



Gather 2022

THE 136TH COVENANT ANNUAL MEETING

KANSAS CITY | JUNE 23-25

DELEGATE NOTEBOOK

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



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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:

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

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, as a brief glossary of some common parliamentary terms.

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 motions and resolutions prior to the start of the meeting.
3. **Engage!** There are many ways of participating: ask questions, make comments, and actively listen. Remember that silence generally means agreement.

Every delegate has the right to speak in the meeting regardless of how you are participating – 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 online, utilize the *Ask a Question* feature on the digital platform to share your intent to speak for any reason.
 - a. When you select *Ask a Question*, you will receive two options: *Type Your Question or Queue for*

Video Call. For all items, apart from privileged motions, you will select *Queue for Video Call*.

- i. You will then need to type in your full name and the church/entity name with town and state you represent (there is a 160-character limit). Then you will click *submit* and *ok*. You will now be in the queue and you will wait your turn to be recognized by the Moderator. Note: Discussion times have limits, so you will be called upon based on your placement on the queue and on time allotted for discussion.
- b. Only for privileged motions (i.e., “Move to extend the time limit on the debate”; “Call the previous question”; “Point of Order,” etc.) will you select *Type Your Question* to input your privileged motion and that will alert the Moderator and bring you to the front of the line.
3. If you are onsite, you will approach the appropriate microphone in the room and await your turn to be recognized by the Moderator.
4. 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. **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 and not 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. 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 “Ask a Question” button or submit through the governance@covchurch.org email address. **Please keep in mind that the “Ask a Question” 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 136th Covenant Annual Meeting. The Moderator will decide whether to present it to the Annual Meeting; if the response is “yes,” it will come to the assembly for vote to place on the agenda. If you submit it before we adopt the agenda, it requires a majority vote to add it to the Agenda. If you submit it after we adopt the agenda, it requires a 2/3 majority vote or a simple majority 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 you represent, and Jesus Christ. Motives should not be called into question during a debate. The merits of the motion are the issue. Motives are not. We are brothers and sisters in Christ, and while brothers and sisters may argue, we remember our relationship in Christ.

II. THE EXECUTIVE BOARD AND MINISTRIES

1. The Executive Board is the mover of almost all the recommendations that arise from the Agenda, which it 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 the 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; 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, though the Board may allow statements to reach the floor without agreeing to them, submitting them directly to the judgment of the meeting.

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 AGM Convene to assist us during this year's hybrid Annual Meeting. The interface is not like a traditional Zoom meeting interface, and therefore, it may require learning a little about the software before you use it to cast your vote and participate in the meeting.

This software is designed specifically for virtual and hybrid Annual General Meetings (AGM) like ours and **every delegate will be using it, whether online or onsite.**



Annual General Meeting
22 Jun 2021 8:00 AM CDT



Registration

Your admin registration with reference number 1000001 was received on 7 May 2021 and is verified.

Members with verified registrations will be able to watch the meeting proceedings through a live webcast, ask questions and cast votes from this page on 22 Jun 2021 8:00 AM CDT.



About the Meeting

General information and documents relating to the AGM.

[About the Meeting](#)

If you are joining online: We strongly recommend you use a computer for the entirety of the meeting, rather than a tablet or phone. While the system *can* function with video on a tablet or phone, it will run more smoothly on a computer, be more comfortable for long sitting sessions, and a computer screen will be easier to view throughout the meeting. **Please avoid using Safari (the default web browser on Mac) and instead use Google Chrome to access the AGM website.** Online delegates are expected to have a reliable means for participation, including a strong internet connection to support 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 AGM Convene to help ensure the voting process stays safe and accurate. If you need to switch devices for any reason during the meeting, you will first need to log out of AGM on your original device before you attempt to log in to AGM on your second device.

Along with a reliable internet connection, **it is suggested that online delegates use a microphone-equipped headset or earphones (Bluetooth or wired)** to reduce feedback, better hear the audio, and 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 the computer's settings have been fixed so that the speaker is your headset, and the microphone is also your headset. This is a critical part of your set up so that when you queue to speak, you will minimize any technical difficulties.

Multiple Delegate Orientation sessions are being held in May and June to provide delegates with the training needed to get comfortable with the software. Recorded sessions can be found on the Gather website (covchurch.org/gather) and can be viewed at your leisure. If you would like to join a live Delegate Orientation

session before Gather 2022 begins, there are sessions being held in June on the following dates and times:

- Thursday, June 2 at 7:00 p.m. Central
- Saturday, June 4 at 3:00 p.m. Central
- Monday, June 6 at 7:00 p.m. Central
- Sunday, June 12 at 6:00 p.m. Central

We also are hosting two more candidate Meet and Greets in June with the presidential nominee, Tammy Swanson-Draheim. They are being held on:

- Thursday, June 2 at 6:00 p.m. Central
- Monday, June 13 at 7:00 p.m. Central

Finally, Open House Live Technology Demos will also be held the week of Gather 2022 so that delegates can join and test their technology. These demos will be facilitated by the Gather staff team to provide access to the portal, sample login and testing of the platform on your computer to ensure delegates feel confident navigating the software prior to the start of Gather 2022. The live demo sessions will be available for both onsite and online delegates at the following dates and times:

- Saturday, June 18 from 9:00 a.m. – 11:30 a.m. Central
- Tuesday, June 21 from 12:00 p.m. – 3:00 p.m. Central
- Thursday, June 23 from 9:30 a.m. – 11:30 a.m. Central

You can access the links for each of these sessions on the covchurch.org/gather page by clicking on *Delegate Orientation* on the right side of your screen.

If you are joining onsite: It is recommended that onsite delegates use a mobile device (smart phone or a tablet) rather than a computer to access the AGM website. All voting will be done through the AGM website, and the battery life, ease-of-use, and small footprint of a smart phone or tablet will be most advantageous for onsite delegates. Delegates can also use a laptop if that is their preferred method for accessing the platform. However, please note that there will not be an outlet available for every delegate to have their device consistently charged during the meeting. Please plan accordingly and fully charge your device before each session. The main requirement for the device you choose to use is that it is equipped to access wi-fi, which will be provided in the meeting room. All onsite delegates are responsible for making certain their devices are powered and connected with an up-to-date version of the recommended browser, Google Chrome, installed on the device. ***PLEASE NOTE: Safari, the default browser on Macs, iPhones and iPads should not be used with the AGM platform.***

Onsite and online delegates are responsible for keeping their device (phone, tablet, or computer) powered, fully charged and connected to internet – as long as there is quorum, voting will not be delayed due to any delegate's individual technical needs. Also just like 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). This is a security feature that is tied to AGM Convene to help ensure the voting process stays safe and accurate. If you need to switch devices for any reason during the meeting, you will first need to log out of the AGM website on your original device before you attempt to log in to AGM on your second device.

For all attendees: On the next page is a sample screenshot of some of the main features you will need to use on the AGM website during the meeting. Please familiarize yourself with this as you will use this screen for most of the meeting. Onsite attendees will have no need to utilize the video on the website as you will be able to watch the meeting happening live in the room and on the large projector screens in the room. Online delegates will want to enable the video screen for the webcast so they can see what is happening live.

The screenshot displays the AGM interface for The Evangelical Covenant Church. At the top, the church's logo and name are visible. The main heading reads "Annual General Meeting 2020" with the date and time "21 Aug, 2020 08:00PM SGT". A user profile for "Susan Lee" is in the top right. A video feed of a man speaking is centered. To the left, an "Ask a Question" box is present. Below the video, there are controls for "Ask a Question", "Listen Only", "Stop", and "Full Screen", along with an "Audio broadcast" button. To the right, a "Resolution 1" is displayed with a live voting progress bar showing 100% "For" votes. At the bottom of the resolution section are buttons for "For", "Against", and "Abstain". Annotations with red boxes and lines point to various features: "Users can watch webcast from wherever they are" points to the video feed; "Virtual support for users" points to the "Need assistance?" link; "Live Q&A: textual / video" points to the "Ask a Question" box; "Audio broadcast" points to the "Audio broadcast" button; and "Live voting and instant tabulation of results" points to the voting progress bar and buttons.

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 CALENDAR. 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 move 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.

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

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

PARLIAMENTARIAN. An advisor to the Moderator on Parliamentary Law.

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

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

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

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

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

PUTTING or CALLING THE QUESTION. Taking a vote.

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

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

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

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

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

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

TABLE, MOVE TO. (Or “LAY ON THE TABLE”). Unlike a referred motion, a tabled motion goes nowhere. No one considers it, or 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.

Original prepared in 1985. Current revision by Annual Meeting Officers (Elizabeth Jensen, Moderator; Richard Lindholtz, Vice-Moderator; Nilwona Nowlin, Secretary) and Eric Filkin, Parliamentarian, 2022.



Report on Credentials and Motion

CREDENTIAL COMMITTEE REPORTS TO THE 136TH 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			
Total additional registrants in non-voting categories			
TOTAL REGISTERED ATTENDANCE			

SECOND CREDENTIALING REPORT

	ONSITE	ONLINE	TOTAL
Total credentialed voting delegates			
Total additional registrants in non-voting categories			
TOTAL REGISTERED ATTENDANCE			

THIRD CREDENTIALING REPORT

	ONSITE	ONLINE	TOTAL
Total credentialed voting delegates			
Total additional registrants in non-voting categories			
TOTAL REGISTERED ATTENDANCE			

FOURTH CREDENTIALING REPORT

	ONSITE	ONLINE	TOTAL
Total credentialed voting delegates			
Total additional registrants in non-voting categories			
TOTAL REGISTERED ATTENDANCE			

FIFTH CREDENTIALING REPORT

	ONSITE	ONLINE	TOTAL
Total credentialed voting delegates			
Total additional registrants in non-voting categories			
TOTAL REGISTERED ATTENDANCE			

FINAL CREDENTIALING REPORT

Representing

Delegates

Churches

Conferences

Alaska

Canada

Central

East Coast

Great Lakes

Midsouth

Midwest

Northwest

Pacific Northwest

Pacific Southwest

Southeast

Total of Delegates by Conference

Delegates in addition to those represented in Conferences

General Delegates

Officers of the Covenant

Executive Board

Council of Administrators

Annual Meeting Officers

Board of Nominations

Covenant Ministerium

Assoc. of Cov. Camps and Conf. Centers

Commission Delegates

Serve Globally Delegates

Regional Conference Offices

Total General Delegates

***TOTAL CREDENTIAL DELEGATES**

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*(sum of Delegates by Conference & General Delegates)

Additional registrations

Honorary Delegates		
Advisors from Covenant Institutions		
Advisors from Nonmember Churches		
Resource People		
Registered General Conferees		
Exhibitors		
*Total Additional Attendees		
TOTAL REGISTERED ATTENDEES (SUM OF TOTALS)		



Proposed Standing Rules of Order for the 136th Covenant Annual Meeting

The Annual Meeting Agenda Committee recommends the adoption of the following proposed standing rules of order for the 136th Covenant Annual Meeting.

INTRODUCTION

The written documents that govern the Annual Meeting of the Evangelical Covenant Church are the Illinois Not For Profit Act, the Articles of Incorporation of the Evangelical Covenant Church, the Evangelical Covenant Church Constitution and Bylaws, the Rules for the Ordered Ministry of the Evangelical Covenant Church, the Covenant Pension Plan, and the most recent edition of Robert's Rules of Order (henceforth will be called Robert's Rules for purposes of this document). Robert's Rules provides that a convention or assembly of delegates such as the Covenant Annual Meeting may adopt its own standing rules to supplement the provisions of Robert's Rules and of its own documents. The Standing Rules provide guidance for this 136th 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 2022 COVENANT ANNUAL MEETING

1. The Business Meeting Shall Be Conducted in Hybrid Format – both with Online and Onsite capabilities.

- a. All delegates, whether attending online or onsite, are expected to have reliable means for participation and are credentialed according to the principle of "one delegate, one login IP

address.”

- b. All delegates, whether attending online or onsite, are responsible for their own personal technological connectivity and tools; for elements related to engaging with the voting platform, delegates may pursue assistance with the vendor platform’s tech support team; a delegate’s personal technology failure does not constitute a point of order, of information, or of privilege to be addressed to the whole meeting.
- c. Quorum is determined by the ratio of the number of delegates attending online who are logged in plus the number of onsite delegates who are logged in to the number of registered delegates.
- d. All individuals called upon to present to the delegates on an agenda item must appear in person or via a pre-recorded video.

2. Obtaining the Floor

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

3. Voting

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

4. Debate

- a. Recognizing that delegates will be engaging online and onsite, every effort will be made to ensure the experience is similar for a delegate regardless of the mode of participation. Within the limits of technology and/or delegate’s 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 ensure online delegates have similar opportunities to engage as to 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.
- 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. Action on Involuntary Removals

Credentialed ministers have the right to object to his or her removal of credentials as recommended by the Board of Ordered Ministry and approved by the Covenant Ministerium as provided in Section 10.3.e. of the Rules of the Ordered Ministry. At this Annual Meeting, this matter may come before us for action. To address these matters in a fair and sensitive fashion, the Annual Meeting will proceed as follows:

- a. A credentialed minister objecting to his/her removal of credentials from the ordered ministry shall have up to ten (10) minutes to speak on why he or she should not have their credentials removed. The Board of the Ordered Ministry shall have up to ten (10) minutes to respond through its designated representatives.
- b. As these matters pertain to membership, it is appropriate for these matters to be taken up in Executive Session upon the appropriate motion to that effect. Only delegates and approved resource personnel may witness and participate in Executive Session.
- c. On each of these actions, debate that follows the presentations shall proceed according to these Standing Rules, Section 4) Debate, and Section 5) Time Limits b), c), d).

7. 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.

8. Items of Business Not on the Agenda

The Bylaws provide in Section 7.8.a.ii that “Items of business that are not on the agenda may be submitted in writing by a delegate to the moderator. If the item submitted is in order, a majority vote of the delegates present and voting shall be required to place that item on the agenda.” It is further strongly requested that such items be submitted electronically by delegates to the moderator at governance@covchurch.org prior to the start of the 136th Covenant Annual Meeting.

9. 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.

10. Contested election procedures for President and Executive Ministers

- a. *Nominations from the Floor.* A nomination from the floor shall be accepted only if the person nominated has agreed to have his or her name placed in nomination.
- b. Delegates desiring to make nominations for a second candidate shall 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, and descriptive information regarding the potential candidate similar in scope and content to that provided to the Annual Meeting by a nominating board or committee.
- c. If a second candidate is nominated and immediately following the close of nominations, the moderator will provide a sixty (60) minute recess for a candidate forum during which each candidate will have five (5) minutes to make an opening statement. Thereafter for thirty (30) minutes, each candidate will respond to questions relating to their vision for the future

of our denomination. For the remaining twenty (20) minutes candidates will answer questions submitted electronically from delegates via the voting platform using the “Type a Question” feature or via email (governance@covchurch.org). Parliamentarian Eric Filkin will moderate the candidate forum.

- d. Following the candidate forum, a motion will be heard to add the second candidate to the ballot. If more than one candidate is nominated from the floor, delegates will determine by ballot which candidate will be added as the second candidate to the ballot. Once the ballot has been approved, delegates will vote.

11. 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.

12. 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: Elizabeth Jensen

Vice Moderator: Rick Lindholtz

Secretary: Nilwona Nowlin

Parliamentarian: Eric Filkin

President: John Wenrich

Secretary of the Covenant: Rebecca Gonzalez



AGENDA

ONE HUNDRED THIRTY SIXTH COVENANT ANNUAL MEETING

June 23-25, 2022

We plan to give each agenda item the time necessary to ensure that it is fully addressed. To do this well while doing our best to adhere to the schedule as it currently exists, per Standing Rule 9, the moderator shall have the discretion to revise the order of agenda items to accommodate scheduling needs. Also, should we happen to 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

Thursday, June 23

2:45 p.m.	Irving Lambert Outstanding Urban Ministries Award
3:00 p.m.	Service Recognition for Global Personnel

Friday, June 24

11:00 a.m.	Fiscal Year 2020/21 Performance Report
1:30 p.m.	Clergy Lifetime Service Recognition
1:45 p.m.	Actions to Be Taken from the Ordered Ministry
3:00 p.m.	T.W. Anderson Outstanding Layperson Award

Saturday, June 25

9:40 a.m.	FY2023 Mission and Ministry Budget
10:30 a.m.	Removal of Ministerial Credentials

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

Materiales traducidos y disponibles en español están marcados con un símbolo de suma en azul. +

PREPARING OUR HEARTS

1. Morning Worship
2. Opening Statement by the Moderator
3. Greeting from Churches of the Midwest Conference

ORGANIZATION OF THE MEETING

4. Report on Credentials and Motion
 - a. Credentialing Report #1
 - b. Credentialing Report #2
 - c. Credentialing Report #3
 - d. Credentialing Report #4
 - e. Credentialing Report #5
5. Action on the Standing Rules of Order
6. Action on the Proposed Agenda 
7. Approval of Honorary Delegates and Resource Persons
 - a. Honorary Delegates
 - b. Resource Persons

MEMBERSHIP IN THE MISSION

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

STATE OF THE MISSION

11. Report of the President* 

ORGANIZATION OF THE MISSION

12. Report on Strategic Alignment Team Recommendation
13. Update on the Freedom, Unity and Responsibility Resource Paper
14. Report and Action on the Covenant Constitution and Bylaw Amendments
 - a. Report on 2021 North Park University Bylaw Amendments
 - b. 2021/2022 Covenant Constitutional Amendments
 - c. 2022 Proposed Covenant Bylaw Amendments
 - d. Presentation of Proposed 2022/2023 Covenant Constitutional Amendments

SERVANT LEADERSHIP FOR THE MISSION

15. Election of President of the Evangelical Covenant Church
 - a. Report from the Presidential Nominating Committee
 - b. Vote
 - c. Results
16. Election of Executive Minister of Ordered Ministry and Develop Leaders
 - a. Report from the Ordered Ministry and Develop Leaders Nominating Committee
 - b. Vote
 - c. Results
17. Election of Executive Minister of Serve Globally
 - a. Report from the Serve Globally Nominating Committee
 - b. Vote
 - c. Results
18. Call of President of Covenant Ministries of Benevolence
 - a. Report from the Board of Covenant Ministries of Benevolence
 - b. Vote
 - c. Results
19. Call of North Park Theological Seminary Faculty Members
 - a. Report from North Park Theological Seminary
 - b. Vote
 - c. Results

- 20. Board Elections*
 - a. Presentation of 2022 Ballot
 - a.1. Executive Board
 - a.2. Board of the Ordered Ministry
 - a.3. Board of Pensions and Benefits
 - a.4. Board of Covenant Ministries of Benevolence
 - a.5. Board of Trustees of North Park University
 - a.6. Annual Meeting Officers
 - a.7. Board of Nominations
 - b. Vote
 - c. Results
- 21. Actions to Be Taken from the Ordered Ministry for 2022* (***Time Certain*** - 1:45 p.m. on 6/24/22)
 - a. Changes in Standing
 - a.1. Ministerial Credentials Changing from Active to Inactive
 - a.2. Ministerial Credentials Changing from Leave of Absence to Inactive
 - a.3. Ministerial Credentials Changing from Inactive to Active
 - a.4. Transfer of Ministerial Credentials
 - a.5. Resignation of Ministerial Credentials
 - a.6. Reinstatement of Ministerial Credentials
 - a.7. Removal of Ministerial Credentials (***Time Certain*** - 10:30 a.m. on 6/25/22)
 - a.7.i. Uncontested
 - a.7.ii. Contested (*Contingent on Ministerium's Annual Meeting Discernment*)
 - b. Approval of Licenses
 - c. Presentation of Candidates for Transfer of Ordination
 - d. Presentation of Candidates for Commissioning
 - e. Presentation of Candidates for Consecrated Missionary
 - f. Presentation of Candidates for Ordination to Word and Service
 - g. Presentation of Candidates for Ordination to Word and Sacrament

HONORING FAITHFUL SERVICE IN THE MISSION

22. Clergy Lifetime Service Recognition (**Time Certain** - 1:30 p.m. on 6/24/22)
23. Service Recognition for Global Personnel (**Time Certain** – 3:00 p.m. on 6/23/22)
24. Recognition of John Wenrich, President of the Evangelical Covenant Church
25. Recognition of Rebecca Gonzalez, Executive Director of Operations
26. Recognition of Covenant Executive Board Members Concluding Term of Service
27. Recognition of Paul Wilson, Pacific Southwest Conference Superintendent
28. Recognition of Mark Stromberg, Northwest Conference Superintendent
29. Recognition of Dave Kersten, Dean of the North Park Theological Seminary
30. 2022 T.W. Anderson Outstanding Layperson Award (**Time Certain** – 3:00 p.m. on 6/24/22)
31. 2022 Irving Lambert Outstanding Urban Ministries Award (**Time Certain** - 2:45 p.m. on 6/23/22)

FUNDING THE MISSION

32. Financial Report* (**Time Certain** - 11:00 a.m. on 6/24/22)
 - a. Fiscal Year 2020/21 Performance Report
33. Presentation and Adoption of the Fiscal Year 2023 Mission and Ministry Budget* (**Time Certain** - 9:40 a.m. on 6/25/22)
34. Report from the Covenant Board of Pensions and Benefits
35. Report on 2021 Mission Advancement

DIMENSIONS OF THE MISSION

36. Mission and Ministry Leadership Report
37. Report from Centro Hispano de Estudios Teológicos (CHET)
38. Report from Covenant Ministries of Benevolence
 - a. Report on Swedish Covenant Hospital Sale Proceeds
39. Report from Covenant Trust Company
40. Report from National Covenant Properties
41. Report from North Park University
 - a. Report of the President of North Park University
 - b. Report of the Dean of North Park Theological Seminary
42. Report from Paul Carlson Partnership

43. Mission and Ministry Leadership Response to Delegate Questions

CONSENT AGENDA

44. Recommendations for Continuation of Commissions
- a. Commission on Biblical Gender Equality
 - b. Commission on Covenant History
45. Delegate Evaluation
46. Arrangements for 2023 Annual Meeting

PREPARING TO GO FORTH IN MISSION

47. Approval of Minutes of 136th Covenant Annual Meeting
48. Prayer for the Mission and Ministry of the Covenant
49. Report to Congregations
50. Closing Statement
- a. Resolution of Sympathy
 - b. Resolution of Gratitude
51. Adjournment
52. Benediction

Annual Meeting Officers

Moderator: Elizabeth Jensen

Vice Moderator: Rick Lindholtz

Secretary: Nilwona Nowlin

Parliamentarian: Eric Filkin

President: John Wenrich

Secretary of the Covenant: Rebecca Gonzalez



Approval of Honorary Delegates and Resource Persons

RESOURCE PERSONNEL

Kreig Gammelgard	Advancement
Keith Carpenter	Advancement
Prajakta David	Advancement
Cathy Norman Peterson	Marketing and Communications
Karen Ingebretson	Develop Leaders
Terrance Woodson	Develop Leaders
Herb Frost	Develop Leaders
Danielle Ng	Develop Leaders
Marti Burger	Develop Leaders
Melissa Liew	Finance
Christina Kempe	Finance
Fredrik Wall	Finance
Dominique Gilliard	Love Mercy and Do Justice
Ramelia Williams	Love Mercy and Do Justice
Tim Ciccone	Make and Deepen Disciples
Jane Chao Pomeroy	Make and Deepen Disciples
Jill Hall	National Covenant Properties
Rob Hall	National Covenant Properties
Rollin Persson	National Covenant Properties

Randall Jordan	Operations
Rita Sheppard	Operations
Ryan Thompson	Operations
Erik Anderson	President's Office
Jorden Meyers	President's Office
Eric Filkin	Parliamentarian
Renée Hale	Serve Globally
Lana Heinrich	Serve Globally
Deborah Masten	Serve Globally
Adam Edgerly	Serve Globally
Lyndsey Watson	Serve Globally
Mary Hendrickson	Start and Strengthen Churches
Alex Rahill	Start and Strengthen Churches
Scott Hanson	Covenant Ministries of Benevolence
Steve Dawson	Chair of Presidential Nominating Committee
Sharon Anderson	Chair of Ordered Ministry and Develop Leaders Nominating Committee
Becky Ykema	Worship
Natalie Patzan	Worship
Melissa Hermosillo	Worship
Jaquita Jones	Worship
Roland Greene	Worship

HONORARY DELEGATES

EMERITI

Deborah Blue

AWARD RECIPIENTS

Percy Mueda

T.W. Anderson Outstanding Layperson Award



Action on Churches Applying for Membership

Based upon the recommendation of the respective conferences, the Covenant Executive Board recommends to the 136th Annual Meeting that the following churches be accepted into membership in the Evangelical Covenant Church.

CHURCH	APPROXIMATE MEMBERSHIP	APPROXIMATE ATTENDANCE
Central Conference		
Core Community Covenant Church Chicago, IL	8	30
East Coast Conference		
Mosaic Covenant Church New York City, NY	15	100
Mestizo Community Covenant Church Providence, RI	45	75
Great Lakes Conference		
One Church Louisville, Inc. Louisville, KY	100	50
Northwest Conference		
Lakeside Covenant Church Victoria, MN	45	100
Midcurrent Covenant Church Hudson, WI	50	200
Pacific Northwest Conference		
Encounter Covenant Church Bellevue, WA	100	200

REPORT ON CHURCHES JOINING THE COVENANT

The mission of the Covenant is stronger, richer, and more diverse because of the seven churches joining this year. Each of these churches brings a ministry that will enrich the kingdom contribution of the whole Covenant denomination, and each church will be enriched by its connection with the Covenant. Following is a synopsis of each congregation. Each story testifies to both the handiwork of God in raising up a ministry and the faithfulness of committed people in carrying out that ministry. What may be less visible is the role every Covenanter plays. By making possible the pastoral assessment center, financial resources, training, and other support services, every Covenanter has a place in these stories.

Central Conference

Core Community Covenant Church
Chicago, IL
Pastor: Max Kholodenko

Average Attendance: 30

In March 2021, Core Community Covenant Church was initially planted with the guidance of the Holy Spirit, then affirmed through the discernment, wisdom, and counsel of trusted elders and mentors, and ultimately embraced by Pastors Max and Trisha Kholodenko. After some personal internal wrestling, and even a candid sense of fear and trembling, Core began to take shape as a discipleship ministry with a small fellowship of believers. Soon after their first official gathering on April 11, 2021, things began to fall into place. Individuals stepped forward to commit as charter members to form our core launch team. By June, Core had established their mission, vision, guiding documents, core tenets of faith, model for practice and growth, as well as confirmed a meeting space with a local church partner, opened our first accounts, and became initially incorporated as Core Christian Community Church. As a community, Core set their hearts to center concerns and conflict in ways that both honor diversity and foster unity. With this in mind, we decided on the name Core. We decided to formalize our membership after a group of key stakeholders who shared this heartbeat and began the process to be recognized as a member church in the Covenant.

East Coast Conference

Mosaic Covenant Church
New York City, NY
Pastor: Amanda Sadlier

Average Attendance: 100

Mosaic Covenant Church in New York City was planted through the Covenant with lead planters Amanda and Dan Sadlier in the spring of 2014 on Roosevelt Island. After a six-month residency with

Hope Church NYC in Astoria, Queens, Hope Roosevelt Island Covenant Church was launched. The name was changed to Mosaic Covenant Church in 2020 after discerning to transition from the Hope Church NYC network of churches. The church initially met on Sunday afternoons due to space limitations in the city. The founding congregation consisted of a diverse group of people who were representative of the neighborhood. Many elderly, individuals with disabilities, and young international families were part of the core. The early years of the church were characterized by new confessions of faith and baptisms, as many of the core members were not Christians when they joined the team. Outreach into the community was conducted through English classes, sports leagues, and more. Meeting in the afternoon was a challenge, so the leadership team attempted to find space for morning services. For a few months, we experimented with an underground black box theater across the street for a morning service in addition to our afternoon option. In the winter of 2018, the Catholic church that had been meeting in the Chapel of the Good Shepherd in the mornings (where Hope (Mosaic) met in the evenings), built another meeting space and the space became available for a morning service. In the summer of 2018, Amanda Sadlier was assessed and recommended to take over as lead pastor from her husband, Dan, who was planting another congregation in West Queens. She was installed as the lead pastor on May 5, 2019. Mosaic shifted to fully digital worship for months during the pandemic. Mosaic responded to the challenges of being a new church in the pandemic through establishing and operating a food pantry in Sunnyside, Queens, providing connection groups for individuals and families, and continuing to plant new churches that are preaching the message of Christ. Mosaic helped launch another congregation in early 2022 in Paramus, New Jersey, and has supported church planting efforts in Chicago and Los Angeles.

Mestizo Community Covenant Church
Providence, RI
Pastor: Richard Jakubowski

Average Attendance: 75

Mestizo Community Covenant Church, which began as Sanctuary North Covenant Church, held its first preview service on Pentecost Sunday 2016 in the northwest corner of Providence, Rhode Island. From its birth, its intention was to be a local, Holy Spirit-guided, multiethnic expression of God's church. Mestizo Community Covenant sought to continually embody our biblical values of worship, equality, empowerment, and empathy. The congregation reflects the mosaic with eight languages and a variety of beautiful cultures and perspectives. The faith community consists of various ages, individuals from diverse economic backgrounds, and social statuses. From the newly arrived refugee to the single mother, to the neighbor in recovery, to the undocumented family next door, Mestizo Community Covenant come together in God's love to see one another and find unity in God's beloved community, his local church. They exist to embrace God's beauty through their diverse makeup of people. They

embrace their “Mestizo” identity, one that has a mixture of culture and backgrounds, and desire to grow and be challenged by each other’s “otherness.”

Great Lakes Conference

One Church Louisville, Inc.
Louisville, KY
Pastor: Matt Ness

Average Attendance: 100

One Church began from a vision of a more unified church. The Soul Center and The Avenue were two churches worshipping within a few blocks of each other. The Soul Center was predominately African American and The Avenue predominately white. The churches did outreach together and worshiped separately. Over coffee Ja’Mel Armstrong wondered if the two churches should become one. Over the next year, he and Matt Ness worked to make this a reality. Despite some rocky moments, One Church emerged to become a distinct community that provides a safe home for people of diverse backgrounds. In One Church’s new space at the Chapel of St. Philip, Sundays have become a time for dialogue and discussion about what faith looks like in our city. They have a group of trained spiritual directors helping people connect with God, and they have intentional discipleship spaces where people are learning more about Jesus and themselves. Currently their most effective ministry initiative is their intentional discipleship program called “Slow Invasion” with their spiritual direction groups and small groups. People come to One Church hurting from life and needing a space to heal. Thankfully, for a some in Louisville, One Church has become that place.

Pacific Northwest Conference

Encounter Covenant Church
Bellevue, WA
Pastor: Michael Lee

Average Attendance: 200

Encounter Church was launched in April of 2022. The church was known as All Nations Community Church, established in Bellevue in 2010 at Newport High School. Encounter was a mobile church that has been meeting at Newport High School for the past 10 years and moved to its current location at Bellevue College in 2021. Most of the congregation is currently ethnically Asian American, but they are committed to becoming more ethnically diverse, a multiethnic congregation.

Encounter has adult worship, children’s worship, and youth worship on Sundays. They have launched college and young adult ministries, and both are growing rapidly, with people traveling from as far as Tacoma and Federal Way to attend. On weekdays, Encounter has life groups, Bible study groups, and

interest groups to help church members to get plugged in and become part of the community. They are most proud of their justice ministry, which was launched in 2020. This ministry includes several programs: first, the racial justice ministry, which seeks justice and equity for people of all races by standing with the BIPOC community to end systemic and individualized racism as a tangible expression of God's love. Second, the Foster Care initiative ministry with Olive Crest was launched. It sought to break the cycle of social, material, and spiritual poverty of children in crisis in the Seattle area and offer them the opportunity to grow up in a safe, secure, and Christ-centered home. Additionally, they partnered ROOTS (Rising Out of The Shadows), a young adult shelter that helps combat homelessness, and REST (Real Escape from the Sex Trade) shelter who helps people in sex trafficking by offering pathways to freedom, safety, and hope to individuals who have experienced the sex trade.

Northwest Conference

Lakeside Covenant Church
Victoria, MN
Pastor: Steve Anderson

Average Attendance: 100

Lakeside Covenant Church is a gathering of friends and neighbors that launched in the fall of 2017. Located in the Southwest Metro of the Twin Cities, Minnesota, Lakeside began with a desire to create space where they invite each other to belong because they are loved by God. At Lakeside Covenant, people bring real questions, grow in faith, believe in Jesus, and become the people God dreamed us to be. Lakeside's vision is to share life, pursue Jesus, and change the world. Pastor Steve Anderson and his family developed a burden to reach people in their community who may have given up on church but not on God. After Steve shared the vision for planting a church in the Chanhassen area, Excelsior Covenant, where Pastor Steve served for nearly 19 years, supported this new movement with great excitement. From the beginning, Lakeside formed a trusted relationship with the local school where they meet weekly for worship. Lakeside has developed a partnership to meet needs within the school community in unique ways. The Covenant church plant training intensive equipped Pastor Steve and the Lakeside launch team with strategic vision and mission to start strong and lead well.

Midcurrent Covenant Church
Hudson, WI
Pastor: Sten Carlson

Average Attendance: 200

Midcurrent Church is a church plant in Hudson, Wisconsin in its fifth year as a plant. It is sitting alongside the St. Croix River, which serves as the natural border between Minnesota and Wisconsin. Its founding pastor, Sten Carlson, served on staff at Cedarbrook Church in Menomonie, Wisconsin, for four years as a worship and teaching pastor prior to planting Midcurrent. Cedarbrook Church has

blessed, celebrated, and supported the Carlson family in their effort to plant Midcurrent. The mutual support, partnership, and collaboration of these two churches is strong. For its first five years, Midcurrent met in an event space located at YMCA Camp St. Croix in Hudson. In this upcoming summer 2022, Midcurrent will have leased, built out, and moved into a new 11,000 square-foot facility in downtown Hudson. This new facility will give Midcurrent a permanent presence in the community, accommodate its continued growth, and provide a more adequate environment for its Sunday morning kids ministry, which serves up to 100 kids every week. Midcurrent is thrilled to become the home for so many young families—many of whom are new to faith and church or are participating in the life of a local church for the first time in a long time. Sten, and his wife, Erica, are grateful to the Covenant and the Northwest Conference for their investment in church planting and for their support throughout this journey.



Church Planter Commissioning

EAST COAST CONFERENCE

Simon Padilla and Rut Ostos Cruz, Expansion Covenant Church Inc. (Corona, NY)

David and Faith Cho, Mosaic Covenant Church of New Jersey (Paramus, NJ)

GREAT LAKES CONFERENCE

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

Diamond DeYampert, The Freedom Room: An Evangelical Covenant Church (Detroit, MI)

MIDSOUTH CONFERENCE

Darrick Gutting, High Point Covenant Church (Leesville, LA)

NORTHWEST CONFERENCE

Cory and Cindy Jones, Catalyst Covenant Church (White Bear Lake, MN)

Seth Lindberg, Local Covenant Church (Minneapolis, MN)

Roger and Anna Ross, Turtle Mountain Epiphany Covenant Church (Belcourt, MN)

Edgar and Alva Ardon, En Su Presencia Ministerios Covenant (Rochester, MN)

Chris Auer, Risen Life Covenant Church (Brooklyn Center, MN)

PACIFIC NORTHWEST CONFERENCE

Phil Moore, The Garden Covenant Church (Spokane Lake, WA)

PACIFIC SOUTHWEST CONFERENCE

Anthony Jang, Vessel Covenant Church (Costa Mesa, CA)

Zachary Riley, Radiant Covenant Church (Modesto, CA)

Carlos Molina, Abstractus Covenant Church (Riverside, CA)

Robert Balian, Midtown Covenant Church (Sacramento, CA)



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

COVENANT REGIONAL CONFERENCE	CHURCH NAME	REASON FOR REMOVAL
Central	Immanuel	Closed
East Coast	The Church at Hemlock Farms	Withdrawn
East Coast	Pilgrim Covenant Church	Withdrawn
East Coast	Trinity Covenant Church	Withdrawn
East Coast	Hilltop Covenant Church	Closed
Great Lakes	Artisan	Withdrawn
Great Lakes	Gateway Community Church	Withdrawn
Great Lakes	Nueva Vida	Withdrawn
Midwest	Brookwood Covenant	Closed
Midwest	Fellowship Covenant	Withdrawn
Pacific Northwest	Sunset Covenant	Closed
Pacific Southwest	Convergence Covenant Church	Closed
Pacific Southwest	Jehova Es Mi Pastor	Closed
Pacific Southwest	My Father's House	Closed
Pacific Southwest	Shelter Covenant Church	Closed
Pacific Southwest	Restoration Covenant	Withdrawn
Pacific Southwest	Kerman Covenant Church	Merger

Southeast	Bethany Evangelical Covenant Church	Withdrawn
Southeast	Bridges Church	Closed
Southeast	Church in Motion	Closed

CENTRAL CONFERENCE

SUPERINTENDENT: DANNY MARTINEZ

Immanuel Evangelical Covenant Church

Location: Chicago, Illinois

Reason for Removal: Closed

Number of Members (when church closed): 37

Year Joined the Covenant: 1923

Peak Membership (approximately): 200

Reason leading to removal from the roster and comments:

Due to declining numbers, they are no longer able to continue the important work that the church was called to do.

EAST COAST CONFERENCE

SUPERINTENDENT: HOWARD K. BURGOYNE

The Church at Hemlock Farms

Location: Lords Valley, Pennsylvania

Reason for Removal: Withdrawn

Number of Members: 110+

Year Joined the Covenant: 1971

Peak Membership: 180

Reason leading to removal from the roster and comments:

The congregation was dually affiliated in a federation with the Reformed Church in America and the Covenant and had been finding ways to participate with both denominations. In recent years, the church has struggled economically, finding it difficult to contribute equitably to both bodies. They were also finding it difficult to enjoy the benefits of dual affiliation. The changing theological landscape in the RCA and their polity regarding economic support led to a decision to dissolve their federation in 2020. The church considered it fair to withdraw from both affiliations and then discern whether they will join one

single denomination. They continue to be served by Covenant pastor Rev. Dr. Herb Jacobsen, who remains actively credentialed with the Covenant.

Pilgrim Covenant Church

Location: South Plainfield, New Jersey

Reason for Removal: Withdrawn

Number of Members: 20

Year Joined the Covenant: 1901

Peak Membership: 120

Reason leading to removal from the roster and comments:

After an effort to revitalize the congregation between 2007 and 2010 and the Covenant pastors resigned from the church, the congregation called a minister who did not seek Covenant credentials. During his tenure, the church fractured along lines of vision, polity, worship, and leadership. In 2015 the church leaders notified the conference of their wish to withdraw from the Covenant. However, they failed to follow the process outlined within their bylaws.

In 2016, the pastor left. The congregation called a new pastor who brought with him a group of new members who were affiliated with the Assemblies of God. In 2021 the property ownership was transferred to the new church. Although due process has not been followed, the church unequivocally expressed their intent to withdraw their membership from the Covenant.

Trinity Covenant Church

Location: Livingston, New Jersey

Reason for Removal: Withdrawn

Number of Members: N/A

Year Joined the Covenant: 1893

Peak Membership: 200

Reason leading to removal from the roster and comments:

In the last few years, the congregation has discerned and explored adopting a theological position regarding affirmation of same-sex marriage within the Christian faith and has expressed a resolve to celebrate those unions within the church in the future. After several rounds of conversation with the pastors and church leaders in 2019 and 2020, the church set in motion a proposal in 2021 to disaffiliate from the Covenant denomination in 2022. The motion passed unanimously at their congregational meeting in February.

TCC has a long history of Christian and Covenant ministry in central New Jersey, first as an immigrant congregation from among the early Swedish emigres. The church has been involved in recent years in a variety of community-wide endeavors and has been a host to other ethnic congregations seeking a place to worship. They are exploring the possibility of selling their property to support low-income housing and to embrace the possibilities of a new chapter in the life of their community in Livingston.

Hilltop Covenant Church

Location: Cromwell, CT

Reason for Removal: Closed

Number of Members: 33

Year Joined the Covenant: 1892

Peak Membership: 130

Reason leading to removal from the roster and comments:

During the last two years of pandemic, the congregation has suffered the loss of two-thirds of its active members. A portion of the membership resides nearby at Covenant Living and has withdrawn from participation due to risks of infection. They have settled into attending the Sunday chapel service at Covenant Living. A portion of the membership has departed the church due to disappointment and disagreement over theological issues related to human sexuality.

Attendance in the last year has been about 15. In considering the resources, energy, and future of the ministry, the leadership recommended closure. After a month of conversations, the congregation voted to dissolve and to conclude active ministry at the end of June. Rev. Michael Langer has been their pastor since 2019.

The Hilltop congregation (formerly Covenant Congregational Church of Cromwell) has a long and venerable history of innovative and faithful ministry in Cromwell. The members of the church were central to the formation of the Swedish Christian Orphanage, later renamed the Children's Home of Cromwell, and presently named Ädelbrook. Members of the church served faithfully in teaching, tutoring, and discipling children, and youth. Through the mid-1950s, the conference's summer conferences were held at the Cromwell "hilltop," attracting thousands for open tent meetings. The church was active in serving and supporting this significant ministry effort. When Pilgrim Manor was relocated to Cromwell in the 1960s, members were active in providing care and encouragement to senior residents. The Manor enfolded into Covenant Village of Cromwell, now known as Covenant Living Communities and Services.

Hilltop has faithfully served Christ and the East Coast Conference family. In their formative years, it was a source of blessing and healing to hundreds of children and youth living at the Children's Home. Many were led to Christ, nurtured in the faith, and established in life with a divine purpose.

GREAT LAKES CONFERENCE SUPERINTENDENT: GARTH MCGRATH

Artisan Church

Location: Rochester, New York

Reason for Removal: Withdrawn

Number of Members: 70

Year Joined the Covenant: 2004

Peak Membership (approximately): 70

Reason leading to removal from the roster and comments:

Artisan Church has been deeply involved in ministries of compassion, mercy, and justice since their inception. In 2021 Artisan determined that due to theological differences related to the Covenant stance on human sexuality, the congregation would withdraw from the Great Lakes Conference and the denomination.

Gateway Community Church

Location: Powell, Ohio

Reason for Removal: Withdrawn

Number of Members: 35

Year Joined the Covenant: 1990

Peak Membership (approximately): 338

Reason leading to removal from the roster and comments:

Gateway lost missional momentum in recent years, and the congregation diminished in numbers. Efforts to revitalize the ministry did not bear fruit but partnering with a local church plant gave hope for continued ministry. In 2021 Gateway decided to merge with Press Church (a church plant of Converge, formerly known as the Baptist General Conference), led primarily by a Converge church planter, and became Press Church. The church began to regain missional traction. The church determined that a dual affiliation (Covenant and Converge) would not help them advance their mission and decided to relinquish their membership in the Covenant denomination.

Nueva Vida

Location: Jamestown, New York

Reason for Removal: Withdrawn

Number of Members: 74

Year Joined the Covenant: 2009

Peak Membership (approximately): 74

Reason leading to removal from the roster and comments:

The church determined in 2021 that they would pursue a different direction and leave the Covenant due to differences in doctrine and practice, including the Covenant's stance on infant baptism and the ordination of women.

MIDWEST CONFERENCE

SUPERINTENDENT: TAMMY SWANSON-DRAHEIM

Brookwood Covenant Church

Location: Topeka, Kansas

Reason for Removal: Closed

Number of Members (when church closed): 35

Year Joined the Covenant: 1873

Peak Membership (approximately): 225

Reason leading to removal from the roster and comments:

Brookwood Covenant Church experienced a steady decline of membership over the last decade. It was further accelerated in recent years by the departure of its most recent pastor. At the time of his departure, the church opted for a lay-led structure and struggled to gain traction. This faithful congregation made the difficult decision to close the church and use their remaining resources to bless ministry efforts within the community and within the denomination.

Fellowship Covenant Church

Location: Arvada, Colorado

Reason for Removal: Withdrawn

Number of Members: 75

Year Joined the Covenant: 2000

Peak Membership (approximately): 350

Reason leading to removal from the roster and comments:

On May 23, 2021, the congregation of Fellowship Covenant Church passed a vote to withdraw from the denomination. This fellowship, with over 138 years of faithful ministry, was originally known as Heritage Bible Church and in 2000, joined our membership through an adoption. Despite honest work on the part

of both the church and the conference, the good folks of Fellowship were unable to find a home in the Covenant.

PACIFIC NORTHWEST CONFERENCE

SUPERINTENDENT: GREG YEE

Sunset Covenant Church

Location: Portland, Oregon

Reason for Removal: Closed

Number of Members: 14

Year Joined the Covenant: 1968

Reason leading to removal from the roster and comments:

After many decades of fruitful ministry and work around revitalization, including exploring a relaunch, the church concluded it was time to conclude ministry as their numbers continued to decline. Though the local church ministry has come to an end, the church's legacy will continue through a preschool and a transitional housing for women program that will function from the facility.

PACIFIC SOUTHWEST CONFERENCE

INTERIM SUPERINTENDENT: JEAN CHENG GORMAN

Convergence Covenant Church

Location: Oakland, California

Reason for Removal: Closed

Number of Members: 28

Year Joined the Covenant: 2008 (Covenant church plant)

Peak Membership: 120

Reason leading to removal from the roster and comments:

Convergence was launched as a Covenant church plant in 2008. After gaining good momentum, they joined the Covenant as a member church in 2012. Following the recent departure of some members, remaining leaders discerned that greater "missional energy" was needed to continue. The church voted to close in February and held its final worship service on March 13, 2022.

Jehovah Es Mi Pastor

Location: South San Francisco, California

Reason for Removal: Closed

Number of Members: 9

Year Joined the Covenant: 1998

Peak Membership: 50

Reason leading to removal from the roster and comments:

Pastor Humberto Reyes has retired from ministry after many years of faithful service, and the church decided to close after his retirement.

My Father's House

Location: San Marino, California

Reason for Removal: Closed

Number of Members: 24

Year Joined the Covenant: 2017 (adoption)

Peak Membership: 50

Reason leading to removal from the roster and comments:

My Father's House final worship service was held February 27, 2022. After years of faithful service, leaders realized that they would need greater missional energy to continue. They voted to close in February of 2022.

Shelter Covenant Church

Location: Concord, California

Reason for Removal: Closed

Number of Members: None

Year Joined the Covenant: 2003

Peak Membership: 100

Reason leading to removal from the roster and comments:

Shelter Covenant Church was a church plant that launched in 1999. After several key leadership transitions, a tiny remnant of Shelter's members merged with a non-Covenant church. They hoped to keep their Covenant identity, but current leaders confirm those members are no longer members of the church.

Restoration Covenant Church

Location: Redlands, California

Reason for Removal: Withdrawn

Number of Members: 90

Year Joined the Covenant: 2007

Peak Membership: 102

Reason leading to removal from the roster and comments:

Restoration has requested an amicable withdrawal from the Covenant, related to their mission to love people in their community well. They are seeking to find a “third way” in relationship to the Covenant’s discerned position on human sexuality. Conference leadership has been in good conversation with local church leaders and affirms the amicable nature of this parting.

Kerman Covenant Church

Location: Kerman, California

Reason for Removal: Merger

Number of Members: 60-70

Year Joined the Covenant: 1970

Peak Membership: 120-140

Reason leading to removal from the roster and comments:

In the Fall of 2021, Kerman Covenant Church merged with La Viña Covenant Church, a Latino congregation that Kerman Covenant Church helped to plant in prior years. The merger was done intentionally and thoughtfully, with input from congregation and leadership from both congregations speaking into the newly blended church. They are now recognized as La Viña Covenant Church; Michael Jordan serves as its lead pastor.

SOUTHEAST CONFERENCE

SUPERINTENDENT: CATHERINE GILLIARD

Bethany Evangelical Covenant Church

Location: Miami, Florida

Reason for Removal: Withdrawn

Number of Members: N/A

Year Joined the Covenant: 1928

Peak Membership (approximately): N/A

Reason leading to removal from the roster and comments:

Due to pastoral and lay leadership intentionally becoming more independent and moving away from the Covenant polity, this historic church has decided to leave the conference and denomination.

Bridges Church

Location: Tavares, Florida

Reason for Removal: Closed

Number of Members (when church closed): 115

Year Joined the Covenant: 1986 as Asbury Covenant, 2008 as Bridges

Peak Membership (approximately): 119

Reason leading to removal from the roster and comments:

Bridges lost momentum during the pandemic. They lost people and funds, which led to their closing.

Church in Motion

Location: Holly Springs, North Carolina

Reason for Removal: Closed

Number of Members (when church closed): 42

Year Joined the Covenant: 2013

Peak Membership (approximately): 50

Reason leading to removal from the roster and comments:

Church in Motion was struggling prior to the pandemic. Their attendance and resources further deteriorated and dwindled during the pandemic. This led to their vote to close.



Report of the President

Mission Friends, we are a people of hope. As we recuperate from Covid and recalibrate to a new normal, our victory is always and only in Jesus. We rest assured, humbly confident that God's purposes will prevail. May we be joyful in hope as we discern how the Kingdom of God is advancing in these days. The challenges are great, but our God is a sovereign God.

GRATEFUL

I am grateful for our partnership in the gospel. We are better together as we join our hearts and hands for mission. Together we share and tell more of God's story. The love of Christ compels us to stay focused on mission.

As I near the end of my term, this is my final report as president. I want to start by saying how grateful and honored I am for the opportunity to have served in this role. The Covenant Church has nurtured me as a disciple of Jesus and impressed upon me our spiritual and relational heritage as mission friends.

From our humble beginnings in 1885 as a life renewal movement, we earnestly sought to go deeper in Christ and further in mission. I am mindful of the great cloud of witnesses who lived lives of sacrifice and service. They modeled an enduring light and passed on a living faith which still shines today.

The story was not over then, and it is not over now. Through the years we have grown to become a multi-generational, multiethnic union of 903 churches in North America. We are blessed with global personnel and partnerships in over 50 countries. Together we proclaim and demonstrate the whole gospel. It is both/and.

OUR MISSION

Our mission is to join God in God's mission to see more disciples among more populations in a more caring and just world. We carry out this mission through five strategic priorities: Make and Deepen Disciples, Start and Strengthen Churches, Develop Leaders, Love Mercy and Do Justice, and Serve Globally. These mission priorities work in conjunction with Finance, Marketing and Communications, Operations, and Advancement. I am always amazed by how God has blessed our movement with faithful and gifted individuals who serve our denomination and its constituencies sacrificially. I'm grateful for the denominational team, comprised of godly and gifted women and men who come together to make a difference.

We join together with our affiliates who specialize in a variety of ministries: North Park University (including North Park Theological Seminary), Covenant Ministries of Benevolence, National Covenant Properties, Covenant Trust Company, and Centro Hispano de Estudios Teológicos.

I appreciate each of you and your role in the continuing mission of the Evangelical Covenant Church. We are at our best when we are grounded in the Scriptures, unified in mission, and calling out the best in each other. Thank you for contributing to our shared mission. Your financial gifts support our shared mission of meeting real needs for real people in real places. Your love and faith abound as you give the gifts of God for the work of God. Together we trust in a generous God.

The church was built for times such as this. When the world was struggling with a pandemic, churches moving to online services, racism, anxiety, and school closings, the Evangelical Covenant Church stepped up to follow Jesus's instructions to serve others and bring a message of hope to the world.

In this year's Mission & Ministry Annual Report, you will read of gospel impact both domestically and around the world. It is our deepest desire for people to meet, know, and follow Jesus.

I pray that the things we have accomplished together in Jesus's name will continue to bear fruit for God's glory and neighbor's good.

I would love to share a few examples of our recent collective work:

A RENEWED EMPHASIS ON THE HOLY SPIRIT

One of our Covenant Affirmations is a conscious dependence on the Holy Spirit. We cannot do the work of God without the power of the Holy Spirit who is the blazing center of our mission, and more pastors are preaching on the Holy Spirit.

FOSTERING THE FLOURISHING OF WOMEN

Based on how we read the Scriptures, we believe that women are called and gifted for every ministry role. There are now more women serving in executive leadership roles than ever before since our founding in 1885. Some would say this is remarkable, but I hope it becomes normal and natural. This is particularly meaningful to me because one of the reasons I originally joined the Covenant was because of our biblical understanding of women as called and gifted.

THE SIX-FOLD TEST FOR MULTIETHNIC MINISTRY FOR MULTIETHNIC MINISTRY

This discipleship tool for multiethnic ministry invites us to lean into the kingdom vision of Revelation 7:9 where people from every nation, tribe, people, and language stand before the throne. The Six-Fold Test for multiethnic ministry identifies six critical elements of living into this kingdom vision: population, participation, power, pace-setting, purposeful narrative, and practicing solidarity. It was the addition of “Practicing Solidarity” that made the Six-Fold Test for multiethnic ministry more accessible for local congregations. This tool provides a clear framework to advance the mission with the dual lens of ethnic diversity and antiracist progress.

THE GROWING MOSAIC

Together we advance the mission through the multiethnic mosaic of churches of which we are all a part. The ethos of mission friends is our past; the mosaic of mission friends is our future. Over 60% of our church plants are led by pastors of color in the full mosaic. I’m especially grateful for the Mosaic Commission, for their diligence and friendship over these past few years.

DEVELOPMENT OF EMERGING LEADERS

The Covenant is blessed with younger leaders who are already serving in roles of influence. The leadership cohort “30 for 30” brought younger leaders together for peer mentoring, training, and community-building. For almost two years we walked together and built many lasting relationships.

DIGITAL FIRST

Just as our local churches did, the denominational team made adjustments to our communication strategies during Covid. CovChurchNow is our weekly email communication that provides inspiring stories, updates, and opportunities to connect with how God is working through the Covenant Church. If you are not already, I hope you will subscribe to this email to stay connected in our shared work and mission in a collective manner. The *Love the Cov* podcast seeks to unpack our Covenant history and heritage. The new covchurch.org website, which launched in March, is more user friendly and provides better functionality. My hope is that all three of these improved digital communications help you stay connected and resourced to do your own mission work in your own communities.

JOURNEYS AND ADVENTURES

C.S. Lewis wrote in *The Lion, The Witch, and the Wardrobe*, “Some journeys take us far from home. Some adventures lead us to our destiny.” Over the last 16 years I have served in three roles at Covenant Offices: director, executive minister, president. Some of these journeys have taken me far from home. Some of these adventures have led me to places, people, and ministry I never dreamed of. I remain curious about what God will do next, all the while treasuring the many relationships that were formed on the journey.

One thing has not changed. I remain a servant of Jesus. I was a servant before being elected, a servant while in the role, and I will continue to be a servant after my presidential term.

As I enter into a time of prayer and discernment to wait for God’s next calling, my prayer is this for the Evangelical Covenant Church: “May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit” (Romans 15:13).

Church, continue to work together to share and tell more of God’s story.

Pandemic or no pandemic, Jesus is still the firm foundation of our faith. Jesus will build his church and the gates of Hell shall not prevail against it.

In Christ’s love,

A handwritten signature in black ink, appearing to read "John", written in a cursive style.

John



Update on the Freedom, Unity, and Responsibility Resource Paper

The writing team working on the Freedom, Unity, and Responsibility Resource Paper has continued to move the project forward during this last year. We have a 12-page working draft of the paper under line review as of this date. It is our intention to begin to advance the paper for further review by many groups of Covenant readers in the coming months, learning as we go, refining as we learn from the larger body.

It is our intention to bring a final draft to the Annual Meeting in 2023, where the delegates will act on whether to adopt this as a Covenant Resource Paper that can equip future Covenanters in upholding our ethos and practice as careful readers of Scripture and brave companions of one another in the love and fear of the Lord.

From the beginning we were tasked to create a foundational resource that would help the Covenant renew our heritage as a pietist community of readers under the word of God, a people free, united, and responsible in Christ, called to listen for the Father's voice, called to unite in Christ's mission, called to serve in the power of the Holy Spirit.

Dr. Hauna Ondrey joins me in doing the primary work of writing. Our team members and editors fully engaged also include Dr. Stephen Bilynskyj, Nilwona Nowlin, Doug Bixby, Dr. Donn Engebretson, Angela Yee, and Dr. John Wenrich.

[Team Note: Rev. Lance Davis, former Executive Minister of Develop Leaders, resigned 1/31/2022.]

Yours because of Him,

Howard K. Burgoyne

Chair, Writing Team

Covenant Resource Paper – Freedom, Unity, and Responsibility



2020/2021 Covenant Constitutional Amendments

These items were introduced at the 135th Annual Meeting of the Covenant, and the actual vote will take place in 2022 during the 136th Annual Meeting.

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

Rationale: Move to remove the acronym (ECC) throughout the document and instead utilize “Covenant” throughout our formal communication. We are moving towards standardizing the use of our name, Evangelical Covenant Church, Covenant or The Evangelical Covenant Church throughout our communication resources.

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

Rationale: Move to replace the word “world” with “global”.

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

Rationale: Move to replace the word “print publication of the ‘ECC’” with “communication channels of the Covenant” to capture our growing reliance on electronic media.



2022 Proposed Covenant Bylaw Amendments

These items will be voted on during the 136th Annual Meeting of the Covenant.

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

Rationale: After the pandemic, and with the growing fiscal/social demands evolving in our society, this modification allows for the Covenant Executive Board to define the means for Annual Meeting engagements. They presently select the place and time. This increases the flexibility to elect in-person, virtual, or hybrid modes of engagements. The director of events, along with the Council of Administrators, will continue to serve as advisors.

Section 7.9. Elections and Calls.

a. ECC President.

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

Rationale: With input from the Presidential Nominating Committee (PNC), the Covenant Executive Board sought to provide greater flexibility on the representatives from the conferences' Executive Boards, while also continuing to advance the multiethnic mosaic of which we are all a part of. A member from a Conference Executive Board may be elected by their peers to represent the conference on the PNC. The PNC membership will have a minimum of one member from the Covenant Ethnic Associations. This modifies representation on the PNC, not the total number of members on the PNC.

Section 8.2. Composition and Selection of the Executive Board.

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

Rationale: This aligns the bylaws to the collaborative efforts that have been happening since 2016 when CHET transitioned under the umbrella of Covenant Organizations.



2022/2023 Proposed Constitutional Amendments

This item will be introduced at the 136th Annual Meeting of the Covenant, and the actual vote will take place in 2023 during the 137th Annual Meeting.

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

Rationale: This is a minor cleanup from when we modified our language in 2014 from "world mission" to "serve globally." This edit brings the sentence into alignment with our mission priority language and its usage throughout the governance documents.



Election of President of the Evangelical Covenant Church



Rev. Tammy Swanson-Draheim has been nominated by the Presidential Nominating Committee to stand for election as president of the Evangelical Covenant Church when delegates gather for the 136th Annual Meeting in June.

If elected, Rev. Swanson-Draheim would serve as the first female president in the denomination's history. She has held a variety of roles within the denomination for more than 23 years, most recently serving as superintendent of the Midwest Conference of the Evangelical Covenant Church since 2011.

"I am honored to be selected as the nominee for president," said Rev. Swanson-Draheim. "I thank the Presidential Nominee Committee for their hard work and the Covenant family for engaging and giving feedback in various stages of the process. As a lifelong Covenanter, I have found great joy living out my vocational calling in this body. I am grateful to be a part of what God is doing in this beautiful mosaic of churches as we seek to deepen our discipleship and invite others to follow Jesus through our local Covenant churches and around the world. I look forward to what God will do through the Covenant as we navigate challenges, experience God's faithfulness, and live for the praise of God's glory."

Rev. Swanson-Draheim's selection follows a thorough process that began when the 27-member Presidential Nominating Committee held its organizational meeting in early September 2021.

Steve Dawson, chair of the Presidential Nominating Committee, offered these comments:

"An open invitation to Covenanters across the continent generated almost 1,000 pages of comments and nominations, and more than 40 candidates for the committee to ultimately review. At our first meeting, the committee agreed to a set of qualities and competencies to seek in the nominee, as well as a set of issues to discuss in the interviewing process. In

December, the committee reduced the number of candidates to six, with representation across ethnicity, gender, generations, and geography. Those six were invited to interview with the committee.

“We are deeply grateful for a rich pool of candidates who took part in an extensive interview process. The Evangelical Covenant Church can praise God for capable leaders who entered this process and further offered themselves to the church. Their testimonies, competencies, and enduring belief in God’s work through the Evangelical Covenant Church clearly demonstrate that we are a gifted body, cherished by our leaders.

“As we narrowed the group of six candidates, the Holy Spirit confirmed in our votes what we had prayed for—clear discernment and unity of mind. Our process was bathed in prayer.

“We are grateful that God led us to Tammy, our first female presidential nominee, and if elected, the first female president of our denomination. Tammy’s appreciation for the diversity of the church and her outstanding leadership skills, heart for relationships and relational health, and belief in our mission are essential qualities that are needed now. She has demonstrated experience in working collaboratively to move forward together and in building cultures of trust. Her leadership skills are needed to guide the denomination through continuing COVID-19 impacts, as well as challenges we are experiencing in other areas.”

The Constitution and Bylaws call for the Presidential Nominating Committee to recommend one candidate to stand for election at the Annual Meeting, which will take place June 23-25 in Kansas City, Missouri. Additional nominations from delegates can come from the floor.

Prior to her election as superintendent, Rev. Swanson-Draheim served as the senior pastor of First Covenant Church in Mason City, Iowa, for eight years. She also served as a chaplain at Covenant Home in Chicago and in various roles with Crossroads Covenant Church in Concord, California. For the last four years, she has served as chair of the Council of Superintendents. She has also served on the Covenant Executive Board, Board of Pension and Benefits, as chair of the Board of the Ordered Ministry, and on many task forces and committees.

Rev. Swanson-Draheim has a bachelor's degree in business administration from California State University Fullerton and a master of divinity degree with high honors from North Park Theological Seminary. She was ordained to Word and Sacrament in the Evangelical Covenant Church in 2005.

Rev. Swanson-Draheim currently lives in Omaha, Nebraska, and plans to relocate to the Chicagoland area. She has two sons with her late husband, Kelly, and four grandchildren. She is a member of First Covenant Church in Mason City, Iowa.



Election of Executive Minister of the Ordered Ministry and Develop Leaders



The Covenant Executive Board of the Evangelical Covenant Church and the Ordered Ministry and Develop Leaders Nominating Committee has selected Rev. Herb Frost as its nominee for the role of executive minister of Ordered Ministry and Develop Leaders. Frost will be presented to the Covenant Ministerium for their concurrence and then stand for election at the denomination's 136th Annual Meeting in June. If elected, he will begin serving in his position on September 1, 2022.

The 18-member Ordered Ministry and Develop Leaders Nominating Committee spent six months in diligent and prayerful work. Sharon Anderson served as chair of the committee and offers the following remarks on why Frost was nominated:

"Herb's theological depth, relational investments, and executive leadership skills were encouraging to the committee. Herb also demonstrated the humility and commitment to continued growth as a follower of Jesus and a leader, which was vital to this role. The nominating committee affirms the breadth of gifts and experiences that Herb can bring to this role."

The executive minister of Ordered Ministry and Develop Leaders engages in developing initiatives to invest in clergy and lay 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 is a wise, thoughtful, and experienced leader," said John Wenrich, president of the Evangelical Covenant Church. "His heart for God, dedication to the mission, love of pastors,

executive skill set, and ministry calling make Herb an outstanding leader to serve in this role.”

Rev. Frost thanked the Evangelical Covenant Church stating:

“I am honored and grateful to be called to serve in this role in the Evangelical Covenant Church at this important time. I have appreciated the thoughtful and prayerful discernment process that the Board of Ordered Ministry has embraced in the nominating work. There is a sense of convergence for me of gifting, experience, and calling. I look forward to serving alongside the capable and godly leaders who are part of the Covenant team.”

Rev. Frost has served in the Covenant as a credentialed pastor for 22 years in three different conferences as a lead pastor and church planter. He also 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. Currently, Rev. Frost is the director of vocational and spiritual development for the Develop Leaders team. He also serves as an advisory member of the Board of Ordered Ministry, oversees the Thriving in Ministry Initiative, and serves on the Leader Health and Development Team.

Rev. Frost and his wife, Paula, 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 of the Evangelical Covenant Church, along with the Serve Globally Nominating Committee, is pleased to announce that Grace Shim has been nominated for the role of executive minister of Serve Globally. Shim will stand for election at the denomination's 136th Annual Meeting in June. If elected, Shim would begin her position on September 1, 2022.

The Serve Globally Nominating Committee spent five months discerning who would best serve in this position. Cindy Wu served as chair of the committee and offers the following comments on why Shim was nominated:

"The skill set needed for the role of executive minister of Serve Globally is almost as vast as the scope of Serve Globally. Grace Shim encompasses a broad and deep range of skills necessary for this role. Grace brings a long history of global service through the Covenant, a deep commitment to the mission of God, and a mature self-awareness. She has ministered in a variety of multigenerational, cross-cultural contexts and has strong relational gifts. As current global personnel and Serve Globally regional coordinator, Grace already understands the complexities of this unique mission area. Her experience as a licensed counselor and the executive director of a counseling center in Thailand has given her the pastoral and executive gifts that will benefit Serve Globally well in this next season."

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. The executive minister of Serve Globally oversees missional efforts for Covenant World Relief and Development, Merge, Paul Carlson Partnership, and more than 100 global personnel and ministry partners who

advance the Covenant's mission in over 50 countries.

"Grace brings a valuable and unique perspective to Serve Globally, having served in this mission priority for 20 years," said John Wenrich, president of the Evangelical Covenant Church. "She is a wise, compassionate, nurturing, and unifying leader. Her heart for God and the mission of the Evangelical Covenant Church embodies her spirit as a true mission friend."

Upon notification of her nomination, Shim stated:

"This collective discernment process has confirmed God's call, and I would be honored to lead as executive minister in this season. My ministry and leadership are significantly shaped by those who have come before me and walked with me over the last two decades in Serve Globally and the Evangelical Covenant Church. I look forward to following Jesus together with amazing leaders, churches, staff, and global personnel in pursuing God's mission of hope and healing throughout the world."

Shim 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 will be ordained to Word and Service at Gather 2022. Shim and her husband, Bob, have three adult children and currently live in the Middle East. If elected, Shim is committed to responding to the needs of Serve Globally and the Covenant Office Leadership Team.



Nominee for President of Covenant Ministries of Benevolence: Todd Slechta



Todd Slechta has been named as the nominee for president of Covenant Ministries of Benevolence. After previous president Roger Oxendale retired in August 2020, an interim team of three individuals led CMB. This team included Todd Slechta, president of Covenant Initiatives for Care. He was named as executive vice president of Covenant Ministries of Benevolence in November 2021 and has served as the executive leader of CMB until a president could be called by the denomination at this year's Annual Meeting.

Slechta brings broad executive and ministerial experience, including serving as an executive in a healthcare company where he guided the growth of a small, five-county rural healthcare agency into a statewide entity with the mission of serving children with special needs in rural and remote-rural areas. He has also served as a Covenant pastor and as executive director of Covenant Bible College in Canada and Ecuador. He was principal of Vanguard Classical School, which serves students with a range of disabilities, social, and emotional needs, as well as those with gifted and talented capacities. Following his time at Vanguard, he was vice president of personnel development for PeopleCare Health Services, an in-home healthcare company, where he designed and guided operational efficiencies via technological enhancements and staff training.

Todd and his wife, Sheryl, live in Chicago, where they attend Uptown Church, a Covenant church plant serving one of the most ethnically and socioeconomically diverse neighborhoods in the city. They have two daughters and sons-in-law, and one grandchild. Slechta is a teacher, author, percussionist, consultant, soccer fanatic, duffer, preacher, enjoyer of classical jazz, skier, coffee enthusiast, hiker, and novice kayaker who loves thrill rides.



Call of North Park Theological Seminary Faculty Members

J. NATHAN CLAYTON ASSISTANT PROFESSOR OF OLD TESTAMENT NORTH PARK THEOLOGICAL SEMINARY



Growing up as a missionary kid in France, Dr. John Nathan Clayton established a strong sense of calling from God early on, which led him to pursue a biblical teaching ministry. Nathan integrates his intercultural background and understanding of diverse ministry settings in both the United States and other countries into his classroom. “I bring, by God’s grace, a wide variety of ministry experiences and perspectives on Christian ministry to my teaching of the Old Testament and of the Bible as a whole,” he says.

Nathan says he appreciates the fellowship, support, and sense of Christ-centered community at North Park. He also values the diversity of students and encourages them to engage in conversation and learn from one another. Further implementing one of North Park’s core values, he assigns a variety of intercultural readings. He explains, “The biblical text itself is rich with a variety of cultural and linguistic expressions; this is a significant feature of the Word God has revealed to us.”

Passionate about enabling his students to refine their sense of calling to Christian ministry, Nathan aims to strengthen their abilities to effectively preach and teach Scripture. He also provides his students with the experiential opportunity to learn and visualize the original historical, cultural, and geographical contexts of the Old Testament through tours at the University of Chicago Oriental Institute Museum.

Favorite Quote: “We don’t do the work of ministry ourselves, the Holy Spirit does, through us.” —My father, John David Clayton

Favorite Spot in Chicago: Wrigley Field is a definite favorite spot. Every year my sons and I try to make it to a Cubs game or two—great father/son memories there.

Interests and Hobbies: I play piano, guitar, and bass, and serve in a variety of music and worship settings at my home church. I also enjoy playing jazz piano with a jazz group that occasionally plays gigs around Chicagoland.

Fun Fact: When I was growing up in France as a missionary kid, I regularly did outreach ministry sketches with a ventriloquist dummy named Alex in churches and at camps. A French-speaking ventriloquist!



2022 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 136th 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.

2022 BALLOT FROM THE BOARD OF NOMINATIONS:

EXECUTIVE BOARD

(six-year terms)

Sam Chang

Christ Covenant Church in Villa Park, IL

Eric Palmquist

Wolf's Covenant Church, York, PA

G. Dany Flores

Iglesia del Pacto Vida Plena, Oak Park, IL

Justin Noseworthy

All Things New Church, Monterey, CA

Jocelyn Torres

Iglesia Del Pacto Peniel, Chicago, IL

(five-year term)

Linnea Carnes

Covenant Community Church, Fairfield, OH

(four-year term)

Barbara Coslow

Faith Covenant Church, Farmington, MI

(three-year term)

Margie Swenson

Kingdom City Covenant, Houston, TX

BOARD OF THE ORDERED MINISTRY

(five-year terms)

Susan Cosio

University Covenant Church, Davis, CA

Dennis Carlson

Redeemer Covenant, Carrollton, TX

Kyliah Clarke Villa

Faith Covenant Church, Burnsville, MN

Alice Lee

Mosaic Covenant Church, Stafford, TX

BOARD OF PENSIONS AND BENEFITS

(five-year term)

Barbara Grinbergs

Pine Lake Covenant Church, Bellevue, WA

BOARD OF TRUSTEES OF NORTH PARK UNIVERSITY

(three-year term)

Donna Harris

Community Covenant Church, Minneapolis, MN

(one-year terms)

Jay Carstenbrock

Glen Ellyn Evangelical Church, Glen Ellyn, IL

Mary Miller

Bethany Covenant Church, Berlin, CT

David Otfinoski

Haddam Neck Covenant Church, East Hampton, CT

ANNUAL MEETING OFFICER FOR 2022 & 2023

(two-year term)

Secretary

Norma Ramos

Iglesia del Pacto Evangelico Peniel, Chicago, IL

COVENANT MINISTRIES OF BENEVOLENCE BOARD

(five-year term)

Bill Clark

Redeemer Covenant Church, Tulsa, OK

(two-year term)

Art DeRooy

Hilmar Covenant Church, Hilmar, CA

2022 BALLOT FROM THE COVENANT EXECUTIVE BOARD FOR BOARD OF NOMINATIONS:

(four-year term)

Rick Mylander, Pacific Northwest Conference

Newport Covenant, Bellevue, WA

(three-year term)

Toni Schwabe, Northwest Conference

Rice Creek Covenant Church, Lino Lakes, MN

(two-year term)

Joe Muzzi, Great Lakes Conference

Crossroads Community Church, South Lyon, MI



2022 Board of Nominations Candidates

NOMINEE TO THE COVENANT EXECUTIVE BOARD

Great Lakes Conference Representative Linnea Carnes

Retired Pastor

Mason, Ohio



The Rev. Dr. Linnea E. Carnes is a retired Evangelical Covenant Church pastor. Dr. Carnes was ordained by The Evangelical Covenant Church in 1993. She served as an assistant pastor at First Covenant Church in Denver, Colorado and as the pastor of Covenant Congregational Church in Pawtucket, Rhode Island. She was the pastor of Immanuel Evangelical Covenant Church in Chicago from 1999 to 2013. During her ministry at Immanuel the congregation changed from predominantly white American to a multiethnic first-generation immigrant church representing fourteen nationalities, which was reflective of the community surrounding the church. Dr. Carnes earned a Bachelor of Music Education from the University of Kansas (1965), a Master of Divinity from Denver Seminary (1991) and a Doctor of Ministry in Preaching from North Park Theological Seminary (2006). Dr. Carnes was awarded an Honorary Doctor of Divinity from North Park Seminary in 2014. Her book, *Inclusive Preaching in a Divisive World* was published in 2020. Dr. Carnes and her husband Kip have two married sons and four grandchildren.

Personal statement of faith: I grew up going to church and participating in church activities. In many ways, God was very much my Father even before I made a conscious decision to put my trust in Jesus Christ as my Savior. During my high school years, I realized that I needed to give my life to Jesus. Yet it was not until my 20's that I fully surrendered my life to him. Each place we lived and each church we attended over the next 20 years provided opportunities for spiritual growth. God keeps surprising me in wonderful ways as I follow Christ. While the preparation for ministry came over many years, it was not until my mid-40's that I even considered seminary. I had been involved in various lay ministries in every church we attended. My husband urged me to consider attending seminary. While I resisted this at first,

I finally realized that this was something I really wanted to do. It was not until my last year of seminary, after some valuable pastoral ministry experience, that I could see myself as a pastor.

NOMINEE TO THE COVENANT EXECUTIVE BOARD

Central Conference Representative

Sam Chang

Director of Digital Data and Analytics

– eCommerce and Marketing

Mars Wrigley

Chicago, Illinois



Sam Chang is a licensed bi-vocational minister in the Evangelical Covenant Church (ECC) and attends Christ Covenant Church in Villa Park, IL. Sam has previously served as a member of the Covenant Executive Board (2008-2014), as well as Parliamentarian for Gather 2015 and 2016, and Moderator for Gather 2017 and 2018. He received his B.A. in New Testament Biblical Studies from Wheaton College and his M.A. in Theology from the Wheaton College Graduate School. In addition to his work in ministry, Sam is a full-time marketing professional working for Mars Wrigley in downtown Chicago. Sam is married to Jenny and has three children (ages 14, 16, 18).

Personal statement of faith: Although I was born and raised in a Christian household, I didn't make my own, personal dedication of faith until I was in 7th grade. It was at a church summer retreat that I came to the realization that I wanted to follow Christ of my own accord and not because of my parents, and it was at that point that I truly began my "spiritual pilgrimage." It was through prayers of repentance, petition, and commitment that I began that journey, and although I might refer to that time as when I was "saved," I feel that ever since then, God has continued to save me and that my salvation will be made complete when His Kingdom comes. Since then there have been numerous experiences that have shaped both my theology as well as the Christian I am today. Despite trials, tribulations, and failures, the only thing that hasn't changed is my belief that God is the God of yesterday, today, and tomorrow, and that I can trust in His provision.

NOMINEE TO THE COVENANT EXECUTIVE BOARD

Great Lakes Conference Representative

Barbara Coslow

Retired Nurse Practitioner

Troy, Michigan



Barbara Coslow has been a member of Faith Covenant Church in Farmington Hills, Michigan since 1976. She is the widowed mother of two sons and grandmother to two grandchildren. Her previous experience at the denominational level has included serving on the Board of Benevolence and co-chairing the Tellers and Sergeant of Arms for the Annual Meeting, the latter for six years. In her home church she has served as a Sunday school teacher, a member of the Executive board, on a search committee and is currently a member of the Congregational Care Commission.

Barbara's career was as a nurse practitioner. She is a founding board member and volunteer at Covenant Community Care in Detroit, Michigan. She enjoys swimming, hiking, traveling, reading and needlework.

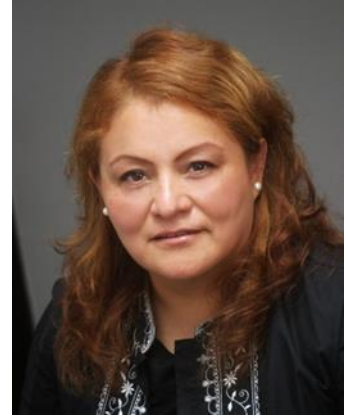
Personal statement of faith: I accepted Christ as my savior at age eight and have tried to focus on being a follower of Christ since then, even in my career as a Nurse Practitioner.
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NOMINEE TO THE COVENANT EXECUTIVE BOARD

Central Conference Representative

G. Dany Flores

**Church Planter, Financial Adviser and Lecturer
Chicago, Illinois**



Rev. G. Dany Flores is an ordained minister in the Evangelical Covenant Church and has been a church planter on the south side of Chicago. She has served in the ECC for 26 years and is now in the process to plant a church in the Illinois area and has been on this journey along with her husband Rev. Sergio Gonzalez with her three kids, Rev. Meztli Doles, Tietl and Citlalli.

Her ministry has been multifaceted from doing art camps, providing counseling/financial aid and now with her immigration degree from Fuller, has been able to help the immigrant community with information and resources. Rev. G. Dany Flores has served on the Central Conference Executive Board, Latino ministries/committees with North Park University, and as the CHET Chicago coordinator.

Rev. G. Dany Flores currently serves as facilitator for Jornada de Justicia para niños and JumpStart in Spanish at the ECC. She is also the mentor of the first Latino cohort of Thriving Women in Ministry at North Park Seminary and is part of the ECC Board of Ordered Ministry.

Personal statement of faith: My conversion as a Christian was thanks to the help of Reverend Luis Retamal, when I was a student finishing my GED. I had many personal problems, such as a double personality, in my marriage, and Jesus Christ deliberated me in November of 1994. From then on I have understood that Jesus Christ is the truth, life, and my shining light. He has done many wonderful things in my life, such as making my marriage stronger and has given me wisdom to be able to educate my three children. Walking with Jesus Christ has not been easy; but I have come to understand that Jesus polishes us through hardships to make us stronger. Day by day I try to elaborate what Philippians 3:12 says “Not that I have already obtained all this, or have already arrived at my goal but I press on to take hold of that for which Christ Jesus took hold of me” (New International Version). Day by day I notice that through the diversity there has been a lesson that I can apply to my life and the life of others in a

positive way. I depend on the Lord to make decisions, have a vision, and to dream so that one day I can be in the Lord's presence. I can grow spiritually in a mature way as long as I keep trusting in the Lord, spend more time with the Lord, and obey the Lord.

NOMINEE TO THE COVENANT EXECUTIVE BOARD

Pacific Southwest Conference Representative

Justin Noseworthy

Pastor

All Things New Covenant Church

Monterey, California



Justin Noseworthy is the founding Pastor at All Things New

Covenant Church in Monterey, CA. He holds a Master of Divinity from Fuller Theological Seminary and is an ordained ECC pastor. He has a deep passion for seeing the gospel shared and lived in community. In his spare time, he enjoys being with his family, surfing, and playing soccer.

Personal statement of faith: I hated our sporadic church attendance as a child. I was allowed to choose whether or not I would continue attending church once I was in middle school. I gladly chose to stop all church involvement. In eighth grade I reluctantly attended an after-school Bible study. I expected to be met with judgment and hostility. Instead, I was met with God's love and grace. From there I returned to church involvement, attended Westmont College, and slowly began to fall in love with Jesus over the coming years. I quit my job and had plans to travel. I sustained a knee injury and was kept in town longer than I had planned. Over coffee, a youth pastor friend asked if I would be willing to consider working as a middle school ministry director. Though I felt unqualified to lead a ministry I felt as if God was calling me to accept the position. I ended up working in youth and worship ministry at that church for over ten years.

NOMINEE TO THE COVENANT EXECUTIVE BOARD

East Coast Conference Representative

Eric Palmquist

Senior Pastor

Wolf's Covenant Church

York, Pennsylvania



With a passion to see people grow in faith, Eric enjoys building meaningful relationships, encouraging people and sharing the Good News of the Gospel. He and his wife Krista have been married for 22 years and have two daughters Anna & Elsa. Born in Boston, Massachusetts and raised in New Hampshire, Eric has served the Evangelical Covenant Church in administrative and pastoral roles for over 30 years. Eric currently serves as Sr. Pastor of Wolf's Covenant Church, where he has been ministering since 2016. Eric received his Master of Business Administration as well as a Master of Divinity from North Park Theological Seminary and is ordained with the Covenant. A lifelong learner, Eric is currently pursuing a Doctor of Ministry in Lifelong Leadership Formation from Fuller Theological Seminary. Eric enjoys bicycling, coffee, and spending time with the family.

Personal statement of faith: As the son of a pastor, I spent much of my youth growing up in the church where, at an early age, I accepted Jesus as my Lord and Savior. I have been grateful for the guidance and formation of the Holy Spirit on my faith journey. I continue to strive to live out my faith through acts of compassion, discipleship and nurturing others on their own journey of faith.

NOMINEE TO THE COVENANT EXECUTIVE BOARD

Midsouth Conference Representative

Margie Swenson

Kingdom City Council Member

Houston, Texas



Margie is married to Baxter Swenson and is the mother of three sons, three daughters (her sons' wives), and is the grandmother of three. She felt a call into mission at age 8 and never deviated from that call. Margie and Baxter encountered the ECC at Denver First Covenant in 1972, a month before their wedding day. They were called by the Covenant in 1975 to serve in Medellin, Colombia. In 1989 they were evacuated to Quito, Ecuador where they served for 18 years. They ended their years in Ecuador by serving at Covenant Bible College Ecuador from 2000 to 2007. When CBCE closed, they were called to serve as the Co-Directors of Missionary/Global Personnel and served in that capacity until 2017.

Margie and her son Joshua were ordained together in 2016. Since 2018, Baxter and Margie have been serving at Kingdom City Covenant Church, Houston as part of the Council (Executive Board), which she chairs. Though she can think of many ministry highlights, one of the most treasured is creating, writing, and editing a 12-year Spanish Sunday school curriculum that has been used around the world in multiple languages.

Personal statement of faith: Raised in a strongly committed Christian family, I heard the name of Jesus from before I was born and grew to love God at an early age. I made my first step of faith when I was three by asking Jesus to be my Savior. Though I understood very little of what that meant, I understood enough to know that I needed a Savior and that I wanted to be a Christ-follower. Throughout the course of my lifetime, I have never strayed far from that commitment and have never lost my awe at being chosen by God, that by God's grace and mercy and through the sacrifice of Christ at Calvary, I have been rescued, redeemed, restored to relationship and invited to participate in advancing the Kingdom. My life of discipleship was nurtured by parents and grandparents who were fully committed to knowing God and being known by God. They modeled healthy Christian living for me. Sunday school teachers, camp counselors and friends built on that foundation and helped me grow deeper in faith. In high

school I was part of a small group of peers who were all committed to seeking hard after God. Biola College was a great place of spiritual nurture and growth. Throughout my life God has faithfully brought me mentors and spiritual directors who have helped me stay the course of "a long obedience in the same direction. Baxter and our sons have been a constant source of spiritual encouragement. Thanks be to God!

NOMINEE TO THE COVENANT EXECUTIVE BOARD

Central Conference Representative

Jocelyn Torres

Recruiter

Medline Industries, Inc.

Northfield, Illinois



Jocelyn Torres graduated from Roosevelt University with a Bachelor's in Business Administration, with a concentration in Human Resources Management, and currently works as a recruiter at Medline Industries, LP. She is a member of Iglesia del Pacto Peniel, a Hispanic congregation located on the southeast side of Chicago. Jocelyn also currently serves as the director of dance ministry and youth counselor.

Personal statement of faith: I strive to be a better follower and believer in Christ by continuing to grow my faith within the church by spreading the word and love of God by my actions to everyone around me. I believe in acting justly, having mercy, and walking humbly as Jesus Christ did. I believe in a loving, understanding, and accepting God. He is the creator of all things and I will continue to trust in Him forever.

NOMINEE TO THE BOARD OF THE ORDERED MINISTRY

Midsouth Conference Representative

Dennis Carlson

Retired Pastor

Denton, Texas



Dennis has served in a wide variety of Covenant and Serve Globally contexts. He pastored churches in the Pacific Northwest, Midwest, Northwest, and Great Lakes and was active in congregations in several other conferences. His roles of service have included solo pastor, interim lead pastor, and associate pastor, as well as global personnel in both Africa and Latin America. He has served in rural, small town, suburban, and urban settings. His diversity of roles, locations, and more than 40 years of service to the denomination have provided breadth and insight into the wide diversity of God's servants and their places of call. Dennis holds a bachelor's in psychology from Seattle Pacific University, a Master of Divinity from North Park Theological Seminary, and is ordained with the Covenant. He currently serves as the Crescendo Coach (MDD) for the Midsouth Conference and as a leading advocate for Biking for Congo (PCP). He and his wife, Mary Lynn, relocated from Michigan to Texas in 2020 at the onset of the pandemic and he is now a member of Redeemer Covenant, Carrollton, TX.

Personal statement of faith: I will be eternally thankful to God for the Christian nurture and care into which I was born within the Covenant family in San Jose, California. My parents were both active laypeople in the church and modeled and taught God's love and the redemptive power of the gospel of our Lord Jesus Christ. My father's life of prayer, Christian stewardship, and commitment to the worldwide mission of the church was particularly formative in my life. I look to a time when I was 12 years old and made a personal commitment to trust Christ and fully follow him in discipleship. Wayne Stark, who was my confirmation pastor and continued as my pastor for 10 years through my college years, was also a significant guiding influence in my life.

NOMINEE TO THE BOARD OF THE ORDERED MINISTRY

Pacific Southwest Conference Representative

Susan Cosio

Staff Chaplain

Sutter Medical Center

Sacramento, California



Susan is ordained to Word and Sacrament in the ECC, and has served as a hospital chaplain for the past 16 years at Sutter Medical Center, a large medical center in Sacramento, California; one of the most diverse cities in the U.S. For 3 years, she has been the chair of the Covenant Chaplains Association. She also serves- part-time as Pastor of Spiritual Formation and Care at University Covenant Church in Davis, CA. She has been actively involved in the ECC at a conference and denominational level. She and her husband, Gib, have been married for 36 years, and have three grown children.

My love for the Covenant Church has deepened over 25 years of service to the church, the PSWC, and the ECC. I am particularly passionate about equipping and caring for our pastors and chaplains, women and men, as they seek to follow God's call and be faithful and resilient in ministry. I believe we need to sustain a vital relationship with Jesus, and rootedness in the Covenant for connection, care, continued growth and accountability.

Personal statement of faith: I grew up going to church with my Mom, but didn't live as a Christian until college. At 19, I studied the Gospel of John with my college roommate, and my heart quickened. That was when I committed my life to Christ. Much of my sense of compassion and morality came from my faith, and I grew spiritually through Bible studies and short-term mission trips. But I really committed to discipleship as an adult. After I married and became a parent, a series of family crises helped me recognize my utter dependence on God, and my inability to control the circumstances of life. I developed a life of prayer and Scripture study, and began listening and obeying the promptings of the Holy Spirit. My involvement in Bible Study Fellowship and University Covenant Church gave me opportunities to grow and serve, and mentors to nurture my faith. The more I grew in faith, the more I wanted to serve: as a teacher, program coordinator, and an elder. The corollary was also true: the more I served and nurtured my spiritual gifts, the more I grew in my faith. Today, I continue to grow in faith as I serve in new and exciting ways, including discipleship training, mentoring of younger Christians,

retreat and community speaking, writing, teaching and preaching, spiritual direction, denominational leadership and hospital chaplaincy.

NOMINEE TO THE BOARD OF THE ORDERED MINISTRY

Northwest Conference Representative

Kyliah Clark Villa
St. Paul, Minnesota

Kyliah and her husband, John, live in the Twin Cities with their four children. Ordained since 2013, she holds a BA in Spanish from Calving University and an MDiv from Fuller Seminary. She enjoys preaching, teaching, and asking good questions. Kyliah is passionate about the power of God's good news to transform lives and communities as the kingdom draws near.



Personal statement of faith: In early childhood I made a decision to follow Jesus, after learning from my parents. My faith became more personal as I grew through involvement with church, summer camp, and Campus Life ministries. I taught Sunday School even while in HS and held university & seminary positions of leadership that taught me more about service. These days God is teaching me many lessons through the journey of parenting young children and balancing ministry and family needs.

I first wrestled with a call to ministry as a teenager. Growing up in a denomination that did not ordain women, I continued to seek the scriptures and pray about this potential pathway throughout my college years. After three years of public-school teaching, I felt God leading me toward seminary. It was while at Fuller that I came to peace about my call and decided to pursue vocational ministry in a church setting—as opposed to strictly academic circles.

NOMINEE TO THE BOARD OF THE ORDERED MINISTRY

Midsouth Conference Representative

Alice Lee

PPCG Technical Communications Manager

Schlumberger

Sugarland, Texas



Alice has been blessed to partner in life and ministry with Pastor Ed Lee for 37 years. They planted Mosaic Church (intentionally diverse), where Pastors Melissa (daughter) and Anthony Emerson now lead and where Matthew (son) leads worship. Alice's MA in Christian Education is from Dallas Theological Seminary. Alice is a manager at Schlumberger, is SPHR & GPHR certified in human resources, and a Green Belt in Lean Six Sigma.

Personal statement of faith: When I was about 12, I wondered about the purpose and meaning of life. I observed the daily routine and how meaningless it was. God brought my brother's friend, Nancy Ko, into my life and she invited me to church. At Sunday school, the teacher asked if I was saved. I heard not heard the gospel before, so he explained the plan of salvation. I still remember the song sung at Sunday school was "Seek Ye First" and somehow, the seed was planted. It only took several days of thinking it over before I received Christ at home on August 11, 1975 when I was 13.

The Chinese Independent Baptist Church gave me a firm foundation and love for His Word with many godly men who lived the truth and taught it faithfully (many pastors or seminarians had roots at this church). I was also discipled by a godly woman as we met for Bible studies weekly, with great opportunities to serve as the youth co-president, Bible study leader, choir member, prayer, and organized multiple CEF 5-Day clubs for a summer in church member homes that brought many little ones into the Kingdom!

NOMINEE TO THE BOARD OF PENSIONS AND BENEFITS

Midsouth Conference Representative

Barbara Grinbergs
Manager of Total Compensation
Overlake Hospital
Bellevue, Washington



Barb is an accomplished Human Resources leader with experience in a wide range of industries including health care, high tech software, telecommunications, energy, airlines, aerospace, manufacturing and government administration. Barb possesses has a great love for retirement and benefit plans and has over 30 years of experience in human resources. She currently manages compensation, retirement, and benefits plans for a major Seattle-area hospital. She also serves as the unofficial HR Consultant for Pine Lake Covenant Church in Sammamish, Washington. Barb is a Certified Compensation Professional (CCP) a Senior Professional in Human Resources (SPHR) and a SHRM Senior Certified Professional (SHRM-SCP). She holds a Masters Degree in Industrial Relations from Loyola University of Chicago and a Bachelors Degree in Sociology from Eastern Illinois University.

Personal statement of faith: I was raised in a Christian family, where my mom and dad were active servants for Jesus Christ and modeled the Christ-like attitude I aspire to have. I became a Christian as a child (do not remember the exact date), and then re-dedicated my life to Christ at age 15 during a high school sleepover at a church. I accepted an altar call given by a band which was performing. I was very active in Inter-Varsity Christian Fellowship during college and have never fallen away from my faith. Jesus Christ is my personal friend and savior. I could not make it in this world if I did not have my faith in him. I consider myself a "work in progress" and I continue to study, pray, and learn more about being a disciple and sharing my faith with those who do not know him.

NOMINEE TO THE BOARD OF TRUSTEES OF NORTH PARK UNIVERSITY

Central Conference Representative

Jay Carstenbrock
Retired
VP of Operations Support
Wheaton, IL



Jay is currently a member of the North Park University Board of Trustees. He serves as vice chair of the Board, chair of the Seminary committee, and chair of the search committee for North Park's next Dean of the Seminary and Vice President for Church Relations.

Jay earned his BS and MBA from the University of Minnesota. He is a retired vice president of operations support for BP; in a more than 26-year career with BP, Jay held numerous senior level finance and operations positions and was often called upon to lead through change. His roles have included CFO, transformation program director, strategy and performance director, and senior business advisor. After retirement, Jay returned to work for BP as a contractor for three years to assist BP with the Gulf of Mexico crisis response.

Jay has engaged in numerous other charitable, civic and religious involvements, formerly serving on the Board for the Repeat Boutique in Wheaton, IL; and the Board of Metro Chicago Youth for Christ. Jay currently serves on the Glen Ellyn Food Pantry Board, and is church chair and a member of Glen Ellyn Evangelical Church. He and his wife, Barbara, have three daughters.

Personal statement of faith: Jesus Christ is my Lord and Savior. It has been my joy to walk with Him for a lifetime. I owe Him everything, and my deep desire is to be light and salt wherever or in whatever circumstance He places me. To God be the glory.

NOMINEE TO THE BOARD OF TRUSTEES OF NORTH PARK UNIVERSITY

Northwest Conference Representative

Donna Harris
President
Minnehaha Academy
Minneapolis, Minnesota



Since 2009, Donna Harris, Ed.D. has served as President of Minnehaha Academy, a PreK-12 Christian school founded in 1913 by the Northwest Conference (NWC) of the Evangelical Covenant Church (ECC). Prior to serving Minnehaha Academy, Donna served as Assistant Superintendent and Chief Academic Officer at Valley Christian Schools, a K-12 school located in the Bay Area. Prior to her work in independent schools, Donna earned a bilingual teaching credential and taught in public schools, twice receiving Intel Corporation's prestigious *Innovation in Teaching* award. Donna has frequently presented at conferences on topics such as project-based learning, integration of technology, governance, strategic planning, leadership, and school improvement. She is an adjunct professor in Baylor University's Master's Degree Program in Christian School Leadership. Donna authored a chapter in the book, *Building a Better School* entitled *Diversity in the Christian School*. Donna has served on the Board of Trustees at North Park University (2010-2015), the Minnesota Independent School Forum (2013-2016) and currently serves as a trustee for the Ordway Center of Performing Arts (2016-Current), and Hope Academy (2019-Current). She is the board chair for the accrediting association for 247 independent schools, the Independent Schools Association of the Central States (ISACS 2016-Current). Donna was ordained to Word and Service by the ECC in 2019. She has been married to Rick for 40 years and has five adult children and five grandchildren. She is a member of Community Covenant Church located in North Minneapolis.

Personal statement of faith: I accepted Christ as my personal Lord and Savior at the age of eight and was baptized shortly thereafter. Through Christ's sacrifice on the cross, I received forgiveness of my sins His love, grace, and gift of eternal life. In complete reliance on God's leading in my life and with his help, I can truly say that my faith has not wavered since the day I accepted Christ as Savior. As I have

navigated the path God has set before me personally and professionally, my heart's desire is to continue to grow spiritually, deepen my knowledge of God's Word and its application, and to honor God with integrity and wholeness. I affirm that there is only one God, revealed as Father, Son and Holy Spirit. I affirm that Jesus is the expression of God's bridge between Himself and humanity. The broken fellowship that we have with God is restored by Christ's sacrifice on the Cross. I affirm that the Holy Spirit is a person who lives within and guides us into all Truth. I affirm that the Holy Scriptures (the Bible), the Old and the New Testament, is the Word of God and the only perfect rule for faith, doctrine, and conduct and affirm the centrality of the Word of God.

NOMINEE TO THE BOARD OF TRUSTEES OF NORTH PARK UNIVERSITY

East Coast Conference Representative

Mary Miller
Chaplain
Covenant Village of Cromwell
Middleton, CT



Mary is a current member of the North Park University Board of Trustees, serving in her role since 2017 and also during that time as board secretary. Mary is a chaplain at Covenant Living of Cromwell, CT. Previously, she was a pastor in the Midwest, a vice president (and first woman officer) of the Evangelical Covenant Church and the director of a Lilly Endowment grant. Mary has served on many national boards in the Covenant, including the North Park University Board of Trustees for five years during the 1990s. She has been a columnist for *The Covenant Companion* and authored articles printed in *Leadership Journal*, *The Christian Century* and *The Covenant Quarterly*, among others. Mary has also authored a book, titled *Living with Loss*. During the 2017 Midwinter Conference, she received the North Park Theological Seminary's Alumni Award for Distinguished Service. Mary is a member of Bethany Covenant Church in Berlin, CT.

Personal statement of faith: My faith has deepened over the years, knowing 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

East Coast Conference Representative

David Otfinoski
President
Catamount Medical Education
Chester, Connecticut



David is the current chair of the North Park University Board of Trustees. He has served as a member of the board since 2016, and also was a board member from 2009 – 2014. David is currently president and CEO of Catamount Medical Education and former CEO of MedKnowledge, LLC. Previously he has served as CEO of MyBusinessAssistant and account director at R.R. Donnelly & Sons Corporate Giving Program.

David graduated from North Park in 1984 with a B.A. in History and earned an M.B.A. from Sacred Heart University. He is married to Maria (Varalli) Otfinoski C'84 and they have two children, Annie and Benjamin C'14, as well as a daughter-in-law, Sommar (Johnson) C'14 G'21. David is a member of Haddam Neck Covenant Church in East Hampton, CT.

Personal statement of Faith: I came to faith in Christ as a young teenager at the Covenant camp in New Hampshire. Since that time, my faith has served as the motivating factor shaping how I behave towards others, exist within my work environment, and consider where to focus my time, talents and resources. I know I am an imperfect vessel for the Christian message, yet each day I pray I can bring the presence of the living God to the world around me.

NOMINEE AS ANNUAL MEETING SECRETARY

Central Conference Representative

Norma Ramos

Administrative Assistant

Mizkan America, Inc.

Mt. Prospect, Illinois



Norma has served as an associate pastor at Iglesia del Pacto Peniel since 2014. Since 1998 she has variously served as a church treasurer/secretary, Bible study teacher (youth), substance abuse counselor, women's minister leader and a worship team member (vocal/keyboard). She has been an administrative assistant at the Central Conference of the ECC and a manager of ministry services of operations at the denominational level.

Norma enjoys traveling with her daughters, acrylic painting and sharing the Gospel.

Personal statement of faith: I believe Jesus was sacrificed, rose on the third day, overcoming death, and gave me access to God the Father through Him as He sits at the right-hand side of God the Father. Since the time God planted the seed of Life in me through His Living Word, I've confessed my faith in Jesus Christ, my mediator, my hero, my Lord and Savior, been baptized, submit in the authority of His Living Word, and serve Him with eternal gratefulness in God the Father, the Son and the Holy Spirit, all in Jesus Mighty Name, Amen!

NOMINEE TO COVENANT MINISTRIES OF BENEVOLENCE BOARD

Midsouth Conference Representative

Bill Clark

Board of Directors

The Common Good

Tulsa, Oklahoma



In 1987, Bill transferred his ordination to the Covenant and planted Redeemer Evangelical Covenant Church, the first Covenant church in his home state of Oklahoma. He is married to Dr. Laurie Clark, a family physician and medical school professor in Tulsa. They have four grown children and, so far, three grandchildren. As the retired pastor of Redeemer Covenant Church, Bill now serves on the board of the Common Good, a community service organization in Northwest Tulsa.

Personal statement of faith: I grew up with a solid, though not consistent contact with the Church. My parents raised my brother and me in a pattern of regular attendance in a Presbyterian Church. Our family life was greatly altered by a serious illness which struck my father when he was only in his mid-30's. His connection with the church waned in the initial stages of his malady. Left to my own spiritual devices, I began to drift in my early teens from any consistent Christian nurture. At the age of sixteen, I encountered Jesus Christ through the efforts of several caring people associated with a local church and a para-church organization. After wrestling with God's claim upon my life, I gave my allegiance to Christ in a private yet memorable moment.

Almost immediately following my encounter with Christ, I became certain that both God and I would be pleased if I went into vocational Christian service. I can remember looking at seminary catalogs at the same time I was making a decision about where to go to college. With a feeling of genuine gratitude, I must add that no one I know has been given more assistance in the confirmation of a calling, the financing of seminary education, and in matters of general guidance. God has been very gracious to me.

NOMINEE TO COVENANT MINISTRIES OF BENEVOLENCE BOARD

Pacific Southwest Conference Representative

Art DeRooy

Retired Milk Controller

Hilmar Cheese Company

Hilmar, California



Art has lived in California nearly all his life and in Hilmar, California for nearly as long. He joined the Covenant through his marriage to Laurel in 1983. He is blessed with two grown children and two small grandchildren (who all reside in Hilmar!!) He retired from Hilmar Cheese Company in 2021 after 26 years (working from home during Covid was great retirement practice). Worship with and service to God through Hilmar Covenant Church has been the guiding trail in his learning and growing faith. He has served on many boards and ministries at church, on the Emanuel Hospital Board for many years, and for multiple CMB board tenures, all the while loving the Covenant and the Lord we serve more and more. Art started and restarted ministries at church during the recent challenge of worship life under Covid. He is looking forward to helping God's Kingdom into the post-Covid time.

Personal statement of faith: Jesus has been my savior since youth. I have not always honored that relationship until adulthood. Now I cannot imagine my life without Him and the world without His Church. The Church is still his bride, and we can honor Him in so many ways through service.

NOMINEE TO THE BOARD OF NOMINATIONS

Great Lakes Conference Representative

Joe Muzzi

Lead Pastor

Crossroads Community Church

South Lyon, Michigan



Joe has been the Lead Pastor of Crossroads Community Church in South Lyon, Michigan since 2006 and part of the Crossroads church community since 1999. Joe graduated from Ashland Theological Seminary with a Master of Arts in Practical Theology in 2007 and completed a Certificate in Spiritual Direction from the Dominican Center for Religious Development (2005). Additionally, Joe has a Master in the Art of Teaching degree from Marygrove College (2000). Joe was ordained in the ECC in 2011. Crossroads was a partner church in the planting of City Covenant Church in Detroit and the two churches have maintained a close relationship ever since. This has included Crossroads leading VBS and supporting City Covenant's meals program once a month by taking over and giving the City Covenant workers a break. Over the last several years Crossroads has expanded ministry to the community by starting a daycare center and a counseling center as well as joining with other churches in the community to start a health clinic. Following the CovEnterprises model, Crossroads has begun a landscaping business with the hope of employing people exiting the criminal justice system in the future. In addition to his role at Crossroads he has served the Covenant as Chair of the Great Lakes Conference Ministerial Association from 2016 to 2019. Beyond the Covenant he has served on the boards of Capernaum Health Clinic (2012 to present, Chair 2014-2016), Faith In Action International (Haiti Mission Organization 2010-2013) and the Dominican Center for Religious development (2009-2012, 2020 to present). Joe has been married to his wife JoAnne for 39 years and they have one adult son, Tony.

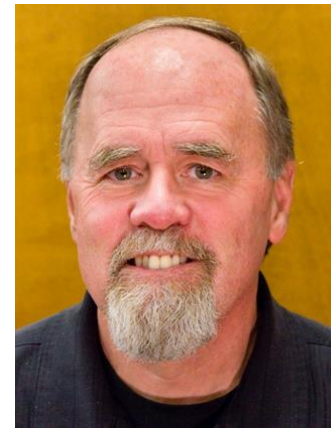
Personal statement of faith: I was born and raised in a Catholic family. Baptized as an infant and educated in Catholic schools. Like many people the promises of my Baptism began to crystallize in me as a teenager. Two events at this time were particularly helpful in my formation. My senior year of high school I went on a retreat through my Catholic school. Through the spiritual exercises practiced at this

retreat I experienced a deep connection with God. The second event that shaped me at this time was a youth night sponsored by a non-denominational church called the Fisherman's Net. There was an altar call that night and I responded, from there I was placed in a youth Bible study which met weekly. The Bible study helped me to gain a love of scripture. The Sunday services, which I frequently attended, were very different from what I experienced in the Catholic Church. At the time it was hard for me to recognize the common foundation. That was confusing but I wanted both. I wanted the mystery and the deep spirituality of my Catholic heritage and the knowledge and certainty of the Protestant expression of faith that I learned at the Fisherman's Net. As an adult those ideas began to merge and I began to see the common foundation of the expressions and the need for both to have a full spirituality. As an adult my journey has led me to desire and seek a balanced expression of my Christian faith.

NOMINEE TO THE BOARD OF NOMINATIONS

Pacific Northwest Conference Representative

Rick Mylander
Transitional Interim Pastor
Coupeville, Washington



Rick Mylander is a spiritual director and veteran Covenant pastor and administrator. He served two decades in pastoral roles, then another eighteen years as Associate Superintendent and Director of Church Planting in the Midwest Conference. These past seven years he has served in several transitional intentional interim pastor positions, focusing on crisis situations. Since 2016 he has also been president of the Association of Covenant Spiritual Directors. An inner-city Chicagoan who grew up at Grace Covenant, and a graduate of both North Park College and North Park Theological Seminary, he now makes his home base in Coupeville, Washington with his wife Gail, with whom he shares ministry and celebrates life; they have four married children and eleven grandchildren. Rick is an active member of Newport Covenant in Bellevue, Washington and involved also in spiritual direction leadership in the Pacific Northwest Conference. An avid blogger on creation and Christian spirituality (www.rickmylander.com), Rick enjoys family, hiking, natural history, writing, camping, and Lou Malnati's Chicago deep-dish pizza.

Personal statement of faith: It was my simple privilege but distinct blessing to be raised in a home where a life of faith was valued, and attention given to the importance of spiritual nurture through such things as Sunday school, Bible camp and youth groups. I was presented the way of salvation as a boy, and chose to follow Christ at the seasoned(!) age of seven. Still, my Christian walk since that time has been the primary focus of my life, and my heart is eagerly and gratefully set upon Jesus Christ as Savior, Lord and Friend.

NOMINEE TO THE BOARD OF NOMINATIONS

Northwest Conference Representative

Toni Schwabe

Pastor

Rice Creek Covenant Church

Lino Lakes, Minnesota



Toni served as the Director of Women Ministries for the Northwest Conference from 1999-2007. She graduated with an M.Div from North Park University and was ordained in 2015. Since then, she has led as the Senior Pastor at Rice Creek Covenant Church in Lino Lakes, Minnesota. Together with her late husband, Dan, she has two adult children and three grandchildren. They all reside in the suburbs of the Twin Cities.

Personal statement of faith: I am one of the privileged people who was raised in a family that loved Jesus deeply and with great confidence. Both Covenant churches I grew up in were filled with people who modeled life as Christ followers to be something I always aspired to. At age 8 I understood accepted the gift of eternal life that Jesus has provided and from that moment I desired to live as a Christ follower, too. I have seen Jesus direct my steps, provide care through the ups and downs of the years. I have experienced his love through it all. The song that has been resonating with me these past months says, "All my life you have been faithful, All my life you have been so so good."



Changes in Standing

MINISTERIAL CREDENTIALS CHANGING FROM ACTIVE TO INACTIVE

David Chambers (OWSa)

Paul Corner (OWSa)

Eva Cudmore (OWSa)

Neal Herr (OWSa)

Kenton Johnson (OWSa)

Catherine Kaminski (OWSa)

MINISTERIAL CREDENTIALS CHANGING FROM LEAVE OF ABSENCE TO INACTIVE

Jennifer Lowe (OWSa)

MINISTERIAL CREDENTIALS CHANGING FROM INACTIVE TO ACTIVE

E. Kirsten Burdick (OWSa)

Craig L. Smith (OWSa/R)

TRANSFER OF MINISTERIAL CREDENTIALS

John Bangs (OWSa) to the PCUSA.

Michaile Broadnax (OWSa) to ECO: A Covenant Order of Evangelical Presbyterians.

Velda Love (OWSe) to the United Church of Christ.

Sharon McQueary (OWSa) to The Coalition of Spirit-Filled Churches.

RESIGNATION OF MINISTERIAL CREDENTIALS

John G. Anderson (OWSa)

Scott Austin (OWSa)

Todd Bratulich (OWSa)

Gavin Bluehosh (OWSa)
Matthew Dymont (OWSa)
J. Casey Franklin (OWSa)
Peter Hawkinson (OWSa)
G. Peyton Johnson (OWSa)
Phillip Ladd (OWSa)
Daniel G. Larson (OWSa)
Jason Mach (OWSa)
Bethann Rohlfing (OWSa)
Nathaniel Sutton (OWSa)

REINSTATEMENT OF MINISTERIAL CREDENTIALS

James Keil (OWSa)

REMOVAL OF MINISTERIAL CREDENTIALS

Uncontested removal

Gideon Tsang (OWSa)

Contested removal

Micah Witham (OWSa)



March 2022

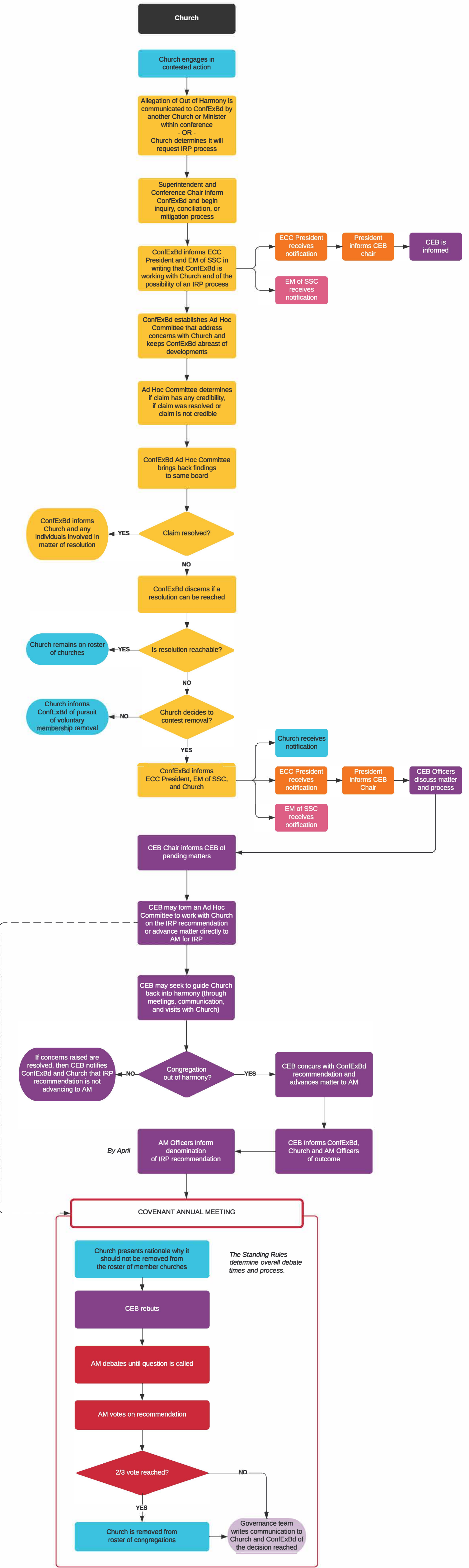
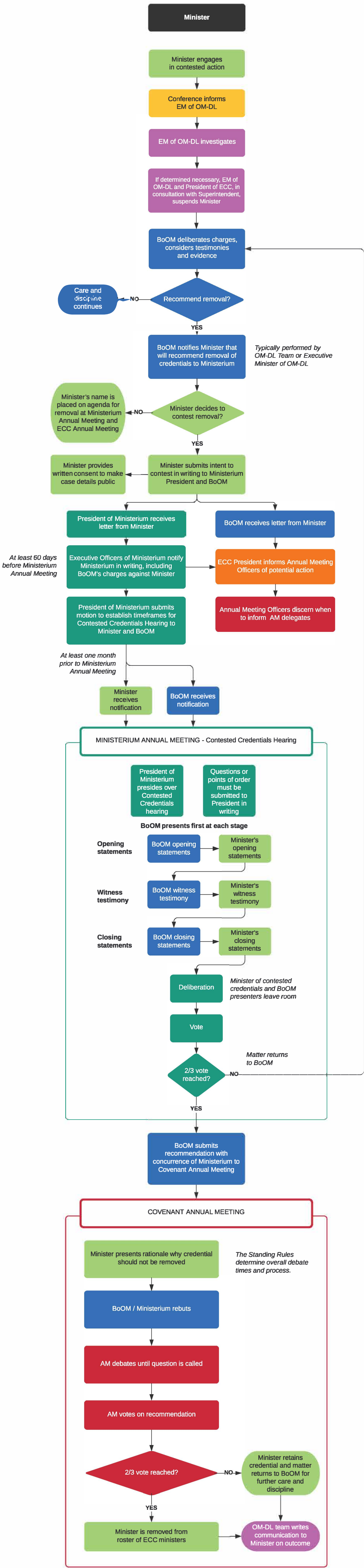
Preface to Involuntary Removal Process (IRP) Documents

After Gather '19, the Covenant Executive Board (CEB) sought to clarify and improve awareness and communication on the Involuntary Removal Process (IRP) of clergy's credentials and/or of church membership from the rosters. A workgroup, led by CEB officer Cindy Wu, was organized in February 2021 to identify, and improve gaps in the processes of each of the governing bodies involved in involuntary removal. To that end, the workgroup met several times before ultimately convening the governing bodies in September 2021. A representative from all the following attended: Covenant Executive Board, Council of Superintendents, Board of Ordered Ministry, Ministerium, Annual Meeting Officers, Start and Strengthen Churches, Develop Leaders and Ordered Ministry, Governance, and Covenant President. The goal was to facilitate understanding within each area of responsibility and establish clarity in areas where overlap may exist. All held a common commitment to shepherd future involuntary removal cases with the utmost care and integrity.

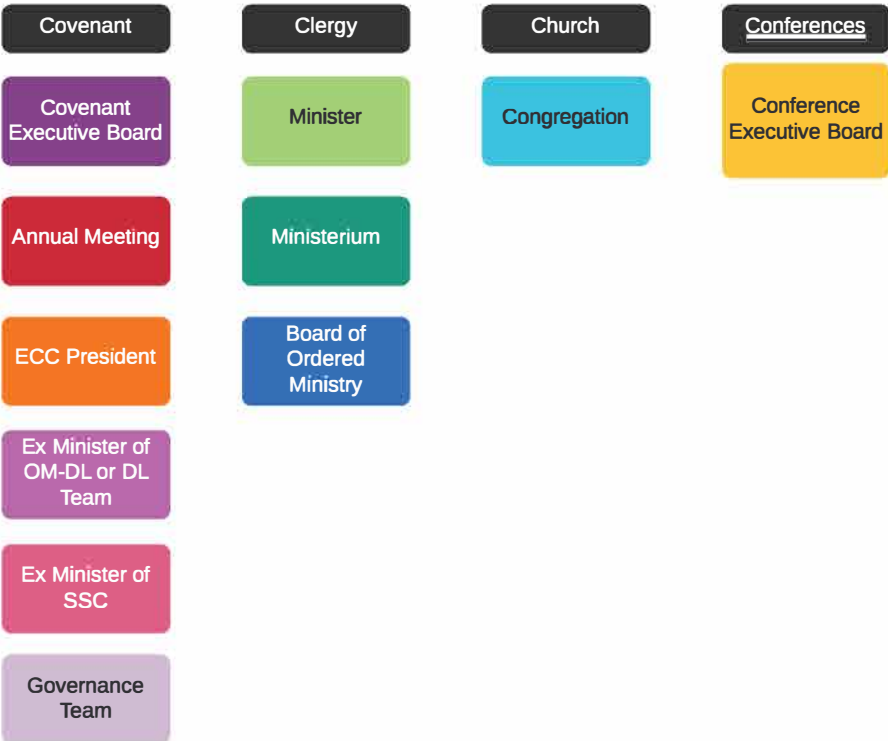
One of the results from these engagements with the workgroup and the governing bodies is the IRP flowchart. It outlines, step-by-step, the different involuntary removal process for clergy and congregations. Each governing body oversees the steps that would unfold within their respective bodies. Though details are housed within each governing body, this diagram provides a denominational-wide overview of the involuntary removal process. Our hope is that this resource will be conducive to creating greater clarity and understanding, as well as aid in fostering greater relational and institutional trust.

Involuntary Removal Process (IRP)

Angela Yee | April 11, 2022



KEY



ACRONYMS

AM: Covenant Annual Meeting
BoOM: Board of Ordered Ministry
CEB: Covenant Executive Board
ConfExBd: Conference Executive Board
EM of OM-DL: Executive Minister of Ordered Ministry / Develop Leaders
EM of SSC: Executive Minister of Start and Strengthen Churches
IRP: Involuntary Removal Process
OM-DL Team: Ordered Ministry / Develop Leaders Team (Staff)

Involuntary Removal Process (IRP)

Minister

1. Minister engages in contested action
2. Conference informs EM of OM-DL
3. EM of OM-DL investigates
 - a. If determined necessary, EM of OM-DL and President of ECC, in consultation with Superintendent, suspends Minister.
4. BoOM deliberates charges, considers testimonies and evidence
 - a. Does BoOM recommend removal?
 - i. No: Care and discipline continues. Process concludes.
 - ii. Yes: BoOM notifies Minister that will recommend removal of credentials to Ministerium (typically performed by OM-DL Team or Executive Minister of OM-DL). Continue to Step 5.
5. Does Minister decide to contest removal?
 - a. No: Minister's name is placed on agenda for removal at Ministerium Annual Meeting and ECC Annual Meeting. Process concludes.
 - b. Yes: Minister submits intent to contest in writing to Ministerium President and BoOM
 - i. Minister provides written consent to make case details public. Continue to Steps 6 and 7 simultaneously.
6. President of Ministerium receives letter from Minister.
 - a. Executive Officers of Ministerium notify Ministerium in writing, including BoOM's charges against Minister (at least 60 days before Ministerium Annual Meeting). Continue to Step 8.
7. BoOM receives letter from Minister
 - a. ECC President informs Annual Meeting Officers of potential action
 - b. Annual Meeting Officers discern when to inform AM delegates

8. At least one month prior to Ministerium Annual Meeting, President of Ministerium submits motion to establish timeframes for Contested Credentials Hearing to Minister and BoOM
 - a. Minister receives notification
 - b. BoOM receives notification
9. MINISTERIUM ANNUAL MEETING – Contested Credentials Hearing
 - a. President of Ministerium presides over Contested Credentials hearing
 - b. Questions or points of order must be submitted to President in writing
 - c. BoOM presents first at each stage
 - i. *Opening statements*
 1. BoOM opening statements
 2. Minister's opening statements
 - ii. *Witness testimony*
 1. BoOM witness testimony
 2. Minister's witness testimony
 - iii. *Closing statements*
 1. BoOM closing statements
 2. Minister's closing statements
 - d. Deliberation
 - i. Minister of contested credentials and BoOM presenters leave room
 - e. Vote
 - f. 2/3 vote reached?
 - i. No: Matter returns to BoOM
 - ii. Yes: BoOM submits recommendation with concurrence of Ministerium to Covenant Annual Meeting

10. COVENANT ANNUAL MEETING

- a. The Standing Rules determine overall debate times and process.
- b. Minister presents rationale why credential should not be removed
- c. BoOM / Ministerium rebuts
- d. AM debates until question is called
- e. AM votes on recommendation
- f. 2/3 vote reached?
 - i. No: Minister retains credential and matter returns to BoOM for further care and discipline. Continue to Step 10g.
 - ii. Yes: Minister is removed from roster of ECC ministers. Continue to Step 10g.
- g. OM-DL team writes communication to Minister on outcome

Church

1. Church engages in contested action
2. Allegation of Out of Harmony is communicated to ConfExBd by another Church or Minister within conference - OR - Church determines it will request IRP process
3. Superintendent and Conference Chair inform ConfExBd and begin inquiry, conciliation, or mitigation process
 - a. ConfExBd informs ECC President and EM of SSC in writing that ConfExBd is working with Church and of the possibility of an IRP process
 - i. ECC President receives notification
 1. President informs CEB chair
 2. CEB is informed
 - ii. EM of SSC receives notification
 - b. ConfExBd establishes Ad Hoc Committee that address concerns with Church and keeps ConfExBd abreast of developments

- i. Ad Hoc Committee determines if claim has any credibility, if claim was resolved or claim is not credible
 - ii. ConfExBd Ad Hoc Committee brings back findings to same board
 - 4. Claim resolved?
 - a. Yes: ConfExBd informs Church and any individuals involved in matter of resolution. Process concludes.
 - b. No: Does Church decide to contest removal?
 - i. No: Church informs ConfExBd of pursuit of voluntary membership removal. Process moves to voluntary removal.
 - ii. Yes: ConfExBd informs ECC President, EM of SSC, and Church.
 - 1. Church receives notification
 - 2. EM of SSC receives notification
 - 3. ECC President receives notification
 - a. President informs CEB Chair
 - b. CEB Officers discuss matter and process.
 - i. CEB Chair informs CEB of pending matters
- 5. CEB may form an Ad Hoc Committee to work with Church on the IRP recommendation or advance matter directly to AM for IRP
 - a. If CEB decides to advance matter directly to AM for IRP, continue to Step 7. Otherwise continue to Step 5b.
 - b. CEB may seek to guide Church back into harmony (through meetings, communication, and visits with Church)
 - c. Does CEB discern congregation is out of harmony?
 - i. No: If concerns raised are resolved, then CEB notifies ConfExBd and Church that IRP recommendation is not advancing to AM. Process concludes.
 - ii. Yes: CEB concurs with ConfExBd recommendation and advances matter to AM

1. CEB informs ConfExBd, Church and AM Officers of outcome
6. AM Officers inform denomination of IRP recommendation by April.
7. COVENANT ANNUAL MEETING
 - a. The Standing Rules determine overall debate times and process.
 - b. Church presents rationale why it should not be removed from the roster of member churches
 - c. CEB rebuts
 - d. AM debates until question is called
 - e. AM votes on recommendation
 - f. 2/3 vote reached?
 - i. NO: Continue to Step 8.
 - ii. YES: Church is removed from roster of congregations. Continue to Step 8.
8. Governance team writes communication to Church and ConfExBd of the decision reached

Acronyms

AM	Covenant Annual Meeting
BoOM	Board of Ordered Ministry
CEB	Covenant Executive Board
ConfExBd	Conference Executive Board
EM of OM-DL	Executive Minister of Ordered Ministry / Develop Leaders
EM of SSC	Executive Minister of Start and Strengthen Churches
IRP	Involuntary Removal Process
OM-DL Team	Ordered Ministry / Develop Leaders Team (Staff)



Preface for Contested Removal of Ministerial Credentials

COMMUNICATION FROM THE ANNUAL MEETING OFFICERS

Agenda item 21a.7.ii. states that the agenda item is contingent. A contingent agenda item takes place only if certain conditions are met. In this case, the agenda item “Contested Removal of Ministerial Credentials” concerns a recommendation from the Board of Ordered Ministry for the removal of ordination credentials of a Covenant pastor.

Because the Ministerium’s action on this matter (scheduled for Wednesday, June 22, 2022) must precede the Annual Meeting’s action, we cannot confirm whether or not the agenda item will come before the Annual Meeting, nor can we provide additional information until the evening of June 22. At that time, if necessary, we will provide the additional information via email, using the email address you registered with for the 136th Annual Meeting.

The following excerpts from various governing documents explain the roles of the Board of Ordered Ministry, the Covenant Ministerium, and the Annual Meeting in such an action:

1. The Board [of Ordered Ministry] has general supervision over all ordained ministers, commissioned ministers, licensed ministers, and consecrated missionaries of the ECC, including their ordination, commissioning, license, consecration, standing, discipline, and the maintenance of high standards in their ministry. The Rules for the Ordered Ministry shall be developed by the Board, approved by the annual meeting of the Covenant Ministerium, and adopted by the Annual Meeting of the ECC. The Rules for the Ordered Ministry shall govern the Board and its work. (Rules for the Ordered Ministry, section 1.2.a)
2. The purpose of the Covenant Ministerium includes the following: ...to consider and act upon the licensure, ordination, commissioning, consecration, and discipline of ministers and missionaries in accordance with the Rules for the Ordered Ministry and the Constitution and Bylaws of the Evangelical Covenant Church. (Constitution of the Covenant Ministerium, section 2.1.a)

3. A minister or consecrated missionary may be charged with indiscretion, immorality, doctrinal error, unethical behavior, or disloyalty to the ECC. (Rules for the Ordered Ministry, section 10.2.a)
4. In all matters involving disciplinary action, care shall be exercised to keep information confidential. (Rules for the Ordered Ministry, section 10.3.c)
5. All decisions of the Board of the Ordered Ministry requiring action by the Annual Meeting of the Evangelical Covenant Church shall be submitted to the Covenant Ministerium at its annual meeting for approval before being submitted to the Annual Meeting of the Evangelical Covenant Church. Matters not approved by the Covenant Ministerium shall be recommitted to the Board of the Ordered Ministry for further consideration. (Constitution of the Covenant Ministerium, section 6.2)
6. If, after investigation, it is warranted by the gravity of the offense, the Board [of Ordered Ministry] shall with the approval of the Covenant Ministerium recommend to the Annual Meeting of the ECC that a minister or consecrated missionary be dismissed from the ministry of the ECC. (Rules for the Ordered Ministry, section 10.3.e)
7. The Bylaws of the Covenant Ministerium were amended in 2021, adding a new section 5, which establishes the rules for a Contested Credentials hearing in the Ministerium. These rules indicate that a two-thirds vote is required to approve the recommendation [of the Board of Ordered Ministry for credential removal and to present the matter to the Covenant Annual Meeting]. (Bylaws of the Covenant Ministerium, section 5.7.b)
8. The Board [of Ordered Ministry] may recommend to the Annual Meeting of the ECC actions that are exceptions to these rules. Such exceptions and the rationale for each shall be clearly stated in presenting the recommendation to the Covenant Ministerium and the Annual Meeting of the ECC. (Rules for the Ordered Ministry, section 12.1)

COMMUNICATION FROM THE BOARD OF THE ORDERED MINISTRY REGARDING MICAH WITHAM

The Board of the Ordered Ministry, with a profound sense of grief, lament, and pain, recognizes Micah Witham's unwillingness to submit to the ECC's discipline as provided by the work of the Board of Ordered Ministry.

In 2017 Micah was suspended for violating the ethical guidelines for Covenant Ministers. After meeting with the Board and reassuring the Board of his intention and promise to live within the ethical guidelines for Covenant Ministers Micah was reinstated and his suspension was lifted.

In the Fall of 2021, Micah used his Covenant credentials to perform a same sex wedding. This is a violation of his vows of ordination. As a result, Micah was again placed under suspension and directed to cease all sacerdotal duties and required to appear before the Board in November 2021. At that meeting, Micah freely admitted that he had not honored this requirement. As a result, the Board upheld the suspension and urged Micah to honor the terms of his suspension. The Board communicated that if he did not comply with the terms of his suspension his credentials would be recommended for removal at an upcoming meeting.

In January 2022, Micah met with the Board where he again freely admitted that he was not honoring the requirements of his suspension, nor did he intend to.

In March 2022, Micah met with the Board. Micah however had yet to honor the terms of the Board's suspension and communicated that he could not faithfully follow the ECC's discerned position on human sexuality.

The Board heard again, the deep conviction of Micah's care for the LGBTQ community in Covenant congregations. The Board heard and agrees with the importance of care for the LGBTQ community.

Micah has actively stated and demonstrated his refusal to live within the ethical guidelines or to be in full accord with the mission and ministry of the Evangelical Covenant Church. Therefore, the Board now moves to recommend to the Covenant Ministerium and to the Annual Meeting of the church that Micah Witham's ministerial standing be removed, and his name be stricken from the roster of Covenant ministers and missionaries.



Presentation of Candidates for Ordination to Word and Service

JASON M. BAEHR

Serving: Zion Covenant Church, Jamestown, NY
Specialization: Christian Formation (all ages)
Conference: Great Lakes

DIANE M. BORDEN

Serving: Council Tree Covenant Church, Fort Collins, CO
Specialization: Christian Formation (all ages)
Conference: Midwest

JOHN E. CHAPMAN

Serving: Unidos South Oc Inc, San Juan Capistrano, CA
Specialization: Christian Formation
Conference: Pacific Southwest

DAVID J. CHATEL

Serving: Crossroads Community Church, South Lyon, MI
Specialization: Counseling
Conference: Great Lakes

TANYA C. CONSTANZA

Serving: Central Conference, Chicago, IL
Specialization: Administration/Leadership
Conference: Central

NANCY A. DE JONG

Serving: Pine Lake Covenant Church, Sammamish, WA
Specialization: Leadership
Conference: Pacific Northwest

TROY A. NICHOLS

Serving: Common Ground Covenant Church, Sacramento, CA
Specialization: Administration/Leadership
Conference: Pacific Southwest

CHRISTINE M. OLFELT

Serving: Advocate Aurora Health Systems, Park Ridge, IL
Specialization: Christian Formation (all ages)
Conference: Central

CHARLES D. POTTS

Serving: Valley Evangelical Covenant Church, Stillman Valley, IL
Specialization: Christian Formation (all ages)
Conference: Central

GRACE H. SHIM

Serving: Serve Globally Mission Priority
Specialization: Counseling
Conference: Serve Globally

CHANDA L. WINKELS

Serving: Alexandria Covenant Church, Alexandria, MN
Specialization: Children and Family Ministries
Conference: Northwest

CINDY M. WU

Serving: Houston Welcomes Refugees, Houston, TX
Specialization: Mobilization
Conference: Midsouth



Presentation of Candidates for Ordination to Word and Service

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Conference: Northwest

CINDY M. WU

Serving: Houston Welcomes Refugees, Houston, TX
Specialization: Mobilization
Conference: Midsouth



Presentation of Candidates for Ordination to Word and Sacrament

NATHAN A. ALLEY

Serving: Christ Community Covenant Church, Arvada, CO
Conference: Midwest

MICHAEL D. BAKER

Serving: United Methodist Church, Arlington, MN
Conference: Northwest

ROBERT A. BENAVIDES

Serving: New Community Covenant Church, Elkins, WV
Conference: Great Lakes

MARTY R. BOESCHLING

Serving: Community Covenant Church, Omaha, NE
Conference: Midwest

JOSIAH J. CHENG

Serving: Naperville Evangelical Covenant Church, Naperville, IL
Conference: Central

JUSTIN HYOUNG JUN CHOI

Serving: Highrock Covenant Church, Arlington, MA
Conference: East Coast

ROSE M. CORNELIOUS

Serving: Dorcas Ministries, Cary, NC
Conference: Southeast

CARLA M. CORTEZ

Serving: Oasis de Salvacion ECC, Arvada, CO
Conference: Midwest

OSCAR A. CORTEZ

Serving: Oasis de Salvacion ECC, Arvada, CO
Conference: Midwest

NATHAN J. DANIELS

Serving: Cannon Beach Community Church, Cannon Beach, OR
Conference: Pacific Southwest

KANYERE F. EATON

Serving: Fellowship Covenant Church, Bronx, NY
Conference: East Coast

TIFFANY A. FLANAGAN

Serving: Harvest Ridge Covenant Church, Shawnee, KS
Conference: Midwest

J. CHAD GLAZENER

Serving: First Covenant Church, Portland, OR
Conference: Pacific Northwest

WALTER O. GOMEZ

Serving: Maranatha Covenant Church, Richmond, CA
Conference: Pacific Southwest

MICHAEL D. HILL

Serving: Marin Evangelical Covenant Church, San Rafael, CA
Conference: Pacific Southwest

IHN JOON HUR

Serving: Metro Community Church, Englewood, NJ
Conference: East Coast

GREGORY D. JOHNSON

Serving: InterVarsity Christian Fellowship, Providence, RI
Conference: East Coast

SARAH M. KEOUGH

Serving: UnityPoint Health – Meriter Hospital, Madison, WI
Conference: East Coast

TAYLOR J. KIM

Serving: San Diego Calvary Korean Church, San Diego, CA
Conference: Pacific Southwest

MARK C. KNIGHT

Serving: Praise Covenant Church, Tacoma, WA
Conference: Pacific Northwest

EVAN L. KOLDING

Serving: Lakeview Covenant Church, Duluth, MN
Conference: Northwest

GRACE H. LIN

Serving: Access Evangelical Covenant Church, Houston, TX
Conference: Midsouth

R. SCOTT LISEA

Serving: Westmont College, Santa Barbara, CA
Conference: Pacific Southwest

NICOLE C. MCCLURG

Serving: Institute for Biblical Gender Equality, Munster, IN
Conference: Central

WILLIAM C. MILLER

Serving: Redeemer Evangelical Covenant Church, Liverpool, NY
Conference: Great Lakes

GREGORY M. MILLINGS

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

MARIE BERNADETTE MOORE

Serving: Bethel Bible Fellowship, Carrollton, TX
Conference: Midsouth

KURT R.A. MORRILL

Serving: Simi Covenant Church, Simi Valley, CA
Conference: Pacific Southwest

KENNETH C. OLIVER

Serving: Chicago Bible Society, Chicago, IL
Conference: Central

OLIVIA POLANCO

Serving: Primera Iglesia del Pacto, Bell Gardens, CA
Conference: Pacific Southwest

NICHOLAS A. PRINGLE

Serving: Cedar Creek Covenant Church, Maple Valley, WA
Conference: Pacific Northwest

PHILIP J. D. RUSHTON

Serving: Bellingham Covenant Church, Bellingham, WA
Conference: Pacific Northwest

DANIEL J. SCHMITZ

Serving: New Hope Covenant Church, Oakland, CA
Conference: Pacific Southwest

JULIO C. SICAL

Serving: Rolling Hills Covenant Church, Rolling Hills Estates, CA
Conference: Pacific Southwest

MAURICIA A. SKEI

Serving: On Ramps Covenant Church, Fresno, CA
Conference: Pacific Southwest

BENJAMIN P.B. WICKSTROM

Serving: Common Ground Covenant Church, Sacramento, CA
Conference: Pacific Southwest

THEODORE WILLIAMS JR.

Serving: Covenant Community Church, South Bend, IN
Conference: Central

STEPHEN S. WONG

Serving: Pasadena Covenant Church, Pasadena, CA
Conference: Pacific Southwest

MICHAEL S. YI

Serving: Re-Entering Call Process
Conference: East Coast



Clergy Lifetime Service Recognition

Because the denomination calls, credentials, and sends individuals into ministry, we believe it is appropriate that our community of pastors and congregations join together at each Covenant Annual Meeting to honor clergy who have offered lifetimes of faithful service and godly obedience. Therefore, on behalf of the Evangelical Covenant Church and Ordered Ministry, the 136th Annual Meeting would like to honor the following individuals:

Jeffrey D. Anderson, Adolphe, MB

Debra R. Auger, Chicago, IL

Tim J. Bock, Chicago, IL

James K. Bruckner, Kalama, WA

Christopher L. Carlson, Beloit, WI

Pauline N. Carlson, Tokyo, Japan

Douglas N. Cederberg, New Bedford, MA

David J. Chatel, Wixom, MI

Edward E. Coleman, Homewood, IL

Rose M. Cornelious, Apex, NC

Laurie A. D. Cornell, Glendale, CA

Jeffrey A. Crafton, Eden Prairie, MN

Timothy H. Dally, Altadena, CA

Dale A. Dalman, Rockford, MI

Robert J. DeYoung, Ogilvie, MN

Lillian J. Dwight, Taichung, Taiwan

Cynthia L. Ekstrand, Chicago, IL

Krisann Jarvis Foss, Charleston, SC

Stanislava Gadeliya, Manchester, CT

Kreig A. Gammelgard, San Marcos, CA

Stephen R. Graham, Coraopolis, PA

David T. Green, Des Plaines, IL

Terri L. Gunderson, Spicer, MN

Carl E. Hammer, Manitowoc, WI

Christopher W. Haydon, Waltham, MA

Douglas E. Johnson, McMinnville, OR

Keith B. Johnson, Helena, MT

Rajkumar Boaz Johnson, Deerfield, IL

Timothy B. Johnson, Bloomington, MN

Letha J. Kerl, Caluire, France

Jonathan E. Kramka, Minneapolis, MN

Andrew E. Larsen, Seattle, WA

Karl B. Larson, Aurora, NE

L. Dawn Lindholm, Mount Hermon, CA

Richard J. Lindholtz, Byron, IL

Guy D. McCaslin, Arvada, CO

David J. McCowan, Lenexa, KS

Garth McGrath, Plymouth, MI

Sheryl D. Noren, Grand Rapids, MI

Randy A. Phillips, Seattle, WA

Philip E. Print, Cottage Grove, MN

David G. Robinson, Cannon Beach, OR

Jose Sanchez Rodriguez, Kansas City, KS

Albert B. Schoffmann, Wasilla, AK

Marc D. Strobel, Eugene, OR

Steven P. Swanson, Malmo, Skane

Dwain D. Tissell, Happy Valley, OR

Brian K. Woodson, El Cerrito, CA

Michael J. Zabel, Nome, AK



Missionary Service Recognition



CHERYLL CLARK
GUAYAQUIL, ECUADOR
1977 - 1979, 1986 - 2022

BOB SHIM
KYRGYZSTAN AND THAILAND
2003 - 2020



RHONDA AND KENT EGGING
SWEDEN AND RUSSIA
2014 - 2021



Missionary Service Recognition

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

FOR WILLINGLY ACCEPTING the call to serve in Ecuador in 1977 to 1979 and from 1986 to 2022.

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

FOR FAITHFULLY SERVING alongside your husband, Moises, as co-pastors of Iglesia del Pacto Evangélico and of Iglesia del Pacto Evangélico Amistad Norte in Guayaquil.

FOR GRACIOUSLY ENCOURAGING both missionary colleagues and national friends, through your gifts of Christian education and pastoral care.

FOR EFFECTIVELY working in partnership with the Ecuadorian Covenant Church (IPEE) and serving in both the Consejo Pastoral and Directorio del Seminario (Board of Ministry and Seminary Board).

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

FOR STEADFAST LEADERSHIP in the Ecuadorian Covenant Church (IPEE) schools, Bible studies, children's Sunday school classes, and as worship team technical director.

FOR FAITHFULLY PROVIDING workshops for pastors and leaders, using Centro Hispano de Estudios Teológicos (CHET) teaching materials.

FOR COMPASSIONATELY AND GRACIOUSLY SHARING your home and your life with many friends and guests for the last 38 years.

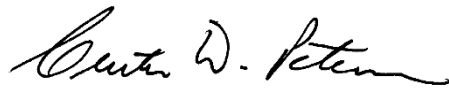
FOR AUTHENTICALLY LOVING others and modeling what it looks like to live as citizens of the kingdom of God.

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 Kansas City, state of Missouri, on the 26th day of June in the year of our Lord two thousand twenty-two.



JOHN WENRICH, PRESIDENT



CURT PETERSON, EXECUTIVE MINISTER,
SERVE GLOBALLY



Missionary Service Recognition

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

FOR WILLINGLY ACCEPTING the call to serve in Kyrgyzstan and Thailand from 2003 to 2020.

FOR HUMBLY RECEIVING as privilege the opportunity to serve within Muslim and Buddhist cultures while joining the missio Dei in often complex, yet sacred contexts.

FOR FAITHFULLY serving for five years alongside your wife and lifelong ministry partner, Grace, as regional coordinators for Asia, providing global personnel with pastoral, ministry, and ministry partner care.

FOR GRACIOUSLY ENCOURAGING and sharing the good news of Jesus Christ through your medical gifts, public health education, and sustainable development. With compassion and insight, providing wholistic care and healing for body, soul, and spirit.

FOR EFFECTIVELY LEADING numerous short-term mission teams and community development efforts in thoughtful and culturally sensitive care for marginalized communities. Demonstrating medical and development expertise alongside respectful engagement as well as insights gleaned from growing up in cross-cultural contexts.

FOR FAITHFULLY utilizing your steadfast care and wisdom to represent the kingdom, working in mutual partnerships, strengthening local communities, transforming individuals and families while affirming their dignity.

For FAITHFULLY PROVIDING invaluable Serve Globally team contributions and the wisdom of well-rounded global and scientific experience. Notifying our team, in advance of media reports, that we were experiencing the beginning of a pandemic.

FOR COMPASSIONATELY AND GRACIOUSLY SHARING your home and life with many friends and guests for the last 17 years.

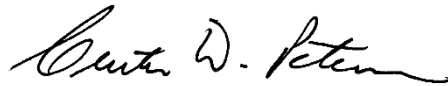
FOR AUTHENTICALLY LOVING others as yourself, and modeling what it looks like to live as a citizen of the kingdom of God.

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 Kansas City, state of Missouri, on the 26th day of June in the year of our Lord two thousand twenty-two.



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CURT PETERSON, EXECUTIVE MINISTER,
SERVE GLOBALLY



Missionary Service Recognition

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

FOR WILLINGLY ACCEPTING the call to serve in Sweden and Russia from 2014 to 2021.

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

FOR FAITHFULLY serving ministries within the Covenant Church in Sösdala; supporting the local church as they welcomed refugees as “the new Swedes”; and helping with language learning and compassionate clothing disbursement.

FOR GRACIOUSLY ENCOURAGING others, both missionary colleagues and national friends, through your gifts of pastoral care, theological education, art, and hospitality.

FOR FAITHFULLY co-leading Christian marriage and financial responsibility seminars in Russia; and developing strong relationships based on mutual trust.

KENT, FOR EFFECTIVELY LEADING by coaching both Russian and Swedish pastors and church leaders, and teaching church leadership and history.

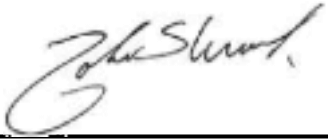
RHONDA, FOR STEADFAST LEADERSHIP by faithfully providing spaces to celebrate art and vibrant conversations on race, religion, and women; for investing in language acquisition resulting in a powerful “International Women’s Day” message in Swedish.

Rhonda AND Kent, FOR COMPASSIONATELY AND GRACIOUSLY SHARING your home and lives with many friends and guests for the last seven years.

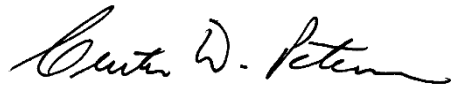
FOR AUTHENTICALLY LOVING one another and others, and modeling what it looks like to live as citizens of the kingdom of God.

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 Kansas City, state of Missouri, on the 26th day of June in the year of our Lord two thousand twenty-two.



JOHN WENRICH, PRESIDENT



CURT PETERSON, EXECUTIVE MINISTER,
SERVE GLOBALLY



Recognition of John Wenrich, President of the Evangelical Covenant Church

THE EVANGELICAL COVENANT CHURCH PRESENTS THIS CITATION OF APPRECIATION TO REV. JOHN S. WENRICH

For faithful service as president from 2018 to 2022.

We give thanks to God for you and for your leadership of the Evangelical Covenant Church, for your deep dedication to Christ and his Church, and your commitment to live that out in all things as a passionate servant.

As a former church planter, pastor of a historic established church, and director of congregational vitality, as president you have valued the life and mission of our congregations first and foremost;

You have championed the whole mission of the church, concretely underscoring our commitment to join God in God's mission to see more disciples, among more populations, in a more caring and just world;

Your commitment to advancing the Covenant's multiethnic mosaic, as well as gender equality, has helped us continue to strive to better reflect the kingdom of God;

Your interest in younger leader development reminds us of the importance of investing to raise up new generations of gifted and godly leaders;

Your personal engagement with the Covenant's global partnerships has brought encouragement to national leaders and their countries all around God's beloved world;

You have ventured to examine important matters of our common life, often at times when they would have been personally easier to pass over;

You have reminded us that it is the Holy Spirit who animates our faith, guides our service, and sustains us as the blazing center;

And through it all, you have modeled for us a devout life with Jesus, and demonstrated the ways of a tender spouse to Julie, loving father to Jonathan, Joel, and Jordan, and affectionate grandfather to Sloane and Brooklyn.

For all of this, we give thanks to you and praise to the Triune God in whom we live and move and have our being.

Presented in the city of Kansas City, Missouri, on the 25th day of June in the year of our Lord two thousand twenty-two.

Thanks be to God.

A handwritten signature in black ink, appearing to read 'Jon Bonkoski' with a stylized flourish at the end.

Jon Bonkoski

Chair, Covenant Executive Board



Recognition of Rebecca Gonzalez, Executive Director of Operations of the Evangelical Covenant Church

**THE EVANGELICAL COVENANT CHURCH PRESENTS
THIS CITATION OF APPRECIATION TO
REBECCA GONZALEZ**

For faithful service and dedicated leadership as executive director of operations of the Evangelical Covenant Church from 2013 to 2022.

For exemplifying how a vital walk with Christ is central to fruitful and respected service;

For tireless, prayerful, humble, expert, and faithful leadership in multifaceted areas of responsibility;

For expertise in developing systems, empowering staff, and moving forward with perseverance, flexibility, and grace;

For playing an essential role in moving the operations of the denominational office forward throughout the pandemic;

For remarkable balancing of the realities and demands of operational leadership alongside a deep heart and care for all of God's people;

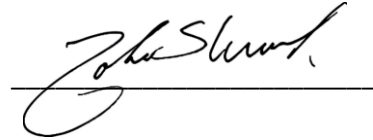
For diligence in constructing exceedingly complex and dynamic agendas and frameworks for Gather and Midwinter events, working in collaboration with countless teams and leaders;

For willingness to listen first, pray, and follow God's call;

For an exemplary work ethic creating excellence in every project, system, and decision;

In all of this, you have personified devotion to Christ, care for people, and love for the Church, bearing the fruit of the Spirit through kindness, goodness, gentleness, and peaceful presence, no matter the circumstance.

Presented in the city of Kansas City, Missouri, on this 26th day of June in the year of our Lord two thousand twenty-two.

A handwritten signature in black ink, reading "John S. Wenrich", is written over a horizontal line.

John S. Wenrich, President



Recognition of Paul Wilson, Pacific Southwest Conference Superintendent

THE EVANGELICAL COVENANT CHURCH PRESENTS

THIS CITATION OF APPRECIATION TO

REV. PAUL WILSON

For outstanding service and dedicated leadership as superintendent of the Pacific Southwest Conference of the Evangelical Covenant Church from 2014 to 2022.

For his long history of building, developing, and unleashing gifted staff teams, beginning at Alaska Christian College; continuing at First Covenant Church in Oakland, California; and as is clearly evident in the Pacific Southwest Conference, where the staff reflects the beautiful mosaic and diversity in our context and Paul has equipped leaders to fully live into how God has gifted them for ministry.

For his visionary leadership, as he has advanced and supported the mission of the Pacific Southwest Conference through the creation of IGNITE, the youth initiative, advancement of English speaking and Latino church planting, and RGR (Rooted, Growing, Resilient), always in close partnership with the conference staff.

For seeking to help others “see God, see people, and grow people.” Untold numbers of people have experienced God and more fully embraced their personal and pastoral callings as a result of their interactions with Paul.

For making space for all to participate in important conference gatherings, regardless of their financial resources, from pastoral retreats, to gatherings of middle or high school youth, to the Annual Celebration; for insuring that “everyone gets to do everything we do.”

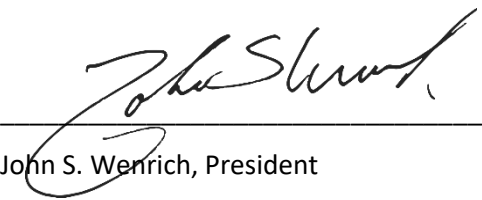
For his obedience in following Jesus to reach out and care for the marginalized, whatever the reason for their marginalization.

For excellence exhibited in exegeting a culture, including always its historical roots.

For his wisdom in listening, then leading.

For being a courageous risk taker.

Presented in the city of Kansas City, Missouri, on the 15th day of June in the year of our Lord two thousand twenty-two.



John S. Wenrich, President



Recognition of Mark Stromberg, Northwest Conference Superintendent

THE EVANGELICAL COVENANT PRESENTS THIS CITATION OF APPRECIATION TO REV. MARK R. STROMBERG

For outstanding service and dedicated leadership as superintendent of the Northwest Conference of the Evangelical Covenant Church from 2011 to 2022.

Mark has led the conference with an unwavering commitment to the Word of God, a heart for evangelism, a strong sense of our historical ethos, and a passion for the highest ideals of our movement.

During his tenure, he has promoted the spread of the gospel through church planting, advocated for vulnerable adults and the ministry of the Covenant Ability Network, affirmed the life-changing ministry of our Covenant camps, supported our denominational emphasis on healthy missional churches, sought integrity in pastoral leadership and pastor-church relationships, and been a steady, impartial resource to churches in conflict.

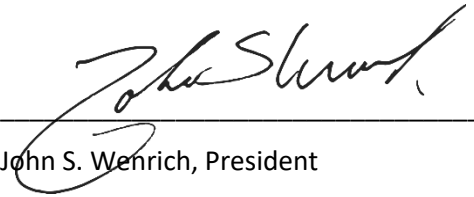
Mark's pastor's heart has moved him to mentor younger pastors, walk alongside pastors and conference staff members in challenging times, and enabled him to serve the grieving Minnehaha Academy community after the tragic explosion on August 2, 2017.

Under Mark's leadership, the ministry of the conference has grown in significant ways, including the expansion of pastoral care and development; a commitment to children, youth, and family ministry; the formation of a network for ministries to persons with disabilities; the planting of Latino churches; and advocacy for women in pastoral leadership.

As a part of the larger denomination, he has helped shape our 3StrandStrong initiative and served on the Council of Superintendents, the Covenant Executive Board, the National Covenant Properties Board, and the Covenant Initiatives for Care Board.

Mark is fiercely loyal, consistently tough or tender as circumstances require, appreciates our predecessors in the Covenant and in the Christian tradition, loves the Church and the people in the Church, and has consistently demonstrated servant leadership.

Presented in the city of Kansas City, Missouri, on the 25th day of June in the year of our Lord two thousand twenty-two.



John S. Wenrich, President



Recognition of Dave Kersten, Dean of the North Park Theological Seminary and Vice President of Church Relations

THE EVANGELICAL COVENANT PRESENTS THIS CITATION OF APPRECIATION TO REV. DR. DAVID W. KERSTEN

For outstanding service from 1980 to 2022 to the Evangelical Covenant Church, including North Park University and North Park Theological Seminary.

A North Park University alumnus (C'77 S'82 DMin'97), Dave has devoted his professional life to Christ and the church, serving 21 years as a pastor of congregations in Alabama, Florida, Washington, and Minnesota; 11 years as executive minister of the Department of the Ordered Ministry; and 10 years as North Park University's vice president for church relations and dean of the seminary.

As a Covenant pastor, Dave renovated churches, developed recreational facilities, rebuilt storm-damaged homes, supported refugees in their resettlement, and expanded ministry to parishioners of diverse ethnic backgrounds.

As executive minister of develop leaders serving as pastor to more than 2,000 pastors, Dave championed continuing education, care and crisis intervention; developed the Sustaining Pastoral Excellence program, which launched a longstanding partnership with the Lilly Endowment; shepherded an overhaul to Covenant Orientation, including creating the Vocational Excellence class to address pastoral ethics and help pastors learn to prioritize their interior lives; and worked to normalize a culture of self-care within the ministerium.

As vice president for church relations and dean of North Park Theological Seminary, Dave has helped to shape a new generation of vocational leaders—more than 400 Christians called, equipped, and sent

to serve around the world. Under his leadership, innovations including the Ignite program, the master of arts in Christian formation, and the School of Restorative Arts have been transformational.

We commend Dave for his ministry and legacy of significance and service, for God's glory and neighbor's good.

Presented in the city of Kansas City, Missouri, on this 26th day of June in the year of our Lord two thousand twenty-two.

A handwritten signature in black ink, reading "John S. Wenrich", is written over a horizontal line.

John S. Wenrich, President



2022 T. W. Anderson Outstanding Lay Person Award

THE EVANGELICAL COVENANT CHURCH GRANTS THE THEODORE W. ANDERSON AWARD TO PERCY MUEDA



In grateful recognition of his dedicated service to his local congregation and community and his deep commitment to Christ and Christ's church.

Percy has lived a long-standing, faithful commitment to Grace Covenant Church (GCC) of South San Francisco, coupled with his unconditional love and support for every pastor since its founding in the 1960s.

As a youth when the church was established, Percy was among the early leaders in the fledgling neighborhood church, which was planted with a desire to create a missional outpost to serve the growing community. "Your church in your neighborhood" was the church's early motto. Percy has embodied that ethos, both within church as well as in the broader community.

Over the years, Percy has served GCC in a variety of ways—volunteering in the food pantry, children's, and youth ministries. He would make presentations and offer a unique creativity with his popular "Chalk Talks" in which he drew a visual representation of a biblical narrative while sharing the story with the congregation. He freely offered his creativity to children, youth, and adults alike, inspiring others with his infectious optimism. Percy's creativity, masterful multitasking skills, and ability to think outside the box make him a valuable layperson.

He has led Bible studies for seniors and currently serves as a greeter with a warm smile for anyone who walks through the doors. He makes it a point to hand-deliver the Sunday bulletin to the homes of

members who miss a given church service. Percy currently serves as the chair of the GCC leadership team. At 82 years old, he is often referred to as “the energizer bunny.”

Percy can be found in or around GCC’s facilities nearly daily. He stops by the church building to pull weeds, empty trash and recycling bins, sort the mail, sweep the parking lot, and mend broken fixtures. Sometimes he even organizes the pastor’s office when it becomes too cluttered!

Over the years, he has unfailingly offered his leadership gifts with grace and humility, chairing the church board for many years. Percy has been the default church historian, keenly aware of where anything could be found, yet never tied to “sacred cows” that would prevent the church from moving forward. He has an uncanny ability to be an early adapter, ready to take on any new challenge.

He is a dear friend, a loving man, a deeply committed follower of Christ, and an inspiration to so many.



2022 Irving Lambert Outstanding Urban Ministries Award

THE EVANGELICAL COVENANT CHURCH PRESENTS

THE 2022 IRVING C. LAMBERT AWARD TO

JOHN (BIG JOHN) PHILLIP PERKINS



For dedicated and dynamic leadership as a church planter, pastor, community development practitioner, and Love Mercy and Do Justice advocate.

Big John's creative vision for fostering connection, ensuring belonging, caring for the afflicted, lonely, and oppressed, and using his many gifts to facilitate resources for those most at the margins embodied and exemplified Christ's intent in instructing us to preach good news to the poor, proclaim freedom for the prisoners, recovery of sight for the

blind, and set the prisoners free. Big John was a "gentle man," who never lost sight of Christ's call to go and make disciples, even as he was caring for the "felt needs" of individuals, families, and the entire community. His work inspired those with whom he co-labored; mobilized and empowered a fresh generation of talented and committed young people; and encouraged local businesses, investors, church partners, and others from the marketplace to be drawn into God's mission to create concrete, life-changing initiatives toward the transformation of the community.

Long before CovEnterprises was a ministry of Love Mercy Do Justice, Big John was pioneering entrepreneurial ministries in Jackson, Mississippi, to foster economic and educational development. The Common Ground Cuts, a barbershop and beauty salon which Big John founded, aided returning citizens in their efforts to turn their lives around, find gainful employment, and pursue their dreams as craftsmen and craftswomen. Common Ground Lawn Care similarly employed young men and women

in an entrepreneurial endeavor which paired training with discipleship and prevention methodologies, helping to ensure that young people would stay on a trajectory toward success. Finally, Big John's Common Ground Catering provided opportunity for young people to develop culinary skills and to use those skills for the common good of a food-insecure community.

Big John loved the church and never stopped believing that it was God's answer for a lost and dying world. He was a church planter and mentor to others who were called to establish churches in under-resourced communities. He actively encouraged Covenant churches to embrace their call to be the integral, seen-and-felt hands of Jesus in the communities in which they were planted. Neither his work, nor his ideologies were ever confined to bricks and mortar, however. "Wherever we are," he would often say, "is where the gospel has an opportunity to go forth."

For executive directing the Spencer Perkins Center and giving his life's work to the cause of rescuing young men and women;

For serving Common Ground Covenant Church and through it, the surrounding community in Jackson, Mississippi;

For serving Covenant denominational ministries in church planting and ministry coaching;

For helping to pioneer CovEnterprises in tangible ways on the ground in Jackson;

For moving the needle forward on matters of equity, access, racial righteousness, and reconciliation within the Covenant and well beyond;

For challenging us to be people of integrity, whose words would be borne out in our actions, and whose actions would proclaim that we are followers of our Lord Jesus Christ, the one who gives voice to the voiceless, remembers the forgotten, pursues justice for the oppressed, and empowers the marginalized;

For modeling the character of Christ, blessing all whom he encountered with a humble and welcoming spirit, deep compassion, a joyful presence, a warm hug, and a prophetic witness of the never-ending love of God;

For hosting countless Sankofa journeys and opening ministry doors to all who came to listen and learn;

For being a “gentle man,” who answered the call to proclaim God’s Word in all seasons.

Big John was a pastor and a model to all in the Covenant through his words of wisdom and encouragement; through profound, convicting, selfless, and empowering actions, in his community and ours.

Presented in the city of Kansas City, Missouri, on the 26th day of June in the year of our Lord two thousand twenty-two.

A handwritten signature in black ink, appearing to read "John S. Wenrich", written over a solid black horizontal line.

John S. Wenrich, President

A handwritten signature in black ink, appearing to read "Paul Robinson", written over a solid black horizontal line.

Paul Robinson, Executive Minister, Love Mercy Do Justice



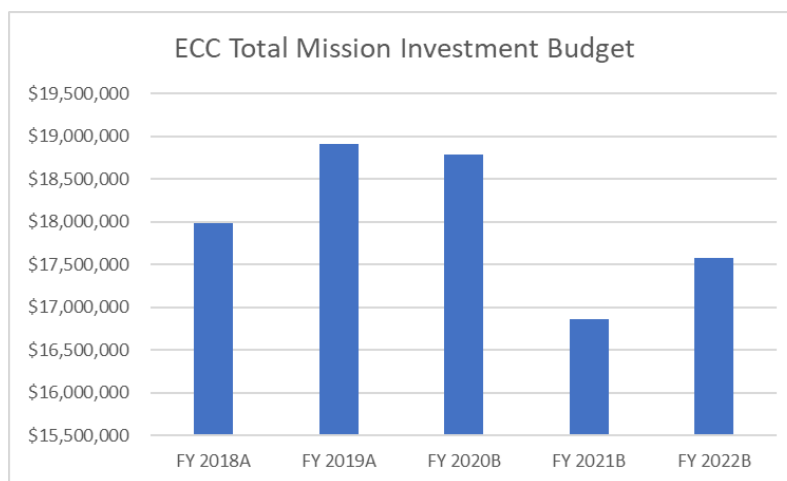
Fiscal Year 2021 Performance Report

As we prepare to gather at our annual meeting, please find the following summary of the financial materials and information we will be providing to our delegates related to our operating results, our benefit programs, and our financial stewardship.

FY2021 OPERATING RESULTS

Over the past two years, Covenant leadership has worked hard to reduce the size of the total spend that undergirds our mission to “join God in God’s mission to see more disciples, among more populations, in a more caring and just world.” While we are extremely grateful for the faithful support of our donors, total undesignated giving (the lifeblood of our coordinated mission budget) has been flat for the past five years. To maintain the financial capacity necessary to advance our mission, we have been engaged in a thoughtful and collaborative program of budget cuts to better live within our means.

As detailed in the chart below, our stewardship effort has resulted in a stepped down total spend that notably diverges from our historical budget trend, without damaging or degrading mission effectiveness.



We are pleased to report to you that despite the significantly reduced budget target in fiscal year 2021, our unaudited actual FY2021 spend was approximately \$16,705,131, or \$153,527 under budget. Total FY2021 income was \$16,224,186, or \$60,029 below target. Accordingly, our FY2021 financial performance was \$93,229 better than

budget, resulting in a budget deficit of \$480,944. Please find details regarding our fiscal year 2021 performance in the table below.

	Budget FY 2021	Actual FY 2021	Actual vs Budget %
Mission Provision			
ECC Church Support	\$ 8,150,000	\$ 8,026,758	-1.5%
Individual Donor Support	2,612,000	2,858,470	9.4%
Affiliate Fees	4,203,006	4,200,488	-0.1%
Annual Bequests Draw	818,000	928,000	13.4%
Other Income and Rent	501,209	210,470	-58.0%
TOTAL MISSION PROVISION	16,284,215	16,224,186	-0.4%
Misssion Investment			
Start and Strengthen Churches	\$ 1,053,075	\$ 1,081,223	2.7%
Make and Deepen Disciples	858,639	700,191	-18.5%
Develop Leaders	922,067	776,409	-15.8%
Love Mercy Do Justice	675,172	627,420	-7.1%
Serve Globally	1,429,348	1,221,721	-14.5%
MarComm	1,250,068	1,337,396	7.0%
Shared Services	3,951,152	4,543,402	15.0%
Other	250,000	166,523	-33.4%
Core Mission Investment	10,389,521	10,454,285	0.6%
Church Plant Appropriations	1,880,500	1,518,410	-19.3%
Living Legacy Funding	(686,669)	(495,000)	-27.9%
Net Church Plant Appropriations	1,193,831	1,023,410	-14.3%
Global Personnel Appropriations	4,275,036	4,227,435	-1.1%
North Park University Support	1,000,000	1,000,000	0.0%
Mission Friends Appropriations	5,275,036	5,227,435	-0.9%
TOTAL MISSION INVESTMENT	16,858,388	16,705,131	-0.9%
Mission Surplus (Deficit)	\$ (574,173)	\$ (480,944)	16.2%

Total Mission Provision

While total income was slightly under budget, undesignated giving from our churches and individuals totaled \$10,885,228, or \$123,228 ahead of budget. The 13.4% increase in the Annual Bequest Draw reflects the strong investment performance of our bequest reserve funds (we draw 10% of the bequest fund balances as of 9/30 of each fiscal year). The primary drag on our FY2021 income total was a significant decline in “Other Income and Rent” – specifically Communication Sales. We projected \$340,000 in Communication Sales, but the actual result totaled only \$100,665.

Total Mission Investment

As detailed in the table above, there are three categories of Mission Investment: Core Mission (our Five Mission Priorities and related Ministry support), Net Church Plant Appropriations (in support of Church Planting activities), and Mission Friends Appropriations (our investment in shared mission with our Mission Friends).

Core Mission Investment is the component of our annual spend where the Covenant Offices team exercises the most discretion. Here is where we can most directly impose stewardship discipline, as the catalysts for appropriations related to Church Plant activities and Mission Friends are largely constituency centered. Notably, the aggregated spend of our 5 Mission Priorities was \$531,336 below budget. Mission support expenses (Communications and Shared Services) were 13.1% over budget due to the costs related to our transition to a remote working structure and a more “digital friendly” denomination. In total, Core Mission Investment expenses came in .6% above budget.

Net Church Plant Appropriations were 14.3% below budget as church planting activity remained at approximately one half of historical (or “normal”) levels of activity. Appropriations related to our Mission Friends were .9% below budget as Global Personnel appropriations were \$47,601 under projections, and we were blessed to be able to maintain our annual support of North Park University at a level of \$1 million.

Although we would always prefer a balanced budget outcome – or, better yet, a budget surplus! – the FY2021 deficit of \$480,944 is 16.2% better than the \$574,173 deficit assumed in the approved budget. This is a significant reduction from the peak \$2.6 million funding gap we experienced in FY2019.

As noted in the enclosed summary titled “Presentation and Adoption of the FY2023 Budget”, our total income (net of the annual draw from our bequest reserves) has been flat over the past four years and recently has been trending downward. While we remain committed to bringing forth a balanced FY2024 budget proposal to Gather23 - should the recent trends in undesignated giving persist – it is difficult to imagine achieving a balanced budget without a major restructuring of the Covenant Offices mission and team. In our budget presentation at Gather, we will provide additional thoughts and observations regarding Covenant giving trends and the affordability of our current missioning structure.

Financial Audit Updates

We provide you with the most recent Covenant audited financial reports at our annual meeting. Enclosed in this packet is the audited consolidated financial statements of the Covenant for the fiscal year ended September 30, 2020. This report includes both “base mission” activity as well as broader global “project ministries” and related Covenant financial obligations. This is the most comprehensive view of our mission activity from a financial

perspective.

At the annual meeting in June, we will also make available to you the audited consolidated financial statements for the fiscal year most recently concluded (September 30, 2021), as well as a DRAFT of the audited financial statements of the Covenant Pension Plan (“CPP”) as of December 31, 2021. The CPP is the primary pension plan for Covenant ministers and Global Personnel. As in prior years, the audit remains in DRAFT form only because of a normal delay in receiving final valuations from certain private capital asset managers. The report will be finalized in the second half of 2022, and we do not expect any material revision.

Covenant Benefits

The newly renamed “Covenant Benefits” team (formerly “Bethany Benefit Service”) continues to provide a high level of care and service to our pastors, employees, and churches – while maintaining sound reserves and good operating results. Year after year, the Covenant Benefits team strives to provide our participants with affordable, high quality and comprehensive care – without compromising the plan’s long-term sustainability. The team is presently exploring new ways of expanding its program of care to better fit our member’s needs, both in terms of affordability and flexibility of coverage. We also plan to allocate more time and resources toward promoting greater awareness of Covenant Benefits across our churches, in the hope of expanding our membership. Increased enrollment means lower costs to our members, better care of our pastors, and a more diverse spread of the plan’s risks.

We are pleased to share that the Covenant Pension Plan continued to enjoy fully funded status as of year-end 2021.

Our goal is to ensure the long-term sustainability of the Covenant’s finances in its support our mission. If we are to mission well, we must steward well. We remain focused on creating better financial reporting across the Covenant ecosystem, enhancing transparency around our finances and annual budget, tightening expense management, expanding our programs around pastor economic wellness (particularly in under-resourced churches), growing our financial reserves, and continuing to build our Advancement efforts and our 3StrandStrong bonds.

We continue to be blessed by talented and faithful Covenanters who work alongside us on the Finance Committee of the Executive Board and on the Board of Pensions and Benefits. Our work would not be possible without them, nor without you.

We look forward to sharing more with you at Gather 2022.

With deep gratitude,

Steve Klimkowski
Executive Director of Finance, Corporate Treasurer, and Chief Financial Officer

THE EVANGELICAL COVENANT CHURCH

Consolidated Financial Statements
With Independent Auditors' Report

September 30, 2020 and January 31, 2020

THE EVANGELICAL COVENANT CHURCH

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INDEPENDENT AUDITORS' REPORT

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

We have audited the accompanying consolidated financial statements of The Evangelical Covenant Church, which comprise the consolidated statements of financial position as of September 30, 2020 and January 31, 2020, and the related consolidated statements of activities and cash flows for the eight months and year then ended, respectively, and the related notes to the consolidated financial statements.

Management's Responsibility 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; this includes 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.

Auditors' Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audits. We did not audit the financial statements of Covenant Trust Company, an investee of which The Evangelical Covenant Church has a significant influence. Those statements were audited by other auditors, whose report has been furnished to us, and our opinion, insofar as it relates to the investment in Covenant Trust Company, is based solely on the report of the other auditors. The investment in Covenant Trust Company made up 2.0% of The Evangelical Covenant Church's total assets and 7.1% of its change in net assets. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements 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 entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of The Evangelical Covenant Church as of September 30, 2020 and January 31, 2020, and the changes in its consolidated net assets and cash flows for the eight months and year then ended, respectively, in accordance with accounting principles generally accepted in the United States of America.

Capin Crouse LLP

Naperville, Illinois
March 11, 2022

THE EVANGELICAL COVENANT CHURCH

Consolidated Statements of Financial Position

	September 30, 2020	January 31, 2020
ASSETS:		
Cash and cash equivalents	\$ 3,232,647	\$ 1,891,153
Contributions and bequests receivable	-	142,440
Prepaid expenses and other assets	123,580	103,832
Notes and accounts receivable:		
Churches and other affiliates (net of allowance of \$25,500 at September 30, 2020 and January 31, 2020)	1,311,651	886,776
Other Covenant entities	2,187,302	1,700,442
Other	307,450	398,373
Real estate held for sale (Note 15)	592,719	1,715,685
Investments (Note 2)	61,106,198	55,587,089
Investments whose use is limited (Note 2):		
Annuities	7,584,604	7,906,225
Investments pledged	1,505,581	1,481,916
Property and equipment, net (Note 4)	9,537,972	9,711,295
Interest in irrevocable trusts (Note 7)	809,528	837,107
Total Assets	<u>\$ 88,299,232</u>	<u>\$ 82,362,333</u>
LIABILITIES AND NET ASSETS:		
Accounts payable and accrued expenses	\$ 2,387,721	\$ 2,585,748
Deferred income	1,750,758	1,878,996
Insurance payable	21,997,615	22,312,113
Lines of credit and notes payable (Note 5)	6,685,234	4,472,016
Supplemental retirement benefits payable (Note 12)	575,308	589,789
Annuities (Note 13):		
Annuities payable	841,588	925,524
Due to other Covenant entities	6,418,274	6,664,466
Total Liabilities	<u>40,656,498</u>	<u>39,428,652</u>
Net assets:		
Without donor restrictions	22,498,235	17,197,065
With donor restrictions (Note 10)	25,144,499	25,736,616
Total Net Assets	<u>47,642,734</u>	<u>42,933,681</u>
Total Liabilities and Net Assets	<u>\$ 88,299,232</u>	<u>\$ 82,362,333</u>

See notes to consolidated financial statements

THE EVANGELICAL COVENANT CHURCH

Consolidated Statements of Activities

	Eight Month Period Ended September 30, 2020			Year Ended January 31, 2020		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
INCOME:						
Church giving	\$ 3,129,382	\$ 2,261,566	\$ 5,390,948	\$ 5,271,674	\$ 3,766,164	\$ 9,037,838
Fees	2,601,221	-	2,601,221	3,893,833	-	3,893,833
Contributions	7,302,616	2,636,293	9,938,909	1,562,716	8,641,633	10,204,349
Meetings and events	14,817	-	14,817	928,194	-	928,194
Communication sales	119,446	-	119,446	344,120	-	344,120
Bequests	1,026,368	-	1,026,368	2,027,207	-	2,027,207
Loss on sale of real estate held for sale	(355,888)	-	(355,888)	-	-	-
Other	290,351	1,382,407	1,672,758	1,570,406	661,437	2,231,843
Investment income net of fees	793,147	250,893	1,044,040	1,541,974	1,008,622	2,550,596
Change in value of annuities and interest in irrevocable trusts	(5,289)	(13,784)	(19,073)	(9,196)	(119,662)	(128,858)
Total Support and Revenue	14,916,171	6,517,375	21,433,546	17,130,928	13,958,194	31,089,122
Net Assets Released From Restrictions:	7,109,492	(7,109,492)	-	11,843,500	(11,843,500)	-
	22,025,663	(592,117)	21,433,546	28,974,428	2,114,694	31,089,122
EXPENSES:						
Start & Strengthen Churches	3,133,039	-	3,133,039	4,399,897	-	4,399,897
Make & Deepen Disciples	616,845	-	616,845	1,743,812	-	1,743,812
Develop Leaders	1,777,128	-	1,777,128	2,699,440	-	2,699,440
Love Mercy, Do Justice	539,979	-	539,979	1,071,740	-	1,071,740
Serve Globally	6,570,619	-	6,570,619	11,216,649	-	11,216,649
General Mission	87,119	-	87,119	266,551	-	266,551
Communication	836,239	-	836,239	1,221,606	-	1,221,606
General administration	2,740,324	-	2,740,324	6,280,753	-	6,280,753
Fundraising	423,201	-	423,201	638,145	-	638,145
Total Expenses	16,724,493	-	16,724,493	29,538,593	-	29,538,593
Changes in Net Assets	5,301,170	(592,117)	4,709,053	(564,165)	2,114,694	1,550,529
Net Assets, Beginning of Year	17,197,065	25,736,616	42,933,681	17,761,230	23,621,922	41,383,152
Net Assets, End of Year	\$ 22,498,235	\$ 25,144,499	\$ 47,642,734	\$ 17,197,065	\$ 25,736,616	\$ 42,933,681

See notes to consolidated financial statements

THE EVANGELICAL COVENANT CHURCH

Consolidated Statements of Cash Flows

	Eight Month Period Ended September 30, 2020	Year Ended January 31, 2020
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$ 4,709,053	\$ 1,550,529
Adjustments to reconcile change in net assets to net cash provided (used) by operating activities:		
Depreciation expense	173,323	261,424
Unrealized appreciation on investments	(392,285)	(942,787)
Unrealized depreciation (appreciation) on annuity investments	2,631	(32,900)
Loss (Gain) on sale of investments	189,283	(1,331,024)
Gain on sale of annuity investments	(9,521)	(22,557)
Loss on sale of real estate held for sale	355,888	-
Annuity payments	95,198	145,216
Actuarial change in annuities	(83,936)	(42,087)
Change in interest in irrevocable trusts	27,579	114,652
Contributions restricted for investment in endowment	(1,172,813)	(2,681,890)
Changes in:		
Contributions and bequests receivable	142,440	57,983
Accounts receivable	(450,301)	145,522
Prepaid expenses and other assets	(19,748)	19,840
Accounts payable and accrued expenses	(198,027)	(24,160)
Insurance payable	(314,498)	(2,291,708)
Supplemental retirement benefits payable	(14,481)	(20,004)
Deferred income	(128,238)	(305,211)
Net Cash Provided (Used) by Operating Activities	<u>2,911,547</u>	<u>(5,399,162)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Capital expenditures	-	(6,419)
Purchases of investments	(8,737,066)	(28,500,712)
Proceeds from sale and maturity of investments	3,397,292	29,657,189
Purchase of investments restricted for annuities	-	(8,545)
Proceeds from sale and maturity of investments restricted for annuities	82,320	120,295
Proceeds from sale of property held for sale	874,651	57,380
Disbursements under notes receivable	(594,155)	(199,700)
Collections on notes receivable	223,644	196,609
Net Cash (Used) Provided by Investing Activities	<u>(4,753,314)</u>	<u>1,316,097</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Contributions restricted for investment in endowment	1,172,813	2,681,890
Borrowings from lines of credit and notes payable	3,100,052	2,121,626
Repayments from lines of credit and notes payable	(994,406)	(1,692,940)
Annuity payments	(95,198)	(145,216)
Net Cash Provided by Financing Activities	<u>3,183,261</u>	<u>2,965,360</u>
Net Increase (Decrease) in Cash and Cash Equivalents	1,341,494	(1,117,705)
Cash and Cash Equivalents, Beginning of Year	<u>1,891,153</u>	<u>3,008,858</u>
Cash and Cash Equivalents, End of Year	<u>\$ 3,232,647</u>	<u>\$ 1,891,153</u>
SUPPLEMENTAL INFORMATION:		
Cash paid for interest	<u>\$ 107,700</u>	<u>\$ 163,276</u>
Payoff of old debt with issuance of new debt	<u>\$ -</u>	<u>\$ 2,168,256</u>
Acquisition of real estate held for sale by note payable	<u>\$ 107,573</u>	<u>\$ 107,206</u>

See notes to consolidated financial statements

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

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 and regional conferences. They also exclude other Covenant institutions administered by separate Boards. 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.

BASIS OF ACCOUNTING

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

CHANGE IN FISCAL YEAR

In March 2020, the Executive Board changed the Church's fiscal year end to September 30. Therefore, the consolidated financial statements presented for the period ended September 30, 2020 and year ended January 31, 2020, reflect the results of activity for the eight month period and year, respectively.

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, 2020 and January 31, 2020, the Church had cash on deposit that exceeded federally insured limits by \$2,719,449 and \$3,731,665, respectively. The Church has not experienced any losses on these accounts and does not believe it is exposed to any significant risk.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

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.

CONTRIBUTIONS AND BEQUESTS

Contributions and bequests are recorded at the time of 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 web site. Contributions receivable represent amounts expected to be collected within less than one year.

NOTES AND ACCOUNTS RECEIVABLE

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 notes and accounts receivable is maintained at a level that, in management's judgment, is adequate to absorb probable losses.

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.

REAL ESTATE HELD FOR SALE

Real estate held for sale is initially reported at cost, if purchased, or fair value on the date of receipt as determined by appraisals and thereafter adjusted to estimated net realizable value. All real estate held for sale is actively marketed and is expected to be sold within one year. Subsequent gains from disposition of property held for sale are recorded as gain on sale of property in the period realized. Subsequent losses are recorded in the period when it is probable and able to be estimated.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

1. SIGNIFICANT ACCOUNTING POLICIES, continued:

INSURANCE PAYABLE

Bethany Benefit Service (BBS), 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. BBS 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 BBS to cover future liabilities including claims incurred but not received.

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. A discount rate of 7% and the Annuity 2015 Mortality Table were used in the valuation of the annuity agreements. Payouts are made for the life of the annuitants at rates ranging from 4.2% to 21.6% based on existing annuity agreements. The excess of amounts available to fund the annuities over the calculated amount of annuities payable is recorded as net assets with or without donor restrictions if the residual is available to the Church or as a liability if the residual is payable to others or other Covenant entities.

DEFERRED INCOME

Deferred income includes monies received in advance for meetings and events, and payments received for subscriptions not yet mailed. In addition, deferred income includes grant funds received that have not yet been expended and are subject to certain conditions.

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, 2020 and January 31, 2020

1. SIGNIFICANT ACCOUNTING POLICIES, continued:

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.

MEETINGS AND EVENTS

Meetings and events income and expenses include the activities of the Church's annual meeting and an annual conference held for Church pastors. Additionally, a youth conference and a women's conference are held every three years.

2. INVESTMENTS AND INVESTMENTS WHOSE USE IS LIMITED:

Investments as of September 30, 2020 and January 31, 2020, consist of the following:

	<u>September 30,</u>	<u>January 31,</u>
Money Market Funds	<u>\$ 2,977,008</u>	<u>\$ 6,069,575</u>
NCP Demand Accounts	<u>10,944,469</u>	<u>5,653,072</u>
Equity:		
Mutual Funds	17,912,602	15,271,233
Other Assets Illiquid	2,809,298	3,353,210
Total Equity	<u>20,721,900</u>	<u>18,624,443</u>
Fixed Income:		
Mutual Funds	17,494,464	16,098,620
NCP Certificates	7,229,418	7,771,515
Total Fixed Income	<u>24,723,882</u>	<u>23,870,135</u>
Investment in CTC	<u>1,738,939</u>	<u>1,369,864</u>
Total Investments	<u><u>\$ 61,106,198</u></u>	<u><u>\$ 55,587,089</u></u>

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

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

Investments, whose use is limited as of September 30, 2020 and January 31, 2020, consist of the following:

	<u>September 30,</u>	<u>January 31,</u>
Annuities:		
Money Market Funds	\$ 449,125	\$ 92,551
Equity Mutual Funds	<u>3,522,665</u>	<u>3,334,073</u>
Fixed Income:		
Bonds - Federal Agencies	-	1,018,568
Bonds - US Government	3,125,616	3,066,895
Mutual Funds	<u>487,198</u>	<u>394,138</u>
Total Fixed Income	<u>3,612,814</u>	<u>4,479,601</u>
 Total Annuity Investments	 <u>7,584,604</u>	 <u>7,906,225</u>
 Investments Pledged - National Covenant		
Properties Certificates (see Note 6)	<u>1,505,581</u>	<u>1,481,916</u>
	<u><u>\$ 9,090,185</u></u>	<u><u>\$ 9,388,141</u></u>

Investments in NCP Certificates bear interest at rates ranging from 1.0% to 3.5% and mature through 2026. Investments in NCP Demand Accounts bear interest at 1.0% and are redeemable on demand.

Investment in the CTC represents the Church's ownership interest in the CTC, which is equally owned with related parties North Park University and Covenant Ministries of Benevolence.

Fees paid for investments held and managed by the CTC were \$52,579 and \$109,910 for the eight months and year ended September 30, 2020 and January 31, 2020, respectively. Included in investment income is \$157,575 and \$190,770 of interest income earned from sources held at other than fair value as of September 30, 2020 and January 31, 2020, respectively.

At September 30, 2020, approximately \$50.5 million of the Church's investment portfolio was held and managed by CTC and approximately \$19.7 million was held at NCP. While these assets are subject to investment risk, the Church has not incurred and does not expect to incur any losses related to the solvency of the entities themselves. The Church does not believe it is exposed to any significant risk of loss related to these entities.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

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.

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 EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

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, 2020:

	<u>Total</u>	<u>Level I</u>	<u>Level II</u>	<u>Level III</u>
Investments at fair value:				
Money Market Funds	\$ 2,977,008	\$ 2,977,008	\$ -	\$ -
Equity:				
Mutual Funds	17,912,602	17,912,602	-	-
Other Assets Illiquid	2,809,298	-	-	2,809,298
Fixed Income Mutual Funds	17,494,464	17,494,464	-	-
Total investments at fair value	41,193,372	38,384,074	-	2,809,298
Investments carried at cost:				
NCP Demand Accounts	10,944,469			
NCP Certificates	7,229,418			
	<u>18,173,887</u>			
Investment in CTC	<u>1,738,939</u>			
Total Investments	<u>\$ 61,106,198</u>	<u>\$ 38,384,074</u>	<u>\$ -</u>	<u>\$ 2,809,298</u>
Investments whose use is limited at fair value:				
Money Market Funds	\$ 449,125	\$ 449,125	\$ -	\$ -
Equity Mutual Funds	3,522,665	3,522,665	-	-
Fixed Income:				
Bonds - US Government	3,125,616	-	3,125,616	-
Mutual Funds	487,198	-	487,198	-
Total investments whose use is limited at fair value	7,584,604	3,971,790	3,612,814	-
Investments whose use is limited at cost:				
NCP Certificates	<u>1,505,581</u>			
Total investments whose use is limited	<u>\$ 9,090,185</u>	<u>\$ 3,971,790</u>	<u>\$ 3,612,814</u>	<u>\$ -</u>

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

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 January 31, 2020:

	Total	Level I	Level II	Level III
Investments at fair value:				
Money Market Funds	\$ 6,069,575	\$ 6,069,575	\$ -	\$ -
Equity:				
Mutual Funds	15,271,233	15,271,233	-	-
Other Assets Illiquid	3,353,210	-	-	3,353,210
Fixed Income Mutual Funds	16,098,620	16,098,620	-	-
Total investments at fair value	40,792,638	37,439,428	-	3,353,210
Investments carried at cost:				
NCP Demand Accounts	5,653,072			
NCP Certificates	7,771,515			
	13,424,587			
Investment in CTC	1,369,864			
Total Investments	<u>\$ 55,587,089</u>	<u>\$ 37,439,428</u>	<u>\$ -</u>	<u>\$ 3,353,210</u>
Investments whose use is limited at fair value:				
Money Market Funds	\$ 92,551	\$ 92,551	\$ -	\$ -
Equity Mutual Funds	3,334,073	3,334,073	-	-
Fixed Income:				
Bonds - Federal Agencies	1,018,568	-	1,018,568	-
Bonds - US Government	3,066,895	-	3,066,895	-
Mutual Funds	394,138	394,138	-	-
Total investments whose use is limited at fair value	7,906,225	3,820,762	4,085,463	-
Investments whose use is limited at cost:				
NCP Certificates	1,481,916			
Total investments whose use is limited	<u>\$ 9,388,141</u>	<u>\$ 3,820,762</u>	<u>\$ 4,085,463</u>	<u>\$ -</u>

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

3. FAIR VALUE MEASUREMENTS AND DISCLOSURES, continued:

Investments in NCP Demand Accounts, NCP Certificates, and the investment in the CTC have been excluded from the fair value hierarchy as they are carried at cost, which approximates fair value.

The Church's investments that are measured at fair value on a recurring basis using significant unobservable inputs (Level III) are summarized as follows:

Balance January 31, 2019	\$ 3,328,837
Purchases	77,149
Unrealized Loss	(52,776)
Balance January 31, 2020	<u>3,353,210</u>
Purchases	19,173
Unrealized Loss	<u>(563,085)</u>
Balance September 30, 2020	<u><u>\$ 2,809,298</u></u>

Other assets illiquid consists of limited liability partnerships and is carried at fair value, as determined by the fund's general partners based on information provided by the funds' underlying professional managers. The funds do not allow for withdrawals of investments but will make distributions of its distributable cash flows to its limited partners over the estimated ten year life of the fund. The Church has an outstanding capital commitment of \$87,500 and \$77,500 as of September 30, 2020 and January 2020, respectively.

4. PROPERTY AND EQUIPMENT:

Property and equipment at September 30, 2020 and January 31, 2020, consist of the following:

	<u>September 30,</u>	<u>January 31,</u>
Administrative office:		
Land	\$ 3,098,419	\$ 3,098,419
Building and improvements	8,013,581	8,013,581
Furniture, fixtures, equipment and vehicles	968,443	968,443
	<u>12,080,443</u>	<u>12,080,443</u>
Less accumulated depreciation	<u>(2,542,471)</u>	<u>(2,369,148)</u>
	<u><u>\$ 9,537,972</u></u>	<u><u>\$ 9,711,295</u></u>

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

5. LINES OF CREDIT AND NOTES PAYABLE:

The Church has a line of credit with NCP. As of September 30, 2020 and January 31, 2020, the available line of credit was \$2,500,000. At September 30, 2020 and January 31, 2020, the outstanding balance was \$1,200,000 and \$0, respectively. The interest rate is set at the prime rate, but in no event less than 4.0% per annum. At September 30, 2020 and January 31, 2020, the interest rate was 4.0% and 4.75%, 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, 2020 and January 31, 2020, the outstanding balance on the mortgage note payable was \$2,516,973 and \$2,596,830, 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, 2020 and January 31, 2020, the interest rate was 4.25% and 4.75%, respectively. Under the refinanced loan terms, principal and interest is paid monthly in arrears in installments of \$19,221, based on the most recent interest rate adjustment. All unpaid principal and interest is due and payable on May 1, 2032. The note is secured with real estate.

During the year ended January 31, 2008, the Church acquired real estate located in Westminster, Colorado by assuming the related mortgage note payable and outstanding interest payable with NCP of \$2,026,953. As of September 30, 2020 and January 31, 2020, the outstanding balance on the mortgage note payable was \$0 and \$909,730, respectively. The mortgage note payable was due on demand and bore interest at prime, but in no event less than 4.0% per annum. At January 31, 2020, the interest rate was 4.75%. Monthly payments of interest only were required. This loan was secured by real estate.

During the year ended January 31, 2017, Bezalel, Inc. obtained a mortgage with NCP to acquire real estate in Dolton, IL. The original principal amount is not to exceed \$500,000. Interest, charged at prime rate, but no less than 4%, is added to the principal of the loan. At September 30, 2020 and January 31, 2020, the interest rate was 4.0% and 4.75%, respectively. The mortgage balance of each property is due in full upon the sale of the property. The outstanding balance on the mortgage note payable was \$663,399 and \$559,910 as of September 30, 2020 and January 31, 2020, respectively. This note is secured with real estate.

During the year ended January 31, 2018, the Church started a program called CovScholars. The Church obtained a loan with NCP to be able to offer eligible Covenant Scholars interest free loans. The original principal amount for the ECC is not to exceed \$1,000,000. Interest, charged at prime rate, but no less than 4.0%, is added to the principal of the loan. At September 30, 2020 and January 31, 2020, the interest rate was 4.0% and 4.75%, respectively, and is due monthly. Principal payments will be due from the students commencing on the earlier of six months after completion of the coursework/graduation at North Park Theological Seminary or six months after ceasing to be enrolled at least half-time. The total outstanding as of September 30, 2020 and January 31, 2020, is \$225,653 and \$152,237, respectively.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

5. LINES OF CREDIT AND NOTES PAYABLE, continued:

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 is set at the prime rate, but in no event less than 4.0% per annum. At September 30, 2020 and January 31, 2020, the interest rate was 4.0% and 4.75%, respectively. This line of credit is payable on demand with sixty days written notice. The outstanding balance on the line of credit is \$303,309 and \$253,310 as of September 30, 2020 and January 31, 2020, respectively, and is secured by invested funds from proceeds of a grant from the Lilly Foundation.

As part of the response to the impact of COVID-19, the Church applied for a Paycheck Protection Program (PPP) loan, administered by the Small Business Administration (SBA), under the CARES Act, which was signed into law in March 2020. The Church was approved for a loan in the amount of \$1,775,900 in May 2020. The PPP loan program provides for potential loan forgiveness up to the full amount of the loan provided the Church overcomes (meets) certain loan stipulations. The Church received notice from its lender in July 2021 that the full amount of the loan had been forgiven.

Principal payments on lines of credit and notes payable are due as follows for the years ending September 30:

2021	\$ 2,292,825
2022	1,907,484
2023	137,287
2024	143,236
2025	149,444
Thereafter	<u>2,054,958</u>
	<u>\$ 6,685,234</u>

Interest expense for the eight month period ended September 30, 2020 and year ended January 31, 2020, was \$87,170 and \$142,525, respectively.

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, 2020, the outstanding principal balance on these loans totaled \$74,032,236. These loans are secured by the related properties. The Church has pledged investments totaling \$1,505,581 as security for these loans. The mortgage loans have maturity dates ranging from on demand through the year 2050.

The Church also guarantees a mortgage loan to a local development company for its purchase of real property in Dolton, IL. The outstanding balance on this loan was \$250,000 as of September 30, 2020 and January 31, 2020. The note is secured with a variable rate certificate in the principal amount of not less than \$200,000 and properties owned by the development company.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

6. COMMITMENTS AND CONTINGENCIES, continued:

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. There are no commitments beyond fiscal year 2026. The Church's planned expenditures under existing Covenant Agreements are as follows for the years ending September 30:

2021	\$ 978,218
2022	593,821
2023	349,970
2024	205,685
2025	130,530
2026	<u>125,600</u>
	<u><u>\$ 2,383,824</u></u>

7. BENEFICIAL INTEREST OF GIFT INSTRUMENTS:

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 Interest in Irrevocable 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 eight month period ended September 30, 2020 and year ended January 31, 2020, the Church was not the beneficiary of any new irrevocable trusts.

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 charged to related Covenant institutions and funds were \$2,601,221 and \$3,893,833 for the eight month period ended September 30, 2020 and year ended January 31, 2020, respectively. In addition, the Church recorded \$181,568 and \$315,471 for the eight month period ended September 30, 2020 and year January 31, 2020, 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.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

9. PENSION TRUST FUND:

The Church participates in two multiemployer plans. The risks of participating in these multiemployer plans differ 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.

All full-time ministers participate in the Covenant Pension Plan. 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 \$403,438 and \$632,961 for the eight months and year ended September 30, 2020 and January 31, 2020, respectively. The contributions made by the Church represented approximately 5% and 7% of the total contributions made to the Covenant Pension Plan in 2020 and 2019, 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 years ended December 31, 2020 and 2019, are as follows:

Pension Fund	FEIN	2020	2019
Covenant Pension Plan	36-3065447	\$ 7,618,953	\$ 9,193,963

As of December 31, 2020, the Covenant Pension Plan's total net assets available for benefits were \$272,741,488 and the actuarial present value of accumulated plan benefits was \$256,243,955. As of December 31, 2019, the Covenant Pension Plan's total net assets available for benefits were \$265,389,915 and the actuarial present value of accumulated plan benefits was \$262,703,385. As of December 31, 2020, the Plan was 100% funded, based on the church plan assumptions utilized by management.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

9. PENSION TRUST FUND, continued:

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 \$353,199 and \$1,679,548 for the eight month period ended September 30, 2020 and year ended January 31, 2020. The contributions made by the Church represented approximately 63% and 72% of the total contributions made to the Lay Plan in 2020 and 2019, respectively. To the extent the Lay Plan is underfunded, future contributions to the Lay Plan may increase. Effective December 31, 2021, the Lay Plan was frozen.

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

Total contributions from all employers to the Lay Plan for the years ended December 31, 2020 and 2019, are as follows:

<u>Pension Fund</u>	<u>FEIN</u>	<u>2020</u>	<u>2019</u>
Evangelical Covenant Church Lay Pension Plan	46-4271385	\$ 556,659	\$ 2,317,491

As of December 31, 2020, the Lay Plan's total net assets available for benefits were \$11,506,542 and the actuarial present value of accumulated plan benefits was \$10,266,094. As of December 31, 2019, the Lay Plan's total net assets available for benefits were \$10,320,836 and the actuarial present value of accumulated plan benefits was \$9,982,610. As of December 31, 2020, the Plan was 100% funded, based on the Church Plan assumptions utilized by management.

Full-time employees hired in May 2013 or thereafter are covered under a 403(b) contributory plan. The Church contributed \$144,365 and \$95,403 to the 403(b) contributory plan in the eight month period ended September 30, 2020 and year ended January 31, 2020, 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, 2020 and January 31, 2020

10. NET ASSETS:

Net assets at September 30, 2020 and January 31, 2020, consist of the following:

	<u>September 30,</u>	<u>January 31,</u>
Net assets without donor restrictions:		
Undesignated	\$ 16,052,173	\$ 17,197,065
Board designated for Financial Relief Initiative program	<u>6,446,062</u>	<u>-</u>
	<u>22,498,235</u>	<u>17,197,065</u>
Net assets with donor restrictions:		
Subject to expenditure for specified purpose:		
Kingdom Builders Frontier Friends	322,601	319,904
Friends of World Mission	618,988	523,801
CovKids	287,988	245,205
Serve Globally	1,447,315	1,478,587
Covenant World Relief	557,332	1,165,709
Start & Strengthen Churches	258,605	480,884
Short-Term Missionaries	1,438,751	1,498,694
Make & Deepen Disciples	529,994	525,553
Sustaining Pastoral Excellence	354,878	332,873
Domestic Disaster Response	577,058	510,789
CovEnterprises	93,270	93,734
Annuity agreements	352,815	339,018
Other	<u>1,299,009</u>	<u>1,438,349</u>
	<u>8,138,604</u>	<u>8,953,100</u>
Subject to the passage of time:		
Irrevocable trusts	<u>809,528</u>	<u>837,107</u>
Subject to the Church's spending policy and appropriations:		
Term endowments:		
Start & Strengthen Churches	11,457,174	11,129,698
Covenant World Relief	2,248,629	2,315,671
Other	269,767	264,520
Endowment funds restricted in perpetuity	<u>2,220,797</u>	<u>2,236,520</u>
	<u>16,196,367</u>	<u>15,946,409</u>
Total net assets with donor restrictions	<u>25,144,499</u>	<u>25,736,616</u>
Total net assets	<u>\$ 47,642,734</u>	<u>\$ 42,933,681</u>

The Church's governing board, through specific action, has created self-imposed limits on net assets without donor restrictions. The board has set aside \$6,446,062 and \$0 for its Financial Relief Initiative program as of September 30, 2020 and January 31, 2020, 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, 2020 and January 31, 2020

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, 2020 and January 31, 2020

11. ENDOWMENT FUNDS, continued:

Changes in endowment net assets for the eight month period ended September 30, 2020:

	With Donor Restrictions			Total Funds
	Perpetual Endowments	Term Endowments	Total With Donor Restrictions	
Endowment net assets, beginning of year	\$ 2,236,520	\$ 13,709,889	\$ 15,946,409	\$ 15,946,409
Investment return, net	(27,746)	210,391	182,645	182,645
Contributions	12,023	1,160,790	1,172,813	1,172,813
Amounts appropriated for expenditures	-	(1,105,500)	(1,105,500)	(1,105,500)
	<u>(15,723)</u>	<u>265,681</u>	<u>249,958</u>	<u>249,958</u>
Endowment net assets, end of year	<u>\$ 2,220,797</u>	<u>\$ 13,975,570</u>	<u>\$ 16,196,367</u>	<u>\$ 16,196,367</u>

Changes in endowment net assets for the year ended January 31, 2020:

	With Donor Restrictions			Total Funds
	Perpetual Endowments	Term Endowments	Total With Donor Restrictions	
Endowment net assets, beginning of year	\$ 2,139,024	\$ 12,128,860	\$ 14,267,884	\$ 14,267,884
Investment return, net	97,161	756,659	853,820	853,820
Contributions	335	2,681,555	2,681,890	2,681,890
Amounts appropriated for expenditures	-	(1,857,185)	(1,857,185)	(1,857,185)
	<u>97,496</u>	<u>1,581,029</u>	<u>1,678,525</u>	<u>1,678,525</u>
Endowment net assets - end of year	<u>\$ 2,236,520</u>	<u>\$ 13,709,889</u>	<u>\$ 15,946,409</u>	<u>\$ 15,946,409</u>

Funds with Deficiencies: From time to time, the fair value of assets associated with individual donor restricted endowment funds may fall below the level that the donor or UPMIFA requires the Church to retain as a fund of perpetual duration. There were no such deficiencies as of September 30, 2020 and January 31, 2020.

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, 2020 and January 31, 2020

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 \$575,308 and \$589,789 at September 30, 2020 and January 31, 2020, 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, 2020 and January 31, 2020. During the years ended September 30, 2020 and January 31, 2020, the supplemental retirement benefit payments were \$59,928 and \$82,801, 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 at September 30, 2020 and January 31, 2020 is as follows:

	<u>September 30,</u>	<u>January 31,</u>
Assets - investments designated for annuity agreements	<u>\$ 7,584,604</u>	<u>\$ 7,906,225</u>
Liabilities and net assets:		
Liabilities:		
Annuities payable	841,588	925,524
Due to other Covenant entities	<u>6,418,274</u>	<u>6,664,466</u>
Total Liabilities	<u>7,259,862</u>	<u>7,589,990</u>
Net assets:		
Without donor restrictions	(28,072)	(22,783)
With donor restrictions for annuity agreements	<u>352,815</u>	<u>339,018</u>
Total Net Assets	<u>324,743</u>	<u>316,235</u>
Total liabilities and net assets	<u><u>\$ 7,584,605</u></u>	<u><u>\$ 7,906,225</u></u>

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

14. FUNCTIONAL ALLOCATION OF EXPENSES:

The costs of providing the various program services and supporting activities have been summarized below on a functional basis. Accordingly, certain costs have been allocated among the program services and supporting activities for the years ended September 30, 2020 and January 31, 2020. The consolidated financial statements report certain categories of expenses that are attributable to more than one program or supporting function. Therefore, these expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include salaries and benefits, travel, conferences and meetings, professional fees, board expense, and certain office expenses, which are allocated on the basis of estimates of time and effort, as well as certain occupancy costs, which are allocated on a square footage basis.

Eight Month Period Ended September 30, 2020

	Program Services					Supporting Activities				
	Start & Strengthen Churches	Make & Deepen Disciples	Develop Leaders	Love Mercy Do Justice	Serve Globally	General Mission	Total	Communications	Management & General	Total
Support to global and local partners	\$ 2,511,365	\$ 43,771	\$ 1,194,307	\$ 153,876	\$ 3,127,189	\$ 87,119	\$ 7,117,627	\$ -	\$ -	\$ -
Salaries and benefits	494,580	445,160	511,659	346,461	3,128,102	-	4,925,962	512,742	2,103,590	2,943,663
Travel	16,738	9,237	4,119	4,824	98,289	-	133,207	2,109	7,436	17,096
Office and occupancy	109,287	77,681	65,310	33,033	138,082	-	423,393	159,275	225,966	452,915
Publications, printing and publicity	182	3,941	1,036	1,287	35,043	-	41,489	52,702	18,395	91,742
Conferences and meetings	-	36,166	-	-	-	-	36,166	-	-	-
Professional fees	-	-	-	-	40,000	-	40,000	108,970	106,911	215,881
Board expense	887	889	697	498	3,914	-	6,885	441	17,533	24,859
Interest	-	-	-	-	-	-	-	-	87,170	87,170
Depreciation	-	-	-	-	-	-	-	-	173,323	173,323
Total Expenses	\$ 3,133,039	\$ 616,845	\$ 1,777,128	\$ 539,979	\$ 6,570,619	\$ 87,119	\$ 12,724,729	\$ 836,239	\$ 2,740,324	\$ 3,999,764

Year Ended January 31, 2020

	Program Services					Supporting Activities				
	Start & Strengthen Churches	Make & Deepen Disciples	Develop Leaders	Love Mercy Do Justice	Serve Globally	General Mission	Total	Communications	Management & General	Total
Support to global and local partners	\$ 3,240,902	\$ 274,794	\$ 1,779,275	\$ 500,275	\$ 5,722,752	\$ 266,551	\$ 11,784,549	\$ 300	\$ 248,513	\$ 248,813
Salaries and benefits	750,394	692,942	635,248	396,122	4,634,441	-	7,109,147	841,698	3,909,577	5,194,815
Travel	224,962	99,100	123,577	54,359	407,422	-	909,420	36,722	181,525	267,160
Office and occupancy	162,075	99,561	102,156	91,746	236,323	-	691,861	267,323	604,477	973,541
Publications, printing and publicity	11,070	41,820	12,126	18,295	148,363	-	231,674	67,707	65,171	176,579
Conferences and meetings	-	524,268	-	-	-	-	524,268	-	466,336	466,336
Professional fees	-	-	-	-	50,000	-	50,000	-	215,010	215,260
Board expense	10,494	11,327	47,058	10,943	17,348	-	97,170	7,856	186,195	194,051
Interest	-	-	-	-	-	-	-	-	142,525	142,525
Depreciation	-	-	-	-	-	-	-	-	261,424	261,424
Total Expenses	\$ 4,399,897	\$ 1,743,812	\$ 2,699,440	\$ 1,071,740	\$ 11,216,649	\$ 266,551	\$ 21,398,089	\$ 1,221,606	\$ 6,280,753	\$ 8,140,504

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

15. REAL ESTATE HELD FOR SALE:

Real estate at September 30, 2020 consists of property held under the Bezalel, LLC ministry, and real estate at January 31, 2020, consisted of property located in Westminster, Colorado and property held under the Bezalel, LLC ministry. Pursuant to an agreement with NCP and Colorado Ridge Covenant Church, the Church acquired title to real property in Westminster, CO costing \$1,172,240 and assumed the underlying loan with NCP. This property was sold in September 2020 for net proceeds totaling approximately \$816,000, resulting in a loss on sale totaling approximately \$356,000.

Bezalel Inc. purchased property in Dolton, IL to acquire and renovate homes for community families as part of the Church's initiative of community development. As of September 30, 2020 and January 31, 2020, the cost of the property was \$592,719 and \$543,445, respectively.

16. TRANSACTIONS WITH AFFILIATED ENTITIES:

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

The Church gifted approximately \$667,000 and \$1,000,000 to an affiliated organization during the eight months and year ended September 30, 2020 and January 31, 2020, respectively. The Church also received approximately \$170,000 and \$255,000 from this affiliated organization for administrative and management services provided during the eight months and year ended September 30, 2020 and January 31, 2020, respectively.

The Church received \$7,000,000 and \$0 in contributions from an affiliated organization during the eight months and year ended September 30, 2020 and January 31, 2020, respectively, that was designated by the Church board for the Financial Relief Initiative program. The Church also received \$1,008,000 and \$1,512,000 from this affiliated organization for administrative and management services provided during the eight months and year ended September 30, 2020 and January 31, 2020, respectively.

The Church received \$0 and \$2,580,000 in contributions from an affiliated organization during the eight months and year ended September 30, 2020 and January 31, 2020, respectively. The Church also received approximately \$328,000 and \$484,000 from this affiliated organization for administrative and management services provided during the eight months and year ended September 30, 2020 and January 31, 2020, respectively.

The Church received \$40,000 and \$60,000 from an affiliated organization for administrative and management services provided during the eight months and year ended September 30, 2020 and January 31, 2020, respectively.

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

17. LIQUIDITY AND FUNDS AVAILABLE:

As part of the Church's liquidity management, it invests cash in excess of daily requirement in investments. There is an established fund designated by management with the objective of setting funds aside to be drawn upon in the event of financial distress or an immediate liquidity need resulting from events outside of the typical life cycle of converting financial assets to cash or settling financial liabilities. In the event of an unanticipated liquidity need, the Church could also draw upon its \$2,500,000 operating line of credit (as further discussed in Note 5), of which \$1,200,000 and \$0 was outstanding at September 30, 2020 and January 31, 2020, 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, 2020	January 31, 2020
Financial assets:		
Cash and cash equivalents	\$ 3,232,647	\$ 1,891,153
Contributions and bequests receivable	-	142,440
Notes and accounts receivable	3,806,403	2,985,591
Investments	61,106,198	55,587,089
Investments whose use is limited	9,090,185	9,388,141
	<u>77,235,433</u>	<u>69,994,414</u>
Less those unavailable for general expenditures within one year, due to:		
Contractual or donor-imposed restrictions:		
Board designated for Financial Relief Initiative program	(6,446,062)	-
Restricted by donor with time or purpose restrictions	(8,138,604)	(8,614,082)
Investments held in annuities	(7,584,604)	(7,906,225)
Investments pledged	(1,505,581)	(1,481,916)
Endowment funds restricted in perpetuity	(2,220,797)	(2,236,520)
Investments not convertible to cash within next 12 months	(4,548,237)	(4,723,074)
Term endowment funds, primarily for long-term investing	<u>(13,975,570)</u>	<u>(13,709,889)</u>
Financial assets available within one year to meet cash needs for general expenditures within one year	<u>\$ 32,815,978</u>	<u>\$ 31,322,708</u>

THE EVANGELICAL COVENANT CHURCH

Notes to Consolidated Financial Statements

September 30, 2020 and January 31, 2020

18. RISKS AND UNCERTAINTIES:

In March of 2020, the World Health Organization declared the outbreak of the coronavirus (COVID-19) as a pandemic which continues to spread throughout the United States. COVID-19 has caused a severe negative impact on the world economy and has contributed to significant volatility in financial markets. The duration and impact of the COVID-19 pandemic, as well as the effectiveness of government and central bank responses, remains unclear at this time. It is not possible to reliably estimate the duration and severity of these consequences, as well as their impact on the financial position and results of the Church for future periods. Management is carefully monitoring the situation and evaluating its options as circumstances evolve.

19. SUBSEQUENT EVENTS:

In May 2021, the Church purchased property from a local church for total consideration of approximately \$2,644,000. As part of this purchase, the Church assumed two loans with NCP with a combined remaining balance of approximately \$2,044,000, and paid cash for the remaining \$600,000. In June 2021, one of these assumed loans with a remaining balance of approximately \$552,000 was paid off.

Subsequent events have been evaluated through March 11, 2022, which represents the date the consolidated financial statements were available to be issued. Subsequent events after that date have not been evaluated.

SUPPLEMENTARY DATA

**INDEPENDENT AUDITORS' REPORT
ON SUPPLEMENTARY DATA**

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

We have audited the consolidated financial statements of The Evangelical Covenant Church as of and for the years ended September 30, 2020 and January 31, 2020, and our report thereon dated March 11, 2022, which expresses an unmodified opinion on those consolidated financial statements, appears on page 1. Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The consolidating statements of financial position on page 30 is presented for purposes of additional analysis of the consolidated financial statements rather than to present the financial position of the individual organizations, and it is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

Capin Crouse LLP

Naperville, Illinois
March 11, 2022

THE EVANGELICAL COVENANT CHURCH

Consolidating Statements of Financial Position

	September 30, 2020				January 31, 2020					
	The Evangelical Covenant Church	Bezalel, Inc.	CovScholars, LLC	Eliminations	Consolidated Totals	The Evangelical Covenant Church	Bezalel, Inc.	CovScholars, LLC	Eliminations	Consolidated Totals
ASSETS:										
Cash and cash equivalents	\$ 3,232,647	\$ -	\$ -	\$ -	\$ 3,232,647	\$ 1,891,153	\$ -	\$ -	\$ -	\$ 1,891,153
Contributions and bequests receivable	-	-	-	-	-	142,440	-	-	-	142,440
Prepaid expenses and other assets	123,580	-	-	-	123,580	103,832	-	-	-	103,832
Notes and accounts receivable:										
Churches and other affiliates, net	1,311,651	-	-	-	1,311,651	886,776	-	-	-	886,776
Other Covenant entities	2,187,302	-	-	-	2,187,302	1,700,442	-	-	-	1,700,442
Other	273,285	34,165	-	-	307,450	364,208	34,165	-	-	398,373
Real estate held for sale	-	592,719	-	-	592,719	1,172,240	543,445	-	-	1,715,685
Investments	61,106,198	-	-	-	61,106,198	55,587,089	-	-	-	55,587,089
Investments whose use is limited:										
Annuities	7,584,604	-	-	-	7,584,604	7,906,225	-	-	-	7,906,225
Investments pledged	1,505,581	-	-	-	1,505,581	1,481,916	-	-	-	1,481,916
Property and equipment, net	9,537,972	-	-	-	9,537,972	9,711,295	-	-	-	9,711,295
Interest in irrevocable trusts	809,528	-	-	-	809,528	837,107	-	-	-	837,107
Total Assets	\$ 87,672,348	\$ 626,884	\$ -	\$ -	\$ 88,299,232	\$ 81,784,723	\$ 577,610	\$ -	\$ -	\$ 82,362,333
LIABILITIES:										
Accounts payable and accrued expenses	\$ 2,380,917	\$ 6,804	\$ -	\$ -	\$ 2,387,721	\$ 2,578,944	\$ 6,804	\$ -	\$ -	\$ 2,585,748
Deferred income	1,750,758	-	-	-	1,750,758	1,878,996	-	-	-	1,878,996
Insurance payable	21,997,615	-	-	-	21,997,615	22,312,113	-	-	-	22,312,113
Lines of credit and notes payable	5,796,182	663,399	225,653	-	6,685,234	3,759,869	559,910	152,237	-	4,472,016
Supplemental retirement benefits payable	575,308	-	-	-	575,308	589,789	-	-	-	589,789
Annuities:										
Annuities payable	841,588	-	-	-	841,588	925,524	-	-	-	925,524
Due to other Covenant entities	6,418,274	-	-	-	6,418,274	6,664,466	-	-	-	6,664,466
Total Liabilities	\$ 39,760,642	\$ 670,203	\$ 225,653	\$ -	\$ 40,656,498	\$ 38,709,701	\$ 566,714	\$ 152,237	\$ -	\$ 39,428,652
NET ASSETS:										
Without donor restrictions	22,767,207	(43,319)	(225,653)	-	22,498,235	17,338,406	10,896	(152,237)	-	17,197,065
With donor restrictions	25,144,499	-	-	-	25,144,499	25,736,616	-	-	-	25,736,616
Total Net Assets	\$ 47,911,706	\$ (43,319)	\$ (225,653)	\$ -	\$ 47,642,734	\$ 43,075,022	\$ 10,896	\$ (152,237)	\$ -	\$ 42,933,681
Total Liabilities and Net Assets	\$ 87,672,348	\$ 626,884	\$ -	\$ -	\$ 88,299,232	\$ 81,784,723	\$ 577,610	\$ -	\$ -	\$ 82,362,333

See notes to consolidated financial statements



Presentation and Adoption of the FY2023 Budget

We always appreciate the Gather opportunity to provide you with a detailed overview of our finances and the Mission and Ministry budget. Together, we partner in a 3StrandStrong mission, and it is important that you are provided with the information you need to gauge the scope, stewardship, and effectiveness of our shared mission. Ultimately, our aim is to support, equip, and encourage our churches and members in the flourishing of their local ministries.

FY2023 BUDGET PROPOSAL

On Saturday, June 25, we will present the proposed Mission & Ministry Budget for fiscal year 2023 (covering the period from October 1, 2022, through September 30, 2023). This proposed budget was reviewed and affirmed by Covenant Offices Leadership Team (COLT), the Council of Administrators and the Finance Committee of the Executive Board. The FY2023 Base Mission Investment Proposal totals \$18,289,248. The details of that budget proposal are found in the table below:

	Approved Budget FY 2022	Proposed Budget FY 2023	23 vs 22 %
Base Mission Investment			
Start and Strengthen Churches	\$ 1,227,340	1,254,749	2.2%
Make and Deepen Disciples	841,011	865,670	2.9%
Develop Leaders	937,666	1,167,637	24.5%
Love Mercy Do Justice	641,604	650,692	1.4%
Serve Globally	1,418,738	1,393,560	-1.8%
MarComm	1,464,442	1,388,860	-5.2%
Shared Services	4,098,426	4,451,387	8.6%
Other	182,689	175,000	-4.2%
Core Mission Investment	10,811,916	11,347,555	5.0%
Church Plant Appropriations	1,817,500	1,677,000	-7.7%
Living Legacy Funding	(480,000)	(300,000)	-37.5%
Net Church Plant Appropriations	1,337,500	1,377,000	3.0%
Global Personnel Appropriations	4,431,920	4,564,693	3.0%
North Park University Support	1,000,000	1,000,000	0.0%
Mission Friends Appropriations	5,431,920	5,564,693	2.4%
TOTAL BASE MISSION INVESTMENT	17,581,336	18,289,248	4.0%
Mission Surplus (Deficit)	\$ (883,056)	\$ (1,459,699)	
Draw from General Reserves	\$ (883,056)	\$ (1,459,699)	

The FY2023 budget proposal represents a 4% increase over the approved FY2022 budget as we return to more normal (post-pandemic) levels of mission activity. While most components of the Base Mission budget are projecting an annual increase of 3% or less, two areas require additional investment in FY2023. We are increasing our investments in the Develop Leaders team by adding staff to expand their ability and reach as they care for our credentialed community. The Shared Services budget reflects the recent increased investment in information technology, operating systems, governance engagements, financial resources and event coordination to better support a denomination and work environment calling for more automation, nimbleness, and digitization. It is worth noting that the proposed Shared Services budget is 1.8% less than the actual Shared Services spend in FY2021.

In the presentation at Gather, we will further review the key data and drivers of the proposed budget, including:

- The operating activities of our 5 Mission Priorities teams (Start and Strengthen Churches, Make and Deepen Disciples, Develop Leaders, Love Mercy and Do Justice, Serve Globally), as well as our Marcom and Shared Services teams (President’s Office, Finance, Advancement and Operations).
- The substantial annual “external appropriations” activity in support of our mission friends. Start and Strengthen Churches commits to large annual external appropriations for church planting and related activities. Serve Globally supports our Global Personnel and ministry partners through external appropriations. Covenant Offices provides a major annual external appropriation in support of North Park University/NPTS.
- The funding of the budget via the faithful support of our churches, individual donors, and affiliates.

FUNDING THE MISSION

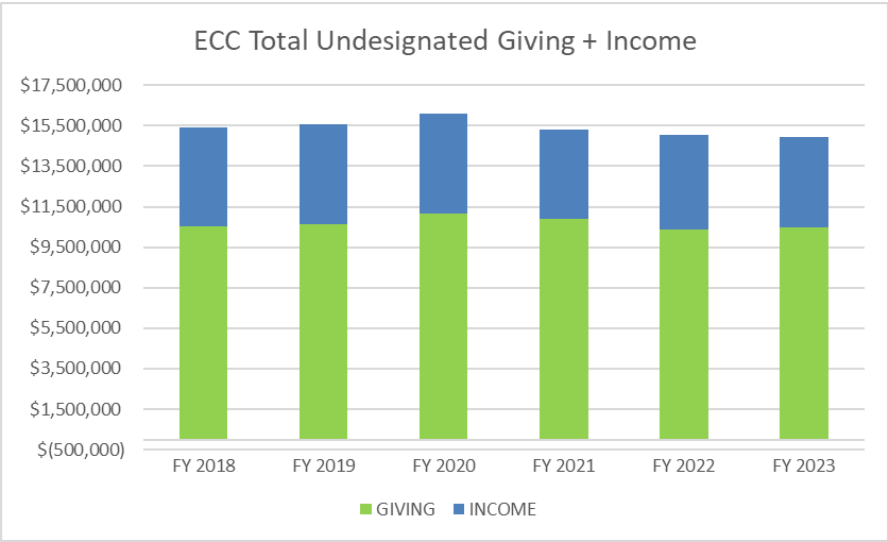
The FY2023 budget proposal includes the following funding projections:

	Budget FY 2022	Budget FY 2023	23 vs 22 %
Base Mission Provision			
Church & Individual Donor Giving	\$11,205,170	\$10,505,549	-6.2%
Affiliate Fees	\$ 4,203,006	\$ 4,200,000	-0.1%
Annual Bequests Draw	\$ 818,000	\$ 1,874,000	129.1%
Other Income and Rent	\$ 472,104	\$ 250,000	-47.0%
TOTAL BASE MISSION PROVISION	\$16,698,280	\$16,829,549	0.8%

Our Advancement team is projecting \$10,505,549 in total undesignated giving from member churches and individual donors in FY2023, or a -6.2% decline versus the FY2022 budget. This represents the lowest projected level of giving to the coordinated budget since FY2017. We are also projecting a -47% decrease in year-over-year “Other Income” due to the continued decline in fees received from providing communication services. To provide adequate support to FY2023 ministry and mission activities, the budget offsets the projected decline in income with a commensurate increase in the size of the annual bequest draw. We usually draw 10% of existing bequest fund reserves into our annual budget, as in FY2021 when we drew \$918,000 into the budget. However, the FY2023 budget proposal assumes a one-time 20% draw of the bequest fund reserves, or an estimated \$1.874 million.

Much like your local church context, we take significant funding risk in the Base Mission Investment budget. We have always committed to funding our mission priorities with a deep sense of trust in God’s ongoing provision through the faithful giving of member churches and donors. Nearly 60% of our budgeted operating income is derived from local church giving and individual donor support. Our mission structure is designed to serve our churches, conferences, pastors and members, and our annual budget process has traditionally supported that structure regardless of whether it is fully funded at any given time.

However, it appears we may have reached a point of critical mass. As detailed in the chart below, our total income (net of the annual draw from our bequest reserves) has been flat over the past four years, and has recently begun declining:



In fact, we project that through FY2023, our total operating income will have declined for three straight

years. Our most recent fiscal year – 2021 – saw our actual total income decline to a level below our total income in fiscal year 2018. While we remain grateful for the faithful giving our donors, it grows increasingly challenging to fund (let alone expand!) our mission as income levels fall.

The Covenant Offices team has worked hard over the past three years to better align the total size of the budget with the total level of mission provision. As a result of that stewardship, the proposed FY2023 budget total of \$18,289,248 represents only a 1.7% increase over the FY2018 budget, or only a .34% annual increase over five years. Yet, despite our best stewardship efforts (including presently projecting to forego compensation increases for Covenant Offices staff in FY2023, unless our end of year performance is better than presently projected, the FY2023 budget proposal still results in a projected budget deficit of \$1.46 million.

In the Fall of 2020, we brought a resolution to the Executive Board that mandated a cash balanced budget by FY2024. That resolution was aimed at galvanizing our denomination around a stewardship endeavor that would help assure our financial sustainability far into the future. Accordingly, we are charged with bringing forth a balanced budget proposal at this time next year. However, should the recent trends in undesignated giving (the lifeblood of our coordinated mission budget) persist – it is difficult to imagine achieving a balanced budget without a strategic reassessment of our operating systems and the structure of the denominational team.

Our budget presentation at Gather will include a detailed preview of the FY2024 budget process, including additional observations regarding Covenant giving trends and the affordability of our current missioning structure.

We thank you for your support of our shared mission and the daily confidence you place in us to shepherd the overall financial strategies of the Covenant. Please know that the Finance Team always seeks to ensure that our resources are stewarded in a manner that sustains and advances the Covenant mission, glorifies God, and honors the intent of our donors. If we are to mission well, we must steward well.

Respectfully,

Steve Klimkowski

Treasurer and Chief Financial Officer



3StrandStrong

The 3STRANDSTRONG CHALLENGE

3StrandStrong describes a powerful partnership between your church, your conference, and the Covenant denomination. Ecclesiastes 4:12 says, "...a triple braided cord is not easily broken." As local churches, conferences, and the Covenant, we are woven tightly together so that we can accomplish greater work in the mission of God's Kingdom than we could accomplish apart from each other. Your church comes face to face with the spiritual, emotional, and physical needs of people and responds with Christ-like compassion. Your conference provides support and resources for pastors, churches, and church leaders, and comes alongside congregations experiencing hard times. **The Covenant works in unity with congregations and conferences to—**

- **Send and support missionaries**
- **Provide help to those in the world in greatest need**
- **Pursue justice for the oppressed**
- **Plant new churches and offer resources to strengthen existing churches**
- **Train pastors and missionaries and chaplains**
- **Foster the flourishing of women**
- **Make new disciples, and deepen believers in the walk of faith**

There is still much more we want to do together as the Lord provides funding. We have a goal of making 50,000 new followers of Christ and planting 125 new churches in the next five years, as well as partnering with numerous churches in neighborhood transformation projects. That is why 3StrandStrong is so important.

Just as we teach the people in our churches to tithe of their income, so we ask every Covenant church to faithfully present a tithe to the Lord that will be invested in the Kingdom work we do together. We ask your church to designate it this way: 6.5% of church income set aside for the Covenant; and 3.5% for your conference. Please pray and then answer this question—**will your church accept the 3StrandStrong challenge?**



Congregation.
Conference.
Covenant.

3strandstrong.org



2021 Covenant Mission and Ministry Impact Summary

3StrandStrong

The Covenant Mission and Ministry Fund comprises gifts that fuel our five Mission Priorities each year. We are grateful to God that our missional movement responds so generously to meet the significant needs and opportunities of our time all around the world. Because of you, we are better together—and we accomplish more—for God’s glory and neighbor’s good.

“For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.” — EPHESIANS 2:10, NIV

Together...

- *we see more people transformed by the love of Christ through proclamation and demonstration.*
- *we share and tell more of God’s story.*
- *we strengthen churches, pastors, and global personnel (missionaries).*
- *we extend compassion and hope to marginalized people.*
- *we go deeper in Christ and further in mission.*

Join us in celebrating all that was accomplished in 2021 through your gifts that helped us join God in God’s mission to see more disciples among more populations in a more caring and just world.

THE COVENANT'S
STRATEGY OF
PARTNERING WITH
GOD IS TO PURSUE
GOD'S MISSIONAL
PRIORITIES IN THE
FOLLOWING AREAS.



START AND STRENGTHEN CHURCHES

- 24 new Covenant Agreements (the agreement to plant a church) were signed.
- 60 church plants are actively receiving training, coaching, and resourcing.
- 500+ people from 17 churches participated in the beta version of pHCheck, the new missional health survey.
- 40 coaches were trained to coach 100 pastors in church planting, change management, and personal ministry growth.



MAKE AND DEEPEN DISCIPLES

- More than 700 engaged the new BLESS in Living Color materials, a 10-day devotional course on multiethnic evangelism in Spanish and English.
- 190 attended our first BLESS evangelism conference.
- First virtual Crescendo conference and six-week webinar series was attended by 200.
- Over 1,000 students, youth workers, and parents joined the virtual Unite for Hope gathering.
- 163 children and family ministry leaders registered for the Justice Journey for Families and Kids virtual conference.
- Launched the "Love the Cov" podcast in collaboration with Marketing and Communications, to explore Covenant identity by reflecting on our history.



LOVE MERCY DO JUSTICE

- 55 churches from all 11 regional conferences received Missional Relief Grants to address needs in their communities during Covid.
- \$1.3 million was distributed to serve communities, churches, camps, and affiliated organizations around the world.
- Becoming a Beloved Community resource suite was created to assist churches in living more deeply into the call of the full expression of Christ's church.
- 12 entrepreneurs entered our Covenant Enterprises network, four to be mentored as promising business owners; two launched new social enterprises, each receiving a loan of \$25,000.



DEVELOP LEADERS

- \$80,000 distributed from the Ministers' Care and Crisis Fund to care for pastors in need, including for medical emergencies, Covid-related costs, and therapeutic counseling for more than 38 families.
- \$110,000 of aid provided through financial education and a financial aid grant to help 12 pastors get out of financial debt.
- 1,826 active Covenant pastors and leaders throughout North America and abroad are being resourced.
- 100 pastors are receiving regular coaching to better serve their churches.



SERVE GLOBALLY

- 95 global personnel and local global partners are receiving support and serving in over 50 countries on five continents.
- 14 service trips organized by 94 leaders in the Evangelical Covenant Church of South Sudan and Ethiopia; 7,643 individuals baptized predominantly in refugee camps.
- \$100,000 was raised to support six domestic and international partners in FREE, our anti-sex trafficking initiative.
- Covenant Church of Congo medical professionals partnered with Paul Carlson Partnership Medical Ambassadors in training and practice to reduce infant deaths by 50% and maternal deaths by 78% over the past four years.

**Thank you for
your partnership
in the gospel
and moving our
mission forward
together!**

All gifts to the mission and
ministry of the Covenant
can be given online at
giving.covchurch.org



2022

DIRECTED MINISTRY
OPPORTUNITIES



The Evangelical Covenant Church

COVENANT MISSION AND MINISTRY

Deeper in Christ. Further in mission. Together.

Supporting the
Mission and
Ministry of
the Covenant
through Our Five
Mission Priorities

Directing gifts offers donors the opportunity to align their heart's passions and commitments with those of the Covenant.

As we seek to make an eternal difference all around the world, know that together we seek to "join God in God's mission to make more disciples among more populations in a more caring and just world."

covchurch.org/giving



Directed Giving Opportunities

START AND STRENGTHEN CHURCHES

CHURCH PLANTING

Church plants are one of the main means by which people come to know Christ and for the unchurched to come into Christian community. **Our 2022 goal is to plant 20 churches, host three assessment centers, and two training events.**

BUDGET: \$200,000 supports one church plant for four years (an additional year is required for getting launched and established during Covid)

MISSIONAL VITALITY

The new missional vitality congregational survey, pHCheck, serves as a gateway to a wide range of resources among all the mission priorities. **Four new tools for church health are now available.**

BUDGET: \$10,000 to facilitate in-person training on the new tools for additional workshop leaders as demand for resources and coaching increases. Workshops will be available in person and online depending on the request.

\$5,000 for Spanish translation of new resources

COACHING

COACH Model training is for anyone coaching church planters, pastors **leading their congregations through change**, conference and church staff, and lay leaders.

BUDGET: \$3,000 to facilitate a COACH Model training

\$10,000 to send two leaders of color to train for teaching the COACH Model in order to deepen our pool of trainers of trainers."

MAKE AND DEEPEN DISCIPLES

EVANGELISM IN THE COVENANT

We seek to continue to **raise the temperature of evangelism across the Covenant** through our newest resource, BLESS Rhythms. This annual calendar invites the church to live into a rhythm where we begin with prayer, find ways to serve our communities with love, and develop meaningful relationships as we share the good news.

BUDGET: \$10,000 for the development of new BLESS Rhythms web resource and to support production and distribution costs.

COVENANT IDENTITY

The recently launched **"Love the Cov"** podcast dives into Covenant history, discovering what makes us Covenant. We share personal stories answering the question, "When are we most Covenant?"

BUDGET: \$5,000 for production costs of stories and lessons that preserve Covenant history. Digitized recordings will be preserved in the F.M. Johnson Archives and Special Collections.

CRESCENDO

Crescendo focuses on **unleashing the missional potential of boomers and beyond**. Crescendo coaches are launching an initiative to identify and equip lay connectors in churches committed to serving this demographic. Crescendo is also working with the AAMA, ALIPE, CAPA, and IMA (ethnic ministers associations) to discern and develop ways to serve this demographic in their churches.

BUDGET: \$10,000 will allow us to launch these initiatives and see Crescendo in 40 more churches in 2022.

DEVELOP LEADERS

CARING FOR THE MINISTERIUM

PERSONAL THRIVING

The Covenant cares about the health and well-being of our 1,826 active ministers, and the many who are retired. Our desire is to continually resource our pastors, chaplains, and missionaries and **give attention to their personal and vocational vitality as they live out God's call** on their lives. Your gift enables us to resource Covenant ministers with needed spiritual direction, coaching, and personal retreats.

BUDGET: \$50,000 for personal retreats, coaching, and spiritual direction to help Covenant clergy to remain healthy for their churches, families, and themselves.

FINANCIAL THRIVING

The Covenant desires to cultivate a culture of financial excellence as pastors take charge of their own, and their congregation's, financial health. The challenges of the pandemic exposed significant economic needs within our pastoral community. **We seek to serve clergy where their needs are greatest, such as:**

- Helping under-resourced congregations provide their pastors with additional health resources and contributions to their retirement plan.
- Ministers Care and Crisis Fund provides funding to emergency medical and financial needs, such as counseling, healthcare, or emergency home repairs beyond the local church's ability to provide.

BUDGET: \$50,000 addresses financial distress with many of our pastors and under-resourced churches.



LOVE MERCY DO JUSTICE

INTERCULTURAL AGILITY TRAINING

A foundational element of becoming the mosaic kingdom is **intercultural agility—understanding our own culture and the culture of others**. With understanding, we are better equipped to bear witness to the love of Christ with people from different walks of life the way Jesus did with the Samaritan woman at the well. LMDJ offers multiple intercultural agility training and leadership development opportunities.

BUDGET: \$50,000 provides training workshops at 17 Covenant churches, camps, or ministry affiliates.

COVENANT ENTERPRISES

LMDJ is committed to helping Covenanters create and sustain communities of Shalom. One strategy to that end is by **launching new businesses that create jobs and stimulate economic growth in under-resourced communities**. Covenant Enterprises promotes economic justice by providing financial support to business startups in communities across the Covenant. Business owners receive coaching and assistance writing a business plan, market analysis, economic justice, and social outcomes.

BUDGET: \$125,000 in micro-enterprise grant money will fund 10 new projects this year.

SANKOFA

The Sankofa Journey, now in its 24th year, seeks to be a journey for personal and corporate change that leads to spiritual transformation. Through multiple historic Civil Rights sites visited, videos watched, and active processing of the journey, relationships of trust are deepened in an environment of grace. Over 2,000 Covenanters have participated in this **three-day discipleship experience aimed at strengthening our connection to each other and to the purposeful narrative of our Black brothers and sisters**.

BUDGET: \$25,000 will subsidize this transformative experience for Covenanters who otherwise would not be able to participate, helping 40 more to “get on the bus!”

SERVE GLOBALLY

GLOBAL PERSONNEL

All global personnel seek to raise 100% of their support. They rely on partnerships with churches and individuals to make their ministry possible. Please consider **coming alongside our personnel who are experiencing a funding gap** so they can continue ministry in their country of service.

BUDGET: \$120,000 is needed for underfunded personnel and their ministry in Latin America, Asia, MENA, Europe, and Africa.

GLOBAL PARTNERSHIPS

Our partners are engaged in holistic, transformative work in their communities. Consider **supporting our ministry partners** specifically in DR Congo, South Sudan and Ethiopia, and Latin America. Local pastors and leaders who oversee community development and the programs they initiate in partnership with Covenant World Relief and Development are transformational.

BUDGET: \$75,000 Contextual pastoral resources (Bibles, seminary training, creation of discipleship and evangelism resources)

\$100,000 Starting and strengthening churches (DR Congo and Kenya)

\$50,000 Transformational community development (South Sudan and Ethiopia)

FREE: ANTI-SEX TRAFFICKING INITIATIVE

Through our gifts we join in solidarity with victims and survivors of sex trafficking to see transformation in the lives of the people and communities impacted by this evil. We are in year two of fundraising for the campaign. **Join us in meeting our goals for 2022.**

BUDGET: \$100,000

Intervention: \$25,000

• Average cost for one person: \$6,000

Prevention: \$25,000

• Advocacy resources, poverty reduction, access to education, gender equity

Rehabilitation: \$50,000

• Scholarships for individuals
• Services for holistic healing, medical fees, legal fees, counseling, etc.
• After care support center



How can I support God's mission through the Covenant?

Gifts are needed for general mission, directed mission, and designated mission to support God's whole mission to the whole world through the Evangelical Covenant Church. **Which types of giving are right for you?**

GIFTS TO

Directed Mission

Support specific, directed ministry projects. Once project is complete, any remaining funds may be used to support another ministry in that mission priority.

- Global Personnel (Covenant Missionaries)
- FREE: Anti Sex-Trafficking Initiative
- Covenant Partnerships with Global Churches
- Crescendo

- Evangelism
- Covenant Identity
- Church Planting
- Missional Health
- Coaching/Training
- Covenant Enterprises
- Sankofa
- Intercultural Agility
- Ministerial Care
- Congregational Thriving

GIFTS TO

Designated Mission

Support specific ministry projects. Funds remain restricted even when project is complete.

- Covenant World Relief and Development
- Covenant Kids Congo
- Paul Carlson Partnership
- Lilly Financial Initiative
- Sustaining Pastoral Excellence

GIFTS TO

General Mission

Supports general mission and ministry through our five mission priorities.

- Church planting throughout the US and Canada
- International partnerships in 59 countries
- Equipping and supporting pastors
- Ordered ministry
- Resources for evangelism and discipleship
- Gospel demonstration through resourcing and equipping to serve alongside marginalized populations for community transformation

For additional information on any directed ministry project, contact Mission Advancement at giving@covhurch.org.



The Evangelical Covenant Church



The Evangelical Covenant Church

Above

be joyful
in hope,
patient in
affliction,
faithful
in prayer.

ROMANS 12:12

ALL Else



Together We Are Covenant

CONGREGATIONS | CONFERENCES | DENOMINATION





From our humble beginnings in 1885 as a life renewal movement, the Evangelical Covenant Church has earnestly sought to go deeper in Christ and further in mission. We give thanks for all that God accomplished through our mission and ministry together, in 2021. **In 2022, we are reminded anew of the invitation God's Word offers us above all else to**

be joyful in hope, patient in affliction, faithful in prayer.

ROMANS 12:12

Together, we respond to this call for God's glory and neighbor's good —**above all else.**

OUR MISSION

Our mission is to join God in God's mission to see more disciples among more populations in a more caring and just world. We carry out this mission through five strategic priorities: Make and Deepen Disciples, Start and Strengthen Churches, Develop Leaders, Love Mercy and Do Justice, and Serve Globally. These mission priorities work in conjunction with Finance, Marketing and Communications, Operations, and Advancement.

We join together with our affiliates who specialize in a variety of ministries: North Park University (including North Park Theological Seminary), Covenant Ministries of Benevolence, National Covenant Properties, Covenant Trust Company, and Centro Hispano de Estudios Teológicos.

I appreciate each of you and your role in the continuing mission of the Evangelical Covenant Church. We are at our best when we are grounded in the Scriptures, unified in mission, and calling out the best in each other. Thank you for contributing to our shared mission. The gifts of God for the work of God. I am grateful for you and for our partnership in the Gospel.

Your generosity supports our shared mission of meeting real needs of real people in real places. In the following pages you will read some highlights of ministry impact both domestically and around the world. **It is our deepest desire for people to meet, know, and follow Jesus.**



Four years after she lost her husband, Judy Blaine moved from Washington to Kansas to be near her daughter. As she settled in, every time Judy went to church, she sensed the still, small voice of the Lord prompting her, “Start a widow’s ministry.” After a few months, she talked with a Crescendo team leader at Countryside Covenant Church in McPherson, Kansas, who said, “I’ve been thinking the same thing!” Since its inception, Widow’s Connection has met regularly for fellowship, devotions, prayer, meals, service, and fun. They take field trips. They take in movies and play games. They visit the lonely. They have set up a phone-calling chain and look after one another. And they share their stories about hope amid widowhood and the everyday struggles of aging.

The vision of Crescendo is to help boomers and beyond unleash their potential and understand what it means to live with purpose, vitality, and mission in the later stages of life.

Over 200 boomers and beyond joined Crescendo for their first virtual conference and a six-part webinar series this year.

- Over 700 people engaged with the new **BLESS: In Living Color** initiative.
- More than 190 attended our first Covenant **BLESS Evangelism Conference**.
- We continued conversations around human sexuality, hosting **4 Embrace webinars** with over 900 total registered.



1,000 students, youth workers, and parents attended the virtual **Unite for Hope** gathering.



24 Covenant Church Planter

agreements signed

- Over 500 diverse clergy and laypeople participated in **pHcheck**, the new missional health survey for the local church.

- 54 people took the **COACH Model intensives**, building coaching skills that integrate into everyday leadership activities.

Co-pastors Carla and Oscar Cortez planted Oasis de Salvación in Arvada, Colorado, in 2019. Ninety-nine percent of their people are first-generation immigrants from Mexico. Wednesday night Zoom Bible studies have featured pastors from El Salvador and Peru, with participants from El Salvador. They have already planted two satellite churches in El Salvador and started a mission outpost in Mexico. Thirty people have come to faith—the conversions come from people they meet in the supermarket (mercado), restaurants, and the food boxes they gave out during the pandemic. When a family member comes to Christ, they often bring their whole family who come to faith as well. In 2021 they baptized eight people.

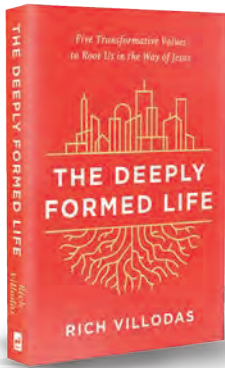
- **Becoming a Beloved Community resource suite** was created to help congregations live more deeply into the call to fully express Christ's Church.
- 7 houses were rehabbed and sold through **the Bezalel project**.

The heavy rains started on June 7, 2021, inundating Bolivar County in Mississippi for five straight days, with some areas receiving more than 14 inches. The floods affected 40 percent of the homes in Bolivar County and Mound Bayou, one of the oldest African American-founded communities in the country. Hundreds of homes were damaged. Love Mercy and Do Justice **provided a disaster relief grant to Walk of Faith Covenant Church** to assist flood victims. Even though there are only two Covenant churches in the entire state, Love Mercy and Do Justice is now a partner with the State of Mississippi to respond to any future disasters together.



- 55 Covenant churches from our 11 regional conferences received **Missional Relief Grants** to respond to the needs in their communities following the Covid crisis.

168 Covenant leaders participated in the yearlong **ANTIRACISM DISCIPLESHIP PATHWAY**



Through the Thriving in Ministry initiative, we launched a **webinar on the book *The Deeply Formed Life*, by pastor Rich Villodas.** The webinar was so impactful that it led to the launch of the Deeply Formed Life virtual cohort to take pastors on a five-month dive into the book's five transformative values. We also launched a much-needed children and family ministry virtual cohort to prepare pastors for lifelong effectiveness and deepening in ministry.

\$80,000 was distributed from the Ministers' Care and Crisis Fund to care for pastors in need. One recipient said, "Across the years when my husband and I made our annual contribution to the Ministers' Care and Crisis Fund, it never crossed my mind that one day we would be helped by it. But that day came when my husband had a stroke last November. The gift we received is helping ease the way through a very difficult time."

Cared for **1,826**
active Covenant
pastors & leaders
globally



- The Covenant received a Phase III grant from Lilly for the **Covenant Financial Leadership Initiative** of \$250,000; another \$250,000 is available in matching funds for a total of \$750,000.
- We had **11 Covenant Orientation classes** with 148 students in partnership with North Park Theological Seminary,

Covenant Kids
Congo celebrates

10 **YEARS** of
community
transformation
in DR Congo.



Fabio and Johnna Muniz are global personnel serving in Lyon, France, with a focus on evangelism in a post-Christian context. They partner with local churches

and ministries to create safe spaces where people can gather to build relationships and navigate how topics of interest interact with biblical spirituality. They do this through conversation, music, support of refugees and immigrants, training on sharing love and good news in tangible ways (evangelism), outreach, and cross-cultural living.

Recently, the Munizes have had the opportunity to come alongside Ukrainians in Lyon as migrated families have been attending events they host throughout the week, including language cafés, Meetup groups, French lessons, and women's gatherings. Meanwhile, local friends are helping resource these families with food and clothing, computers, phones, and other supplies "The kingdom of God is built on friendship," says Johnna. "The relationships we have built over the last four years are allowing us to call on the hundreds of active members in our groups to action."

As cultural bridge builders, the Muniz family seeks to live out the gospel of Jesus Christ in tangible ways. Serve Globally is grateful to partner with personnel like the Munizes who practice whole mission across cultures and around the world.

- More than \$100,000 was given to support domestic and international partners through **FREE, our anti-sex trafficking initiative.**

- 264 individuals engaged in **global service** through Serve Globally.

- 748 individuals equipped to engage in **holistic global mission.**

Over the past five years, the Covenant Church of Congo and Paul Carlson Partnership trained medical colleagues to **reduce infant deaths by 50% and maternal deaths by 78%.**



Paul Carlson Partnership, the Covenant Church of Congo, and Hope International Development Agency have been partnering together to **replace a series of 10 bridges between Bogose Nubea and Karawa.** Although the existing log foot bridges provided pedestrian, bicycle, and motorcycle access, they were dangerous to cross, sometimes resulting in death. By December 2021, these 10 bridges were replaced! For the first time in over 30 years, trucks and cars are now able to pass over the sturdy new bridges, allowing these two geographic areas better access to medical care, commerce, education, and worship.

- **Karawa Coffee Project producers harvested 200-300 metric tons of coffee.** FUPROCAF is on track to be among the top 10% of coffee-producing entities in DR Congo by 2024.
- **10 foot bridges in DR Congo were completed** creating a safe passageway for 2,000 pedestrians and over 30,000 of goods to cross daily.

The **Love the Cov** podcast, seeking to understand what it means to be Covenant by exploring our history, received over 4,747 listens.



- The **weekly email CovChurch Now**, which brings regularity and focus to our communication, receives 1.25 million impressions per year (25,000 subscribers, 50 issues per year).
- Covchurch.org has a fresh, new look with our **relaunched website**.

Above all else, our Marketing and Communications team and Operations team have made significant steps to help our congregations virtually engage in our mission. **In the face of inconsistent realities these teams spearheaded virtual missional innovations to resource the broader church and create environments to serve our people well.**

Gather 2021 was entirely virtual for the first time in our history. Midwinter 2022 was the first "hybrid" denominational event where we offered in-person and virtual attendees a full Midwinter experience. These innovations in our events area increased access for participants from the multiethnic mosaic of which we are all a part.

To help strengthen the partnership between the local church, conference, and denomination, a new data-sharing platform is being implemented. The resource Salesforce provides an efficient platform to access, share, and generate dashboard analytics. Without the conference staff/admins this wouldn't have been possible. This digital strategy provides shared, secure access to vital information needed to make timely, informed ministry efforts.

980

children, teens, young adults, and their adult caregivers are supported by Jessica's House

• **Parent Loss Group**—
145 adults; 231 children,
teens, young adults;
total: 376 people served

• **Hope After Suicide
Group**—58 adults;
70 children, teens, and
young adults; total: 128

Covenant Ministries of Benevolence partners with the Evangelical Covenant Church to advance the ministry of Jesus Christ through development and support services to promote life-enhancing ministries. Our affiliate ministries include Covenant Living Communities & Services, Covenant Initiatives for Care, EMC Health, and Jessica's House.

The mission at Jessica's House is to provide a safe place for children, teens, young adults, and their families grieving a death. One in 14 children will experience the death of a parent or sibling by age 18. Adverse childhood experiences such as the death of a parent or sibling have negative effects on a child's mental and physical health. This is why our mission is essential. In summer 2021, after nine years of leasing a small house in downtown Turlock, California, Jessica's House moved into our newly constructed, approximately \$6.6 million, community-funded, 15,600 square-foot permanent home on the property of Cornerstone Covenant Church. We are now supporting more children than ever before.



Last year was a lesson in **togetherness at Covenant Living**. Together, our employees, residents, and families endured the pandemic. Together, we faced the many unprecedented challenges brought on by the coronavirus. Together, as an organization, we continued to serve and care for our senior living communities across the country. **Above all else, we affirmed that we are indeed better together—in relationships, in collaboration, in operations, in service.**



- **Covenant Living of Cromwell** in Cromwell, Connecticut, celebrated the opening of a new Town Center, including 54 new apartments, new dining venues, a state-of-the-art fitness center, a creative arts room, common areas, and an outdoor courtyard.
- **Expansion at Covenant Living at Windsor Park** in Carol Stream, Illinois, is nearing completion, adding 36 new assisted living residences and a new rehabilitation area for physical and occupational therapy.
- **Three Crowns Park**, a senior living community on seven acres in a residential neighborhood in Evanston, Illinois, joined Covenant Living through affiliation, expanding a presence in Chicago's North Shore market.
- We purchased a single-site **continuing care retirement community in Keene, New Hampshire**, and Hillside Village, a continuing care community, became our 19th community in February of 2022, expanding Covenant Living's presence to a tenth state.
- Covenant Living is able to provide assistance to residents who have outlived their resources through no fault of their own. This year, the **Benevolent Care Fund raised more than \$5 million** to ensure that residents may remain in communities and enjoy all of the services and amenities available to them.



Throughout the pandemic, North Park University has maintained **the safest campus in the region**, with public health wellness protocols, and no community spread.

90%
vaccination
rate



With her legacy gift, the unassuming “millionaire next door” Wilma Peterson bequeathed almost her entire estate of more than \$2.4 million to North Park University, marking a significant gift in the university’s history.

Jayla Johnson, North Park’s 5’8” senior forward, became the first North Park women’s basketball player to be named an all-American by any organization.

As we **celebrate the 130th anniversary of the founding of North Park University this academic year**, we remember the faith community of our founders of Swedish immigrants in a growing, new denomination, the Evangelical Covenant Church.

- In fall 2021, North Park University enrolled the **largest incoming first-year class in our 130-year history**—464 first-year students.
- The Higher Learning Commission (North Park’s accrediting agency) officially and **fully reaffirmed our accreditation for the next 10 years**.

The School of Restorative Arts (SRA) expanded into Logan Correctional Center and **launched**

a cohort of 19 women, bringing the enrollment in the SRA to 100 students.

27 SRA students will graduate in May 2022.



In 2021 over 500 Covenant pastors were impacted through programming that was supported through the Thriving in Ministry grant from Lilly Endowment, Inc. Over 100 female clergy participated in the peer mentoring program, more than 400 pastors participated in the Antiracism Discipleship Pathways which is a joint effort with LMDJ, and 50 participated in the Public Theology Lecture series.

After 10 years of faithful service as dean of the seminary and vice president for church relations, **Rev. Dr. David W. Kersten will retire in August 2022.** This marks the culmination of more than 43 years of faithful service to the Evangelical Covenant Church. Since 1979, Dave has served churches in Alabama, Florida, Washington, and Minnesota until being called to serve as executive minister of Ordered Ministry in 2001 where he served until 2012. Since 2012, Dave has led the seminary through a decade of innovation. Under his leadership the MDiv curriculum was revised, distance cohort programs were launched in the Pacific Southwest and Midwest Conferences, the School of Restorative Arts was launched in Stateville Correctional Center and now includes Logan Correctional Center, and he has guided the process of receiving three significant grants from Lilly Endowment, Inc. totaling \$2.75 million in funding to serve students and pastors in the Covenant Church. We are grateful for the deep impact Dave has made on the seminary and wider Covenant Church.

- Lilly Endowment awarded North Park a **\$1 million grant under the Pathways for Tomorrow initiative**, which will allow North Park Theological Seminary to focus on the theme of “One Thriving Seminary.”
- In spring 2022, **402 students are enrolled at NPTS**, an increase of 9% over our three-year average.



- In April 2020, **CHET shifted to an all-online teaching model** to serve students in the U.S. and beyond.

- **Enrollment for winter 2022 is 316.**

- **Dr. Magdalena Sánchez is serving as interim president of CHET**, due to Dr. Martínez's health challenges.

- **Five CHET students will be ordained** to Word and Sacrament at Gather 2022.

CHET is our theological and ministry training center for Latino/a clergy and lay leaders, focusing on holistic mission expressed through evangelism and discipleship, church leadership and planting, lay family counseling, spiritual formation, and community transformation. Above all else, CHET has remained faithful and fruitful, confident of God's loving values and mission in and with the Latino community that God so loves.

Our first-ever hybrid graduation was held in person at Rolling Hills Covenant Church. Students from across the U.S. and all the way to Ecuador were connected virtually. Each of our graduates represents a story of service to the Church—we have church planters, missionaries, chaplains, evangelists, family counselors, children and youth pastors, worship leaders and lay leaders who do so many behind-the-scenes acts of love and service in their local communities. We are grateful for the ways God is using our students as kingdom leaders.



We celebrate 147 students who **successfully completed CHET's programs.**

147 graduates

As we walk alongside our Covenant family during a season full of challenges and opportunities, we remain patient and faithful to our shared mission. Together we can move the ministry forward and reach more people for God. We continue to pray for the spiritual and physical health of our Covenant churches. **Our dedicated team is ready and committed to serve along and with mission-minded Covenanters.** NCP is well positioned to facilitate and meet more ministry opportunities.



YOU INVEST

- We are grateful for our 4,400 loyal and dedicated mission-minded investors who believe in and support the mission of NCP.
- The investments in fixed-income investments, including short-term certificates, Individual Retirement Accounts (IRAs) and Health Savings Accounts (HSAs) grew by 2% and reached a high milestone of \$367 million in 2021.

WE LEND

- With the consistent support of our investors, NCP is able to fund 266 loans to Covenant churches, camps, and affiliated organizations totaling \$275 million in commitments. As we equip the Covenant to drive ministry, it is encouraging that the amount of new loans for facility purposes increased by 60% in 2021 from the previous year.
- The services by our Real Estate Services team continue to be an integral part of building for the future resulting in 40 real estate projects totaling \$41 million in 2021.

MINISTRY GROWS

- The NCP staff helps churches and project leaders identify land and facility options, negotiate leases and real estate purchases, construct and expand current facilities, as well as sell and lease out current church properties. Financial and facility stewardship is part of building for the future.

More than an Investment.
We're Building for the Future.

- The changing landscape for ministry has allowed NCP to partner with churches in more innovative, mission-driven initiatives, including **the use of their facilities as a tool for ministry.**
- Through technology and digital tools, ministry is happening by **fostering community both within church buildings and through online services.**



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). The offer and sale of certificate to investors residing in the state of Washington is limited to persons or entities who are, prior to the solicitation for the purchase of said Certificates, members of, contributors to, or listed as participants in, National Covenant Properties, or their relatives (as defined in RCW 21.20.005(13)). 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 Accounts, 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 Accounts 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.



As a company, we hit many of the milestones we set for the year:

- Experienced growth in key metrics, including:
 - Assets under management grew to \$1.26 billion
 - Assets under custody grew to \$1.12 billion
 - Assets under care: \$2.38 billion
- Introduced **electronic signatures** which brought about improved organizational efficiencies in account opening and document signing
- Identified initiatives and developed first-step action plans to **deepen our dedication to diversity, equity, and inclusion**

In 2021, Covenant Trust found itself navigating a year of uncertainty. Not only did the pandemic continue its hold, but we also witnessed disruption in the economy, difficulties with the supply chain, and an ever-growing threat of rising inflation—events that had our clients asking us questions and searching for our guidance. Through it all, Covenant Trust remained strong and stood steadfast as a beacon of encouragement for our clients to stay focused on their long-term goals.

In the uncertainty, we worked closely with our clients, helping them to live, plan, and invest with purpose. When one client had given up on ever having financial stability, we stepped in to listen, encourage, and provide the guidance to build a financial plan and take the first steps. We worked with a client couple who wondered if they could still retire given the state of the economy. Through good discussion, “what if” planning, and financial projections, they were able to make their decision with more confidence. We worked with another couple to figure out a giving plan so their gifts would have greater impact and positive tax consequences.

Covenant Trust is ready to serve. We are well-equipped to work alongside our clients, providing them with opportunities for investing and planning that are focused on their goals, needs, and values.

Above all else, we at Covenant Trust remained **committed to living into our guiding values.**



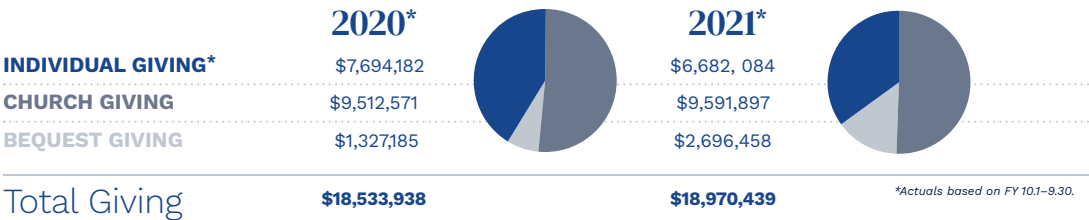
A triple-braided cord is not easily broken.

ECCLESIASTES 4:12, NLT

Mission Advancement **resources Covenant mission and ministry out of our 3StrandStrong partnership between your church, your conference, and the Covenant denomination.** We are woven together so that we can accomplish greater work in the mission of God's kingdom than we could accomplish apart from each other.

We believe the local church is God's basic strategy for reaching the world. The aim of the Covenant is to serve our churches and to unite congregations in service together. We invite each congregation to devote a combined tithe of its general fund income to partner with the Covenant and regional conference. The suggested giving levels are 6.5% to the Covenant and 3.5% to the conference.

Above all else, we are grateful for our partnership with local churches and individuals who invest in our common Covenant mission and ministry through generosity and faithfulness.



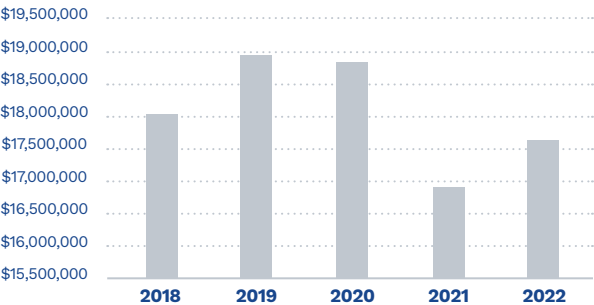
To help make giving more accessible to our generous partners, we have launched a new giving web platform. As you plan your donation, visit our web page to see the upgrades to advance your generosity.

The Finance team endeavors to ensure that the resources of the Covenant are stewarded in a manner that sustains and advances the Covenant’s mission, glorifies God, and honors the intent of our donors. Over the past two years, Covenant leadership has worked to reduce the size of the total spend that undergirds our mission. While we are extremely grateful for the faithful support of our donors, total undesignated giving (the lifeblood of our five mission priorities) has been flat for the past five years.

To maintain the financial capacity necessary to advance our mission, we have been engaged in a thoughtful and collaborative program of budget cuts to better live within our means.

As detailed in the chart below, our stewardship effort has resulted in a stepped down total spend that notably diverges from our historical budget trend, without damaging or degrading mission effectiveness.

COVENANT TOTAL MISSION INVESTMENT BUDGET



Stewardship effort has resulted in a stepped down total spend **without damaging or degrading mission effectiveness.**

We are pleased to report that despite the significantly reduced budget target in fiscal year 2021, our actual FY2021 spend was approximately \$16,705,131, or \$153,527 under budget. Total FY2021 budget income was \$16,224,186, or \$60,029 below target.

Accordingly, our FY2021 financial performance was \$93,229 under budget, resulting in a budget deficit of \$480,944. Please find details regarding our fiscal year 2021 performance in the table on the following page.

Fiscal Year 2021 Financial Performance

	BUDGET FY 2021	UNAUDITED FY 2021	Y-O-Y % CHANGE
MISSION PROVISION:			
Covenant Church Support	\$ 8,150,000	\$ 8,026,758	-1.51%
Individual Donor Support	2,612,000	2,858,470	9.44%
Affiliate Fees	4,203,006	4,200,488	-0.12%
Annual Bequests Draw	818,000	928,000	13.45%
Other Income and Rent	501,209	210,470	-58.0%
Total Mission Provision	\$ 16,284,215	\$ 16,224,186	-0.44%
MISSION INVESTMENT:			
Start and Strengthen Churches	\$ 1,053,075	\$ 1,081,223	2.7%
Make and Deepen Disciples	858,639	700,191	-18.5%
Develop Leaders	922,067	776,409	-15.8%
Love Mercy and Do Justice	675,172	627,420	-7.1%
Serve Globally	1,429,348	1,221,721	-14.5%
Marketing & Communications	1,250,068	1,337,396	7.0%
Shared Services	3,951,152	4,543,402	15.0%
Other	250,000	166,523	-33.4%
Core Mission Investment	\$ 10,389,521	\$ 10,454,285	0.6%
Church Plant Appropriations	1,880,500	1,518,410	-19.25%
Living Legacy Funding	(686,669)	(495,000)	-27.91%
Net Church Plant Appropriations	\$ 1,193,831	\$ 1,023,410	-14.28%
Global Personnel Appropriations	4,275,036	4,227,435	-1.1%
North Park University Support	1,000,000	1,000,000	0.0%
Mission Friends Appropriations	\$ 5,275,036	\$ 5,227,435	-0.9%
TOTAL MISSION INVESTMENT	\$ 16,858,388	\$ 16,705,131	-0.9%
Base Mission Surplus (Deficit)	\$ (574,173)	\$ (480,940)	16.2%

(*Please note that the Church Support and Individual Donor Support totals in the above table include only undesignated giving).

Although we would always prefer a balanced budget outcome—or, better yet, a budget surplus!—the deficit of \$480,944 is 16.2% better than the \$574,173 deficit assumed in the approved budget. This is a significant reduction from the peak \$2.6 million funding gap we experienced in FY2019.

The Covenant Pension Plan continued to enjoy fully funded status as of 12/31/2021, and the newly renamed Covenant Benefits (formerly Bethany Benefits) team continues to provide a high level of care and service to our pastors, employees, and churches. The Covenant Benefits team is presently exploring new ways of providing quality healthcare at an affordable price.

Our goal is to ensure the long-term sustainability of the Covenant's finances in its support of our mission. We continually seek better accountability, prudent financial and risk management, and faithful allocation of God's provision across Covenant ministries and people so that we might all become three strands stronger.



To partner with us as we continue to advance the mission of the Covenant Church, scan this QR code, which will lead you to our safe and secure giving platform. We are grateful for all of you who continue to help our ministry go further faster.

Bethany Benefit Service now serves under the name Covenant Benefits

as a ministry resource with the goal of making employee health insurance and other benefits easily accessible and affordable to Covenant churches, conferences, camps, and other affiliates.



COVENANT BENEFITS

COUNCIL OF ADMINISTRATORS

Evangelical Covenant Church

- Gayle Gilreath, EXECUTIVE DIRECTOR, ADVANCEMENT
- Rebecca Gonzalez, EXECUTIVE DIRECTOR, OPERATIONS
- David Kersten, INTERIM EXECUTIVE MINISTER, ORDERED MINISTRY AND DEVELOP LEADERS
- Steve Klimkowski, EXECUTIVE DIRECTOR, FINANCE
- Paul Lessard, EXECUTIVE MINISTER, START AND STRENGTHEN CHURCHES
- Jennifer McIntyre, EXECUTIVE DIRECTOR, MARKETING AND COMMUNICATIONS
- Curt Peterson, INTERIM EXECUTIVE MINISTER, SERVE GLOBALLY
- Paul Robinson, EXECUTIVE MINISTER, LOVE MERCY AND DO JUSTICE
- Michelle Sanchez, EXECUTIVE MINISTER, MAKE AND DEEPEN DISCIPLES
- John Wenrich, PRESIDENT
- Angela Yee, EXECUTIVE DIRECTOR, MINISTRY DEVELOPMENT

Affiliates

- Peter Hedstrom, PRESIDENT, NATIONAL COVENANT PROPERTIES
- David Kersten, VICE PRESIDENT FOR CHURCH RELATIONS AND DEAN OF THE SEMINARY, NORTH PARK THEOLOGICAL SEMINARY
- Magdalena Sánchez, INTERIM PRESIDENT, CENTRO HISPANO DE ESTUDIOS TEOLÓGICOS
- Todd Slechta, EXECUTIVE VICE PRESIDENT, COVENANT MINISTRIES OF BENEVOLENCE | PRESIDENT, COVENANT INITIATIVES FOR CARE
- Mary Surridge, PRESIDENT, NORTH PARK UNIVERSITY
- Ann Wiesbrock, PRESIDENT, COVENANT TRUST COMPANY

COUNCIL OF SUPERINTENDENTS

- ALASKA
Curtis Ivanoff
- CENTRAL
H. Danny Martinez
- EAST COAST
Howard K. Burgoyne
- GREAT LAKES
Garth McGrath
- MIDSOUTH
Garth Bolinder
- MIDWEST
Tammy Swanson-Draheim

- NORTHWEST
Mark Stromberg
- PACIFIC NORTHWEST
Gregory J. Yee
- PACIFIC SOUTHWEST
Jean Cheng-Gorman,
Interim Superintendent
- SOUTHEAST
Catherine Gilliard
- CANADA
Glenn Peterson

COVENANT EXECUTIVE BOARD

- CHAIR:
Jon Bonkoski
- VICE CHAIR:
Lisa Olson
- SECRETARY:
Valerie Weyand
- VICE SECRETARY:
Cindy Wu

- EXECUTIVE BOARD 2021-2022
- Jon Bonkoski
- Scott Dennis
- Jennifer Fetch
- Roberto Ghione
- Doris Granberry
- Carl R. Helfrich
- David Holder
- Greg Jao
- Diane Leavitt
- Erick Marquez
- Lisa Olson
- Mary Ann Owens
- Susan Park
- Julie Persson
- Phil Print
- Merideth Randles
- Vicky Reier
- Timothy Rodgers
- Ben Schoffmann
- Dale Smith
- Karen Stein
- Dwain Tissell
- Valerie Weyand
- Cindy Wu
- John Wenrich

- LIAISONS TO THE EXECUTIVE BOARD
- Howard Burgoyne
- Susan Poston
- Sally Carlson
- Sam Williams

Thank you for your faithful commitment
to our common mission and ministry.



The Evangelical Covenant Church



God is doing
something new
through Covenant
Kids Congo!
Can you see it?

COVENANTKIDS
Congo powered by
World Vision

covchurch.org/covenantkidscongo

**TOGETHER, WE CELEBRATE 10 YEARS OF PARTNERSHIP
AND TRANSFORMATION. TOGETHER, WE ANTICIPATE
HOW GOD WILL CONTINUE TO MOVE IN DR CONGO.**



The Evangelical Covenant Church

COVCHURCH.ORG



Report from Centro Hispano de Estudios Teológicos (CHET)

The Executive Committee of the Board of Directors of Centro Hispano de Estudios Teológicos writes, “CHET is a theological and ministry training center for Latino clergy and lay leaders, focusing on *“misión integral.”* This is expressed through the integration of evangelism and discipleship, church leadership and planting, lay family counseling, spiritual formation, and community transformation. In 32+ years of ministry, CHET has grown from 14 students to a current enrollment of 300 students per quarter. With fewer resources than other comparable institutions, through the passion and commitment of a small staff and a diverse adjunct faculty and board, CHET’s core value of *“formación integral”* with cultural, personal and ministry sensitivities, as well as academic excellence, are modeled.

CHET’s mission is to provide the highest quality theological education and practical ministry training possible, while maintaining student fees and tuition at accessible levels so students, many of whom do not have access to traditional seminaries, have a pathway to ordination and service in the Covenant, in Latino churches beyond the Covenant, and lay leadership in the proclaiming the good news through word and deed. Underwriting student tuition 60-65% is only possible through the labor of love of adjunct professors and staff, and the financial support of many—board members, individual donors, local churches, the Covenant and its conferences, and a small endowment started by First Covenant Church LA in 1989. The challenge to raise resources sufficient to match the need is ever present.

Since our last board meeting in December 2021, we have been moving forward to address a series of challenges and opportunities. Along with ordinary developmental challenges that are always to be expected, we have been living with the adaptive directions of CHET’s activities in response to the pandemic and several substantial and emerging societal issues. The rate and magnitude of change has required us to be more flexible and adaptable as our times have remained fraught with

unpredictability and uncertainty. Yet CHET has remained faithful and fruitful, confident of God's loving values and mission in and with the Latina world God loves.

This past December we celebrated the 147 students who successfully completed one or more of CHET's programs. Among our recent graduates, we had students from the Pacific Southwest Conference, and also from the Northwest, Central, Midwest, and Midsouth conferences. We even had graduates from the IPEE, a sister denomination of the Covenant in Ecuador.

In our 32-year history, CHET has grown from 14 students in 1989 to an enrollment of 300 students per school quarter, with a 120-average-full-time equivalent (FTE). Before Covid-19, CHET served the surrounding greater Los Angeles area with a single central teaching center in Compton, California. Students outside of this geographical area attended strategically located learning centers. In April 2020, CHET switched to an all-online teaching model that has expanded opportunities to serve students across the United States and beyond our borders. As the pandemic subsides, CHET intends to move to a hybrid learning model that will seek to combine the best of both online and in-person education.

We are pleased that the strategic plan was finalized and approved in December. We are even more thankful that board committees have begun actively working toward reaching the plan's goals for each of the identified strategic areas—resource development, student recruitment and retention, faculty development, staff development, and programs and curriculum. The rate of progress on these items is not even, but things are moving forward in all these areas.

An unexpected challenge for the Board of Directors of CHET and the CHET community in general has been the painful realities of continuing health difficulties for our beloved president, Dr. Juan Martínez. At the same time, we had to attend to our fiduciary responsibilities as a Board of Directors for CHET. In essence, with guidance from the Covenant, CHET board officers served as de facto president roughly from late October through mid-February, until the directors had completed a process of selection and employed Dr. Magdalena Sánchez to serve as interim president. We are very grateful for Dr. Sánchez and believe that she is God's provision for CHET in this season.

Dr. Sánchez writes, "We are on the brim of great challenges and great victories. Among the challenges we are facing is trying to adapt to the world that has transformed so much in the last three years.

Given CHET’s history of initiatives and programs responding to the needs of Latino communities and churches, the Spirit has been calling us to respond to the composition of the mosaic in front of us. This mosaic includes the second and third generations of Latinos—children and grandchildren of those first students 32+ years ago. Among the other challenges we are facing, perhaps the most salient is how can CHET best serve and resource our Latino churches and help the next generations live into their hybrid identity and Christian faith?”

We ask for your prayers in this time of discernment. We know that together, as a community of faith, we will discern what God is calling us to do.

To God be the glory!

Magdalena Sánchez, Ph.D.
Interim President of CHET
And
The Executive Committee of
The Board of Directors of CHET



National Covenant Properties

Together we are building for the future! NCP has been serving member churches and affiliated organizations of The Evangelical Covenant Church since our founding in 1970. It is an honor for our team to share in the inspiring and amazing ministry that the Covenant Church is able to provide in a time of need. We are looking forward to partnering with our Covenant mission friends, with a sense of hope and excitement, to continue to connect mission-minded Covenanters with kingdom projects going forward.



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- Our Real Estate Services team continues to be an integral part of building for the future, resulting in 40 real estate projects totaling \$41 million in 2021.



MINISTRY GROWS

- The NCP staff helps churches and project leaders identify land and facility options, negotiate leases and real estate purchases, construct and expand current facilities, as well as sell and lease out current church properties. Financial and facility stewardship is part of building for the future.

- The changing landscape for ministry has allowed NCP to partner with churches in more innovative, mission-driven initiatives, including the use of their facilities as a tool for ministry. We humbly collaborate and learn about the impact our Covenant churches have in their local communities.
- Churches making disciples by allowing their church buildings to be ministry centers seven days a week.
- Mature churches repotting themselves to dig deeper roots in their communities.
- The physical transformation of church facilities has opened new doors to share how God transforms lives.
- Through technology and digital tools, ministry is happening by fostering community both within the church buildings and through online services.
- We continue to be reminded that the Church is more than a building and its impact in the community goes far beyond its ability to worship in person.



As we walk with our Covenant family during a season of challenges and opportunities, we remain patient and faithful to our shared mission. Together we can move the ministry forward and reach more people for God. We continue to pray for the spiritual and physical health of our Covenant churches. Our dedicated team is ready and committed to serve along and with our mission-minded Covenanters. NCP is well positioned to facilitate and meet more ministry opportunities.



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Paul Carlson Partnership

ADVANCING IN HOLISTIC GOSPEL MINISTRY

2021-2022 Highlights of the Year

- Fall 2021—Malnutrition initiative launched
- September 2021—Paul Carlson Partnership returned to DR Congo after a 2-year absence due to COVID-19
- October 2021—Medical Ambassadors conducted training with Congolese medical professionals in DR Congo
- October 2021—Biking for Congo raised nearly \$40K for medical ministry
- November 2021—Medical Ambassadors held virtual retreat with Congolese partners
- December 2021—Karawa Coffee Project completed first 4 years, celebrated establishment of official coffee cooperative business, FUPROCAF
- December 2021—Ten bridges completed and opened for safe vehicle passage between Bogose Nubea and Karawa
- March 2022—Medical Ambassadors attended in-person retreat in Chicago
- March 2022—FUPROCAF held inaugural General Assembly
- Spring 2022—Malnutrition Stabilization Center built
- Spring 2022—Nearly \$100K raised for Karawa Pharmacy Fire Relief

UCARE4CONGO: PARTNERING IN HOLISTIC HEALTHCARE

The medical ministry of the Covenant Church of Congo includes 5 hospitals, over 120 clinics, clean water sources near clinics, two nursing schools, and the PCP Medical Ambassadors program.

- Virtual Medical Ambassador Retreat in November 2021 broadened the interest and involvement of health care professionals with the Medical Ambassadors by an additional 7 professionals.
- Two Medical Ambassador Resource Groups, which include Congolese medical professionals, are creating new curriculum for the growing problems of Malnutrition and Diabetes/Hypertension. An estimated 2,000 children per year arrive at Karawa Hospital in the most severe category of

malnutrition. New cases of Diabetes have grown by nearly 100% in past 5 years and Hypertension has grown by over 50% in the same time span.

- Karawa Hospital Malnutrition Stabilization Center was built in conjunction with funding from The Protein Foundation of Maine.
- As of March 2022, \$98,632 has been raised (goal: \$100,000) to restore the Karawa Hospital Pharmacy after a devastating lightning strike fire in July 2021.



Malnutrition Stabilization Center under construction in Karawa

BIKING FOR CONGO! JOIN THE CHALLENGE TO RAISE SUPPORT FOR UCARE4CONGO!

Do you know that some people in DR Congo travel over 50 kilometers (31 miles) on a bicycle to a hospital, while sick or injured? And what's even harder to believe is that when they arrive at the hospital, limited medicines, clean water, and medical training often prevent a person from getting better. People in DR Congo face many challenges when they need medical care, but there is a way you can help. **Paul Carlson Partnership** invites you to join the **October 2022 Biking for Congo Challenge** as a fun way for you to use your bike or stationary bike to raise support for the Covenant Church of Congo healthcare system: [UCare4Congo](https://www.ucare4congo.org). The 2021 goal was \$50,000 and the total raised was \$37,163.



Highrock Acton Covenant Church - Biking for Congo Challenge 2021

KARAWA COFFEE PROJECT

Paul Carlson Partnership (PCP), the Covenant Church of Congo, and Café Africa are grateful to share with our ministry partners that since 2017, this three-way partnership—[the Karawa Coffee Project](#)—has succeeded by the grace and provision of God and that an official ceremony was held on December 20, 2021 celebrating the completion of the 4-year foundational project. Now, it's on to next steps! This year coffee producers are developing the newly formed cooperative: FUPROCAF—Federation de l'Ubangi des Producteurs de Café (the Ubangi Federation of Coffee Producers). This is the official coffee cooperative business registered in DR Congo. Harvest is 250-300 metric tons in 2022 and will grow exponentially with each consecutive year. When 1,000 metric tons is reached (projected 2024/25), FUPROCAF will be among the top 10% of coffee producing entities in DR Congo. Everybody's Coffee in Chicago is storing, roasting, and shipping Karawa coffee directly to you. This year's 2022 shipment should be available in early summer. Thank you for investing in DR Congo!



FUPROCAF Leaders

BRIDGES

PCP works alongside Congolese engineers and Hope International Development Agency for the crucial infrastructure component of bridge building and repair. The ten bridges crossing over the Nguya River near Bogose Nubea Hospital were opened to vehicle traffic in December 2021, re-establishing connection to the Karawa area after 30 years of separation. PCP is working alongside our Congolese partners in strategic planning to prioritize next bridge building and repair projects to start in 2022.



Completed bridges (walkway will be removed)

PCP TEAM

Renée Hale, Executive Director

Craig Anderson, Director of Medical and Health Programs

Rebecca Dangel, Director of Partner Communications

Robert Anderson, Partner Engagement Representative

<https://www.paulcarlson.org/>



Recommendations for Continuation of Commissions: Commission on Biblical Gender Equality

BASIC RECOMMENDATION

The Executive Board recommends to the delegates of the 136th Covenant Annual Meeting that the term of service for the Commission on Biblical Gender Equality (BGE) be extended for an additional five years.

RATIONALE

The BGE Commission was inactive for two years in a time of transition from the chair and in the midst of COVID. The commission has reorganized and reexamined their focus and has been moving forward with goals and objectives.

GOALS OF THE COMMISSION

Ongoing goals for the next five years include: The Commission on Biblical Gender Equality exists within the church as a voice and advocate for continued progress in this story. The commission exists to educate people in biblical gender equality; to advocate for justice in the structure of the church regarding gender; to equip the church to articulate the truth about biblical gender equality; and to advocate for the modeling of women in ministry and leadership in all possible venues within the church.

For the next year, we will focus on the following:

- Amplifying the voices of women in the Covenant, especially our BIPOC sisters.

- Collaborating with ACCW, FFW, and the Ministerium to further develop projects and resources that encourage egalitarian values within the Covenant.
- Collaborating with Covenant conference superintendents and staffs to promote and expand egalitarian resources and support for the women serving in these contexts and establish goals fitting for each conference.
- Collaborating with Covenant executive ministers to evaluate existing structures within the Covenant to determine if they are equitable and reflect the denomination's commitment to egalitarian theology, polity, and praxis.

COMPOSITION

The Biblical Gender Equality Commission consists of the following people: Mary Peterson, Nilwona Nowlin, Julia Styles, Alicia Guldberg Reese, Deb Auger (North Park Theological Seminary representative), Janet George, and Matt George.

SPONSORING DEPARTMENT

Develop Leaders (Marti Burger)

FREQUENCY OF MEETING

The BGE Commission meets monthly with the ACCW to partner together with goals and objectives for both ministries.



Recommendations for Continuation of Commissions: Commission on Covenant History

BASIC RECOMMENDATION

The Executive Board recommends to the delegates of the 136th Covenant Annual Meeting that the term of service for the Commission on Covenant History be extended for an additional five years.

RATIONALE

Since being established in 1935, the Commission on Covenant History has served the Evangelical Covenant Church providing guidance and assistance to programs and policies related to the collection, preservation, maintenance, and interpretation of historical records of the denomination. This work has changed over the years and has included publishing and translation projects, public events and programming, and coordinating and advising the work of the Covenant Archives based at North Park University.

GOALS OF THE COMMISSION

The Commission plans to continue work on core tasks including fostering public engagement with historical materials, developing resources and best practices that equip local churches to preserve and share their stories, and supporting the mission priorities of the Evangelical Covenant Church. The Commission will foster and encourage public engagement with the historical records of the Evangelical Covenant Church as it has done through the “Friends of Covenant History” group, receptions at Midwinter, and public lectures. The Commission will help develop resources and best practices pertaining to the historical records of local churches and the wider denomination, particularly focusing on the acquisitions of church records and the development of narratives from under-represented groups. The Commission hopes to finalize Spanish translations of two key documents— “A Guide to

Archives for Local Covenant Churches” and “A Guide to Collecting Oral History for Local Covenant Churches”—with the goal of equipping all local churches to preserve and share their story with the wider Covenant community. Finally, the Commission will continually seek ways to engage the diversity of the church and support the mission priorities of the denomination through the collection, preservation, maintenance, and interpretation of historical records of the Evangelical Covenant Church.

COMPOSITION

Members

- Philip J. Anderson, Professor Emeritus of Church History, North Park Theological Seminary (Hovland, Minnesota)
- Tomas Sanabria, Pastor at Iglesia del Pacto Albany Park (Chicago, IL)
- Tom Kelly, Retired Covenant Missionary (Chicago, IL) [recently inactive]
- Mark Safstrom, Assistant Professor of Scandinavian Studies at Augustana College (Chicago, IL)
- Katherine (Kat) Hampson, Pastor at Highrock Brookline (Brookline, MA)
- Anders Johnson, Member North Park Covenant Church (Chicago, IL)

Advisory Members

- Andy Meyer, Director, F.M. Johnson Archives and Special Collections
- Linda Sladkey, Managing Editor of Content and Curriculum, Evangelical Covenant Church
- Hauna Ondrey, Associate Professor of Church History at North Park Theological Seminary

Ex-officio Members

- Jennifer McIntyre, Executive Director of Marketing and Communications
- John Wenrich, President, Evangelical Covenant Church

SPONSORING DEPARTMENT

Department of Marketing and Communications, Evangelical Covenant Church

FREQUENCY OF MEETING

Commission meets at least twice yearly, usually quarterly



Gather 2023

COVENANT ANNUAL CONNECTION

SAVE THE DATE

June 29 - July 1, 2023

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Resolution of Sympathy

We are grateful to God for the following pastors, missionaries, and pastor's spouses whose deaths have been reported to us since we last met in 2021. We will remember these partners in ministry with gratitude at the Ordination and Commissioning Service

RESOLVED, that the 136th Annual Meeting of the Evangelical Covenant Church expresses its sympathy to the families of the Covenant pastors, missionaries, and pastors' spouses who have gone to be with the Lord, and that those families be presented with a program of the worship service in which there will be a time of remembrance and thanksgiving for the lives and ministry.

PASTORS

Joseph M. Olafson, November 6, 2020, North Charleston, South Carolina

Clifford Axel Smith, April 25, 2021, Corvallis, Oregon

Bruce Johnson, May 4, 2021, Turlock, California

Edward M. Lee, May 27, 2021, Missouri City, Texas

Forrest Dahl, June 2, 2021, Minneapolis, Minnesota

Richard Lundgren, June 9, 2021, Turner, Oregon

David C. Hagen, June 19, 2021, Gladstone, Michigan

David H. Vennberg, June 28, 2021, Jamestown, New York

Paul E. Springer, July 3, 2021, Turlock, California

Philip M. Rohler, July 15, 2021, Jamestown, New York

Robert P. Peterson, July 31, 2021, Salem, Oregon

William Salo, August 7, 2021, Santa Barbara, California

Jonathan Espinosa Parreno, September 16, 2021, Tacoma, Washington

Dennis C. Olson, September 18, 2021, Stockton, California

Gerald V. Sternberg, October 26, 2021, St. Adolphe, Manitoba

Richard Allen Erickson, October 28, 2021, Rancho Cucamonga, California

Joe Elick, November 5, 2021, Roseau, Minnesota
Charles Ray Vaughan, November 12, 2021, Reidsville, North Carolina
David R. Coryell, December 6, 2021, Pennington Gap, Virginia
Steven Evans, December 18, 2021, Syracuse, New York
Larry Gardner, December 21, 2021, Carrollton, Texas
Herbert Hedstrom, December 27, 2021, Elgin, Illinois
Brian J. Alnes, January 4, 2022, St. Cloud, Minnesota
Paul A. Peterson, January 14, 2022, Sauk Rapids, Minnesota
Everett Jackson, January 25, 2022, Wilmette, Illinois
Donald E. Lindman, January 27, 2022, Batavia, Illinois
D. James Tait II, March 1, 2022, Belmont, Michigan
Carl Taylor, March 7, 2022, Wayzata, Minnesota
Reuben Rosnau, March 20, 2022, Golden Valley, Minnesota
Arthur J. Stejskal, April 7, 2022, Plantation, Florida
Robert M. Anderson, April 23, 2022, Boulder Junction, Wisconsin
Richard B. Lucco, May 17, 2022, Chicago, Illinois

GLOBAL PERSONNEL

Joan Gustafson, August 12, 2021, Santa Cruz, California
Ruth Elaine Christiansen, September 18, 2021, Bremerton, Washington
Vivian L. Edstrom, December 14, 2021, Northbrook, Illinois
Erma Bergstrom, January 26, 2022, Milaca, Minnesota

PASTOR'S SPOUSES

Bonnie Nyerges (Bill), March 22, 2020, Newbury, Ohio
Nancy A. Magnuson (James), May 16, 2020, St. Louis, Missouri
Harriet Louise Olson (K. Wesley), April 12, 2021, Grand Rapids, Minnesota
Harriet Johnson (Eldon), June 22, 2021, Northbrook, IL
Marilyn Hjelm (Robert), June 27, 2021, Batavia, Illinois
Helen Olson (Roy), July 22, 2021, Northbrook, Illinois
Twyla Lundell (James), August 7, 2021, Davenport, Iowa
Annette Anderson (Jim), August 28, 2021, Portland, Oregon

Dorothy Danielson (Phillip), September 4, 2021, Golden Valley, Minnesota
Alayne H. Johnson (Clifford), September 18, 2021, Northbrook, Illinois
Hazel E. Jennings (J. Curtis), September 25, 2021, Kyle, Texas
Ingrid B. Anderson (Loren), October 7, 2021
Lynda Collins (Tom), October 13, 2021, Madison, Wisconsin
Gregory J. Gilreath (Gayle), October 20, 2021, Minneapolis, Minnesota
Virginia Cervin (Russell), November 25, 2021, Oakland, California
Alice M.J. Wiens (John), January 14, 2022
Laura Lou Sandstrom (Bill), January 27, 2022, Golden Valley, Minnesota
Carol Dahlberg (David), January 29, 2022, Grand Rapids, Michigan
Nancy Merritt (John T. Carlson), February 28, 2022, Cambridge, Massachusetts
Margaret Logue (Donald), April 1, 2022, Grand Island, Florida
Violet Erickson (Robert), April 26, 2022, Golden Valley, Minnesota



Proposed Resolution of Gratitude for Gather 2022

RESOLVED, that the 136th Annual Meeting of the Evangelical Covenant Church express its gratitude to all who diligently worked to make this hybrid experience possible. With constituents engaging onsite and online, able to witness God's continual faithfulness to the Evangelical Covenant Church, above all else:

- To Covenant churches in North America for their continual support and prayers. We are all part of the Covenant's multiethnic mosaic and as a mosaic of mission friends, we continue to bear fruit for God's glory and neighbor's good.
- To our moderator, Elizabeth Jensen; vice-moderator, Rick Lindholtz; secretary, Nilwona Nowlin, and parliamentarian, Eric Filkin; who with joy and the utmost level of integrity, served and led this deliberative body through its first-ever hybrid experience.
- To all the delegates, general conferees, and guests who collectively responded and lived out our congregational polity, representing their communities to communally discern God's will for our shared mission and uniting their voices in praise to our God for fruit-bearing efforts that continue to make disciples who make disciples among more populations in a more caring and just world.
- To the Council of Superintendents, the Council of Administrators, and Ethnic Association presidents and their respective teams for their partnership in ministry and their support in this year's gathering. Your prayers and support made this event possible.
- To our denominational team and global personnel for their continual commitment to God's mission, a small but gifted army who bathed this event in prayer and stepped beyond their daily work routines to collaborate and ensure no Gather detail was left unattended and that guests were cared for.
- To the Credentials Committee, who verified and certified attendees' credentials.
- To our Sergeants-at-Arms and Tellers, for their care of the meeting and for delegates; and for providing guidance to delegates with agenda items and meeting resources.

- To Erik Anderson, Director of Covenant Events, and Jorden Meyers, Director of Ministry Services for the President’s Office, for tending to every logistical and programming detail and ensuring Gather 2022 appeared seamless to participants.
- To the Operations team members, with special recognition to Jacqueline Sugihara, Director of Ministry Operations; Rita Sheppard, Operations Manager; Ryan Thompson, Digital Culture and Innovation Specialist; Karl Haukom Anderson, Operational Manager; and Rhoderick Gonzales, Data Manager; 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, Jennifer McIntyre, Cathy Norman Peterson, Kristi Schild, Paul Stewart, Jelani Greenidge, Linda Sladkey, Kevin Kempe, Jenna Wilson, Nathan Nicholson, Jeremy White, and Joy Frierson; creative storytellers who with excellence crafted all our digital and print resources guaranteeing that constituents were informed and engaged in this historic Annual Meeting.
- To all the volunteers and ministry partners collaborating and supporting our production and programming efforts. Your hospitality, specialized gifts, and generosity made us “shine” and were a vital piece of the success we experienced this week.
- To our worship leaders, guest artists, and speakers who helped us come before the throne of grace as one body and hear God’s heart for this present season of ministry, Above All Else, the Covenant is three strands strong.
- To Dominique Gilliard, who in loving memory received the Irving J. Lambert Award in honor of “Big John” Perkins, and to T.W. Anderson Award recipient, Percy Mueda, for embodying what it means to be true disciples of Christ, to love God, and to love others as yourself;
- To Covenant ministries who were generous in their support of various dimensions of our Gather 2022 experience, including:
 - T.W. Anderson sponsored by the East Coast Conference
 - All our Covenant Affiliates who generously support the mission and ministry of the Evangelical Covenant, and who have contributed to make Gather 2022 possible; and
- To Pia Restrepo for coordinating our translation team and ensuring key documents for the business meeting and the business sessions were translated into Spanish.

RESOLVED, that the Covenant Annual Meeting express its appreciation to those who with distinction offered Christian witness, service, support, and hospitality to this 136th Covenant Annual Meeting.

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ADDITIONAL PLAN OPTIONS COMING 2023

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