessment findings and emerging needs.
7. Strengthen networks for fellowship, training, and mutual support among leaders and congregations.
8. Preserve and share the history and narratives of the Covenant's multiethnic journey.

Composition

The Mosaic Commission is chaired by the chair or vice chair of one of the ethnic associations in rotation and by mutual discernment. Each ethnic association shall have its association president serve on the Mosaic Commission. Each ethnic association will have an additional representative from the ethnic association board present at the annual Mosaic Commission meeting. The president of the Covenant, the executive minister of Serve Locally, the vice-president of Mission Priorities, and the director of racial righteousness and reconciliation shall be ex-officio voting members. Other advisors may be invited as well. The Mosaic Commission will receive support from a member of the President’s Office team.

Sponsoring Mission Priority/Support Area

The Evangelical Covenant Church supports this commission through Serve Locally.

Frequency of Meeting

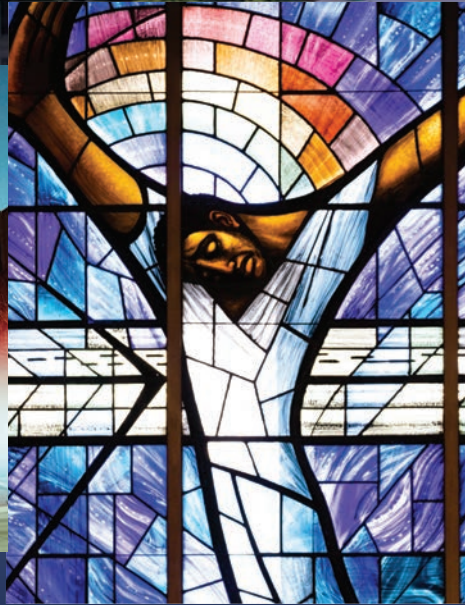
The Commission shall meet virtually on a quarterly basis and hold one in-person meeting annually.

AGENDA ITEM
#36



Gather 2027

COVENANT ANNUAL MEETING



SAVE THE DATE

June 24-26
Birmingham, Alabama

COVCHURCH.ORG/GATHER



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 2025. We will remember these partners in ministry with gratitude at the Ordination and Commissioning Service.

RESOLVED, that the 141st 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

Gerald R. Meyers, November 25, 2022, West Pointe, California
Donald D. Bowers, June 5, 2025, Rancho Cucamonga, California
Steve Hickey, June 27, 2025, Soldotna, Alaska
Lowell V. Drotts, July 14, 2025, Deer Park, Illinois
Joe B. Scruggs, July 26, 2025, Broken Arrow, Oklahoma
James O. Lindgren, August 16, 2025, Turlock, California
Paul R. Swanson, October 23, 2025, Golden Valley, Minnesota
Monty R. Newton, October 26, 2025, Wheaton, Illinois
Reynold C. Samundsen, October 26, 2025, Batavia, Illinois
Robert C. Dvorak, November 16, 2025, Keene, New Hampshire
Stephen M. Staurseth, December 8, 2025, Chicago, Illinois
C. John Weborg, December 13, 2025, Walnut, Illinois
Bernard L. Windmiller, December 17, 2025, Wauwautosa, Wisconsin
Victor M. Williams, January 5, 2026, Chicago, Illinois
Jack R. Lundbom, February 17, 2026, Chicago, Illinois
Mark E. Killam, March 29, 2026, Wilmore, Kentucky
John V. Vogel, March 29, 2026, Kansas City, Kansas
Stanley Long, April 1, 2026, Hayward, California
Dale Sandberg, April 26, 2026, Montgomery, Alabama
Paul E. Larsen, May 25, 2026, La Quinta, California
Philip N. Stenberg, May 30, 2026, St. Paul, Minnesota

GLOBAL PERSONNEL

Magui Guimarães (Wainer), February 17, 2026, Brazil

Katheryn E. Fredriksen, April 2, 2025

PASTORS' SPOUSES

Marjorie Scruggs (Joe), May 10, 2025, Broken Arrow, Oklahoma

Lois Palmquist (Roger), November 5, 2025, Grand Rapids, Michigan

Marion Sustad (Orville), November, 16, 2025, Westminster, Colorado

Rosalee Bowers (Donald), January 3, 2026, Rancho Cucamonga, California

Dorothy Westberg (Harry), January 15, 2026, North Oaks, Minnesota

Joan B. Larson (Benjamin), February 22, 2026, Ely, Minnesota

Betty J. Samundsen (Reynold), February 28, 2026, Batavia, Illinois

Barbara Hansen (Ernest), March 8, 2026, Lacey, Washington

Dorothy Pearson (Donald), March 14, 2026, Golden Vally, Minnesota

Rae Ann Foley (Ross), April 17, 2026, Cambridge, Minnesota

Venita Meyers (Gerald), April 28, 2026, West Pointe, California



Resolution of Gratitude

RESOLVED, that the 141st Annual Meeting of the Evangelical Covenant Church express its gratitude to all who diligently worked to make this event possible:

- **To Covenant churches across the U.S. and Canada** for your faithful partnership in prayer and support. Together, as one multiethnic mosaic, we are a communion of mission friends whose shared witness continues to bear fruit for God’s glory and the flourishing of our neighbors.
- **To our moderator, Catherine Barsotti; vice-moderator, Clarence Chan; secretary, Mary Peterson, and parliamentarian, Michael Ravelo**, who guided this deliberative body with joy, wisdom, and unwavering integrity.
- **To every delegate, general conferee, and guest** who embodied our congregational polity—bringing the voices of your communities to discern together God’s direction for our shared mission, and lifting your praise to God for the ongoing fruit of disciples who make disciples among more people in a more compassionate and just world.
- **To the Council of Superintendents and ethnic association presidents and their respective teams** for their partnership in ministry and their support of this year’s gathering. Your prayers and support made this event possible.
- **To our denominational team and global personnel**—a small but mighty and gifted team—who covered this event in prayer and stretched well beyond their daily responsibilities to collaborate, care for every guest, and ensure no detail of Gather went unmet.
- **To Pia Restrepo** for coordinating our translation team and ensuring key documents for the business meeting and the business sessions were translated into Spanish.
- **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 2026 appeared seamless to participants and every attendee, whether in person or online.
- **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**—gifted storytellers who crafted every digital and print resource with creativity and care, keeping our constituents informed, inspired, and engaged throughout this Annual Meeting.
- **To our volunteers and ministry partners**, whose hospitality, grace, and dedication wove through every aspect of production and programming — making space for all of God’s people to serve and belong.
- **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 Russell Jeung, who received the Irving C. Lambert Award, and Christine Cikanek 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 2026 experience, including:
 - **Covenant Ministries of Benevolence** for generously subsidizing the virtual voting platform and livestream.
 - **National Covenant Properties** for generously providing the Thursday and Friday morning coffee breaks.
 - **Covenant Living Communities and Services** for generously subsidizing our worship services and providing the Saturday morning coffee break.
 - **Covenant Trust Company** for generously matching Saturday evening’s Ministers’ Care and Crisis Fund offering up to \$12,000.
 - **Covenant Benefits** for generously providing the Ministerium Annual Meeting with lunch on Thursday.

RESOLVED, that the Covenant Annual Meeting express its appreciation to those who with distinction offered Christian witness, service, support, and hospitality to this 141st Covenant Annual Meeting.