



BUSINESS SESSION

GUIDE & SUPPORTING DOCUMENTS

ROMANS 5:3-5

HARDSHIP
TO Hope



2021 ANNUAL MEETING
ONLINE

The Northwest Conference in its 137th Annual Meeting // April 24, 2021 at 9 a.m.

AGENDA

Opening Worship

Call to Order

James Volling, NWC Chair

Summary of actions taken by NWC Executive Board in lieu of 2020 Annual Meeting

Approval of Agenda for 2021 Annual Meeting

MOTION for NWC Executive Board to Approve Minutes of 2021 Annual Meeting

NWC Staff Report

Mark R. Stromberg, Superintendent

Kara Stromberg, Associate Superintendent

Action on Churches to be Removed from the Roster

Presentation & Action on the NWC Budget

Nichelle Kaul, NWC Treasurer

Sandy Norris, Director of Finance

Presentation & Action on the NWC Ballot

BREAK

The Mission of Minnehaha Academy

Donna Harris, President

Presentation & Action on the Minnehaha Academy Budget

Dan Bowles, Director of
Finance & Business Operations

Greetings from ECC

Prayer & Adjournment

WORKSHOPS

Looking Ahead in the ECC

Looking Ahead in the NWC

Managing Finances and Facility During a Crisis and Beyond

First Steps: Equipping Parents for Discipleship in the Home

Faith and Fake News



The Evangelical Covenant Church

April 2021

TO: Celebration 2021 of the Northwest Conference
Mark Stromberg, Superintendent
Jim Volling, Conference Chair

Greetings on behalf of the Evangelical Covenant Church!

It was a year ago in mid-March that pandemic shutdowns began. None of us will soon forget how difficult the past year was, and everything we had to navigate, fight for, and endure. I am convinced, however, that the church was built for times like this. The Gospel, communicated through the local church, is the hope of the world.

In spite of the challenges and losses we experienced in the past year and all that we continue to face, as followers of Jesus, we can say with truth and confidence: God is faithful. Because God is faithful, we continue to proclaim and demonstrate the whole Gospel.

Our mission is to join God in God's mission to see more disciples among more populations in a more caring and just world. Our mission priorities remain constant: to start and strengthen churches, make and deepen disciples, develop leaders, love mercy and do justice, and serve globally.

Together we are a multiethnic mosaic of mission friends committed to the whole mission of the church. As a multiethnic denomination, we seek to live into the beloved community that Dr. Martin Luther King Jr. described. Therefore, we are developing a "Becoming the Beloved Community" resource suite that will help our Covenant family continue to become an authentic reflection of the kingdom of God—here on earth—as depicted in Revelation 7:9: *"After this I looked, and there before me was a great multitude that no one could count, from every nation, tribe, people, and language, standing before the throne and before the Lamb."*

In addition to your conference annual meeting, I invite you to join delegates from hundreds of other Covenant churches June 22-26 for Gather 2021, which will include the 135th Annual Meeting. Due to the ongoing Covid-19 pandemic, our Covenant family will be connecting virtually. Information can be found at gather.covchurch.org.

In this season of uncertainty and ambiguity, I am reminded of TW Anderson, the only lay person to serve as president of the Covenant from 1933 to 1959. Elected during the height of the Depression, he guided the church through a time of challenge, conflict, and developing identity.

He contributed to a book entitled Covenant Memories, Golden Jubilee. It was written in celebration of the 50th anniversary of the Covenant, from 1885 to 1935. President Anderson writes: *"Living movements are not static but adapt themselves to new conditions. But basic principles remain the same."*

The mission and the mission priorities remain the same, but the methods change as we adapt to new conditions. It's part of our Covenant DNA.

I am grateful to be serve alongside you. Your partnership in the Gospel will help us emerge from this crisis, not just three strands strong, but three strands *stronger*. We are in it together, going deeper in Christ and further in mission.

I pray that this promise from God will encourage you and our entire Covenant family:

"See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland." —Isaiah 43:19

In Christ's love,

A handwritten signature in black ink, appearing to read "John S. Wenrich". The signature is fluid and cursive, with a large initial "J" and "W".

John S. Wenrich
President

CHANGES TO CHURCH MEMBERSHIP

CHURCHES TO BE DELETED FROM THE ROSTER OF THE EVANGELICAL COVENANT CHURCH

Abbey Way Covenant Church, Minneapolis, MN

Organized: 2006

Joined the ECC: 2010

Withdrawn: 2021

Genesis West Covenant Church, Robbinsdale, MN

Organized: 2014

Joined the ECC: 2018

Withdrawn: 2021

Grace Outreach Covenant Church, Coon Rapids, MN

Organized: 2013

Joined the ECC: 2018

Closed: 2020

Monticello Covenant Church, Monticello, MN

Organized: 1990

Joined the ECC: 1991

Closed: 2021



INDEPENDENT ACCOUNTANT'S REVIEW REPORT

To the Executive Board and Management
Northwest Conference of the Evangelical Covenant Church
Minneapolis, Minnesota

We have reviewed the accompanying financial statements of Northwest Conference of the Evangelical Covenant Church (a nonprofit organization), which comprise the statements of financial position as of June 30, 2020 and 2019, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of the Organization's management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of the 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 financial statements that are free from material misstatement, whether due to fraud or error.

Accountant's Responsibility

Our responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

Accountant's Conclusion

Based on our reviews, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with accounting principles generally accepted in the United States of America.

CarlsonSV JH

Amery, Wisconsin
April 1, 2021

NORTHWEST CONFERENCE OF THE EVANGELICAL COVENANT CHURCH
STATEMENTS OF FINANCIAL POSITION
June 30, 2020 and 2019

ASSETS		
	2020	2019
CURRENT ASSETS		
Cash and cash equivalents	\$ 406,613	\$ 354,227
Short-term investments	722,239	827,304
Due from churches	26,930	567
Other receivables	288,939	288,939
Prepaid expense	-	8,070
Total Current Assets	<u>1,444,721</u>	<u>1,479,107</u>
OTHER ASSETS		
Endowment fund investments	907,190	888,209
PROPERTY AND EQUIPMENT		
Property and equipment	266,147	266,147
Accumulated depreciation	<u>(248,928)</u>	<u>(239,313)</u>
Property and Equipment, Net	<u>17,219</u>	<u>26,834</u>
TOTAL ASSETS	<u>\$ 2,369,130</u>	<u>\$ 2,394,150</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable	\$ 17,130	\$ 19,327
Accrued expenses	7,280	4,435
Short-term debt	288,939	288,939
Current portion of long-term debt	165,533	-
Other liabilities	<u>63,353</u>	<u>34,360</u>
Total Current Liabilities	<u>542,235</u>	<u>347,061</u>
NET ASSETS		
Without donor restrictions	1,805,636	2,028,427
With donor restrictions	<u>21,259</u>	<u>18,662</u>
Total Net Assets	<u>1,826,895</u>	<u>2,047,089</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 2,369,130</u>	<u>\$ 2,394,150</u>

(The accompanying notes are an integral part of these financial statements.)

NORTHWEST CONFERENCE OF THE EVANGELICAL COVENANT CHURCH
STATEMENTS OF ACTIVITIES

For the Years Ended June 30, 2020 and 2019

	2020			2019		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
OPERATING ACTIVITIES						
Revenues, Gains, and Other Support						
Contributions and grants						
Member church contributions	\$ 980,544	\$ -	\$ 980,544	\$ 952,606	\$ -	\$ 952,606
Appropriations from Evangelical Covenant Church	191,771	-	191,771	188,861	-	188,861
All other contributions	110,870	18,046	128,916	95,884	24,856	120,740
Proceeds from church closures	38,860	-	38,860	29,829	-	29,829
Program service revenue	-	-	-	7,435	-	7,435
Investment return, net	16,957	(95)	16,862	69,857	309	70,166
Miscellaneous revenue	8,661	-	8,661	-	-	-
Net assets released from restrictions	15,354	(15,354)	-	146,730	(146,730)	-
Total Support and Revenue	1,363,017	2,597	1,365,614	1,491,202	(121,565)	1,369,637
Expenses						
Program services	1,219,351	-	1,219,351	1,202,084	-	1,202,084
Support services						
Management and general	366,457	-	366,457	360,777	-	360,777
Total Expenses	1,585,808	-	1,585,808	1,562,861	-	1,562,861
CHANGE IN NET ASSETS	(222,791)	2,597	(220,194)	(71,659)	(121,565)	(193,224)
NET ASSETS, BEGINNING OF YEAR	2,028,427	18,662	2,047,089	2,100,086	140,227	2,240,313
NET ASSETS, END OF YEAR	<u>\$ 1,805,636</u>	<u>\$ 21,259</u>	<u>\$ 1,826,895</u>	<u>\$ 2,028,427</u>	<u>\$ 18,662</u>	<u>\$ 2,047,089</u>

(The accompanying notes are an integral part of these financial statements.)

NORTHWEST CONFERENCE OF THE EVANGELICAL COVENANT CHURCH
STATEMENTS OF FUNCTIONAL EXPENSES
For the Years Ended June 30, 2020 and 2019

	2020		
	Program Services	Management and General	Total
Salaries and benefits	\$ 676,172	\$ 230,412	\$ 906,584
Fees for services	-	6,043	6,043
Advertising and promotion	12,886	326	13,212
Ministries expenses			
Planting churches	403,862	-	403,862
Healthy churches	11,502	-	11,502
Other ministries	8,500	-	8,500
Office expenses	9,599	11,993	21,592
Information technology	1,835	7,342	9,177
Occupancy	39,564	9,891	49,455
Travel and transportation	15,718	3,929	19,647
Conferences, conventions, and meetings	12,760	7,860	20,620
Depreciation	-	9,615	9,615
Insurance	-	2,267	2,267
Other expenses	26,953	76,779	103,732
TOTAL	\$ 1,219,351	\$ 366,457	\$ 1,585,808

	2019		
	Program Services	Management and General	Total
Salaries and benefits	\$ 603,414	\$ 258,055	\$ 861,469
Fees for services	-	5,757	5,757
Advertising and promotion	-	13,651	13,651
Ministries expenses			
Planting churches	358,280	-	358,280
Healthy churches	38,862	-	38,862
Other ministries	142,718	-	142,718
Office expenses	7,179	15,909	23,088
Information technology	3,866	7,734	11,600
Occupancy	-	6,813	6,813
Travel and transportation	24,133	10,185	34,318
Conferences, conventions, and meetings	17,762	2,506	20,268
Depreciation	-	19,497	19,497
Insurance	-	8,220	8,220
Other	5,870	12,450	18,320
TOTAL	\$ 1,202,084	\$ 360,777	\$ 1,562,861

(The accompanying notes are an integral part of these financial statements.)

Northwest Conference
Proposed Budget
Fiscal year July 1, 2021 - June 30, 2022

	Approved Budget 2020-2021	Proposed Budget 2021-2022	
Principal released from Restriction			
For Planting	114,411	77,939	
For CYF	37,064	25,553	
For Vitality	36,960	25,553	
For Operations	14,948	41,887	
Total Savings/Investment Spending	203,383	170,932	
Current Income			
Church Contributions	950,000	925,000	
Individuals and Organization - Undesignated	45,000	50,000	
Individuals and Organization - Designated	40,000		
Total Donations	1,035,000	975,000	
ECC Share - New Church Appropriations	196,183	142,534	
ECC for Coaching	17,655	11,880	
ECC for Technology grants	0	50,000	new funds available
Draw on Property Proceeds (from the ECC)	114,411	77,939	
Interest/Investment Income	138,101	179,962	
Total Current Income	1,501,350	1,437,315	
Available to fund Mission and Ministry	1,704,733	1,608,247	
Congregational Vitality			
Revitalization and Training	8,800	8,800	
Technology grants	0	50,000	see funding above
Compassion, Mercy & Justice	4,000	5,500	
Ministry Resources	3,500	500	
Leadership Training	14,000	35,500	includes Rural Ministry training
Latino Ministry	2,400	2,400	
Pastoral Care and Support	7,500	7,500	
Church Planting			
New Church Appropriations	399,866	285,067	
Assessment and Training	37,500	14,600	
New Church Support	31,140	33,860	
Children, Youth and Family			
Children and Family	4,200	3,400	
Youth Ministry	19,600	18,950	
Supporting Expenses			
Personnel - Salaries	781,005	763,232	
Personnel - Benefits	234,920	225,612	
Staff Travel	32,000	26,000	
Boards/Commissions/Meetings	39,700	32,900	
Office	28,528	24,829	
IT/Communications	41,160	53,400	includes new tech
Insurance	7,000	7,000	
Professional Services/Consultants	7,914	8,354	
Total Mission and Ministry Expense	1,704,733	1,607,404	



INDEPENDENT AUDITORS' REPORT

Board of Trustees and Finance Committee
Minnehaha Academy
Minneapolis, Minnesota

We have audited the accompanying financial statements of Minnehaha Academy (a nonprofit organization) which comprise the statements of financial position as of June 30, 2020 and 2019, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these 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 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 financial statements based on our audits. 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 audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the 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 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 financial statements.

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

Board of Trustees and Finance Committee
Minnehaha Academy

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Minnehaha Academy as of June 30, 2020 and 2019, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

A handwritten signature in black ink that reads "CliftonLarsonAllen LLP". The signature is written in a cursive, flowing style.

CliftonLarsonAllen LLP

Minneapolis, Minnesota
December 7, 2020

MINNEHAHA ACADEMY
STATEMENTS OF FINANCIAL POSITION
JUNE 30, 2020 AND 2019

	<u>2020</u>	<u>2019</u>
ASSETS		
Cash and Cash Equivalents	\$ 18,990,524	\$ 3,745,487
Cash - Held in Escrow or Reserve	808,688	1,132,979
Accounts Receivable, Net	747,523	754,502
Promises to Give, Net	4,828,636	5,672,641
Investments	12,868,231	12,487,053
Inventories	22,156	5,031
Prepaid Expenses	240,904	267,850
Property, Plant, and Equipment:		
Land	1,092,952	1,092,952
Construction in Progress	152,103	36,560,186
Buildings and Improvements	73,885,138	36,066,651
Furniture and Equipment	5,595,272	3,596,758
Total	<u>80,725,465</u>	<u>77,316,547</u>
Less: Accumulated Depreciation	<u>(16,639,180)</u>	<u>(16,476,243)</u>
Net Property, Plant, and Equipment	<u>64,086,285</u>	<u>60,840,304</u>
 Total Assets	 <u><u>\$ 102,592,947</u></u>	 <u><u>\$ 84,905,847</u></u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable and Retainage	\$ 541,522	\$ 6,418,591
Accrued Expenses	55,908	29,791
Accrued Salaries	600,976	629,638
Accrued PTO and Sick Pay	298,511	297,623
Prepaid Tuition and Programs	611,206	627,753
Capital Leases Payable	36,869	56,604
Notes Payable, Net	15,109,382	6,806,702
Total Liabilities	<u>17,254,374</u>	<u>14,866,702</u>
NET ASSETS		
Without Donor Restrictions	67,370,425	51,033,891
With Donor Restrictions	17,968,148	19,005,254
Total Net Assets	<u>85,338,573</u>	<u>70,039,145</u>
 Total Liabilities and Net Assets	 <u><u>\$ 102,592,947</u></u>	 <u><u>\$ 84,905,847</u></u>

**MINNEHAHA ACADEMY
STATEMENT OF ACTIVITIES
YEAR ENDED JUNE 30, 2020**

	2020		
	Without Donor Restrictions	With Donor Restrictions	Total
REVENUES, GAINS, AND OTHER SUPPORT			
Tuition and Fees	\$ 16,992,460	\$ -	\$ 16,992,460
Less: Financial Aid and Tuition Remission	(6,425,067)	-	(6,425,067)
Net Tuition and Fees	10,567,393	-	10,567,393
Contributions	1,058,256	2,847,121	3,905,377
Transportation	304,942	-	304,942
Auxiliary Activities	1,025,054	-	1,025,054
Rental Income	178,629	-	178,629
Special Events	63,780	-	63,780
Interest, Dividends and Capital Gains, Net	41,610	264,771	306,381
Realized and Unrealized Gains on Investments	-	316,806	316,806
Other Income, Net	16,799,266	-	16,799,266
Net Assets Released from Restrictions	4,465,804	(4,465,804)	-
Total Revenues, Gains, and Other Support	34,504,734	(1,037,106)	33,467,628
EXPENSES			
Program Services	15,634,741	-	15,634,741
Management and General	1,950,583	-	1,950,583
Fundraising	582,876	-	582,876
Total Expenses	18,168,200	-	18,168,200
CHANGE IN NET ASSETS	16,336,534	(1,037,106)	15,299,428
Net Assets - Beginning of Year	51,033,891	19,005,254	70,039,145
NET ASSETS - END OF YEAR	<u>\$ 67,370,425</u>	<u>\$ 17,968,148</u>	<u>\$ 85,338,573</u>

**MINNEHAHA ACADEMY
STATEMENT OF ACTIVITIES
YEAR ENDED JUNE 30, 2019**

	2019		
	Without Donor Restrictions	With Donor Restrictions	Total
REVENUES, GAINS, AND OTHER SUPPORT			
Tuition and Fees	\$ 15,564,035	\$ -	\$ 15,564,035
Less: Financial Aid and Tuition Remission	(5,582,562)	-	(5,582,562)
Net Tuition and Fees	9,981,473	-	9,981,473
Contributions	870,700	10,056,931	10,927,631
Transportation	288,691	-	288,691
Auxiliary Activities	942,917	-	942,917
Rental Income	164,905	-	164,905
Special Events	191,164	-	191,164
Interest, Dividends and Capital Gains, Net	137,578	422,791	560,369
Realized and Unrealized Gains on Investments	-	306,959	306,959
Other Income, Net	21,448,243	-	21,448,243
Net Assets Released from Restrictions	9,199,833	(9,199,833)	-
Total Revenues, Gains, and Other Support	43,225,504	1,586,848	44,812,352
EXPENSES			
Program Services	14,776,534	-	14,776,534
Management and General	2,536,952	-	2,536,952
Fundraising	685,049	-	685,049
Total Expenses	17,998,535	-	17,998,535
CHANGE IN NET ASSETS	25,226,969	1,586,848	26,813,817
Net Assets - Beginning of Year	25,806,922	17,418,406	43,225,328
NET ASSETS - END OF YEAR	<u>\$ 51,033,891</u>	<u>\$ 19,005,254</u>	<u>\$ 70,039,145</u>

MINNEHAHA ACADEMY
FY2022 PROPOSED OPERATING BUDGET

	FY2022 Proposed
Enrollment	884
INCOME	
1 Net Tuition Revenue and Fees	\$ 12,372,000
2 Contribution Income - Unrestricted	1,175,000
3 Other Income	663,700
4 Draw - Endowment Fund	587,600
5 Draw - Anderson-Clawson	126,000
6 TOTAL INCOME	\$ 14,924,300
EXPENSE	
7 Wages, Salaries, & Benefits	11,601,500
8 Admin, Advancement, Marketing, Admissions	515,700
9 General Operations	720,400
10 Instructional & Curriculum	510,700
11 Athletics	221,200
12 Summer Program & Extended Day	224,300
13 Facilities Operations	836,000
14 Capital Expenditures	106,000
15 Student Transportation Expense	498,400
16 TOTAL EXPENSE	\$ 15,234,200
17 NET OPERATIONS BEFORE DEBT SERVICE	\$ (309,900)
18 DEBT SERVICE	391,300
19 OPERATING SURPLUS / (DEFICIT)	\$ (701,200)

NORTHWEST CONFERENCE EXECUTIVE BOARD



Nikki Kahoud (5 year term)

Nikki was born and raised in south-central Washington state. A love for both reading and animals led her to college in upstate New York where she developed a passion for science, earned a degree in Animal Science, and met her husband, Rob. His job training involved a few cross-country moves until 7 years ago they finally settled in southeastern Minnesota in the Rochester area. Her husband is a doctor connected to Mayo. They are active members at Rochester Covenant Church and, most recently, Nikki has served as the Church Chair. After working in science for nearly a decade, she is now at home with her two daughters and working to restore their new hobby farm. God's plan to bring them to Minnesota was not what the Kahoud's would have guessed, but they are so glad that this is where they were able to set down roots.



Dan Riley (5 year term)

Dan has served in multiple positions at Buffalo Covenant Church, utilizing his passion for finance, administration, and children's ministry. He and his wife, Karen, have served in the Awana program for the last 25 years in a variety of different roles and Dan currently serves on BCC's Land Use Task Force which helps develop long term planning for the campus. He is also the current church Treasurer. Dan has three daughters and eleven grandkids which he and his wife enjoy spending time with. When they aren't attending grandkids' events, he enjoys hunting and fishing with family and friends.

Dan has degrees in Computer Science, Business, Accounting and a Masters in Business Administration. He has work experience in technology, finance, banking, information security, auditing and management which provides a solid base to assist the churches in the NWC to minister to the needs of their communities.

NORTHWEST CONFERENCE EXECUTIVE BOARD CHAIRPERSON



James Volling, NWC Board Chair (1 year term)

Jim grew up in Le Sueur, MN. He is a graduate of The Taft School in Connecticut, Harvard University, and George Washington University Law School in Washington, D.C., where he was Executive Editor of the Law Review. After law school, Jim had the opportunity to serve as a law clerk to Chief Justice Warren E. Burger of the United States Supreme Court. He is currently a partner at Faegre Drinker Biddle & Reath LLC; one of the 100 largest law firms in the United States. He has also been active in leadership at Excelsior Covenant Church, serving twice as Church Chair. Jim has also served as Chair of the Board of Trustees at Minnehaha Academy.

MINNEHAHA ACADEMY BOARD OF TRUSTEE MEMBERS



Erica Jensen (5 Year Term)

Erica graduated with degrees in Communication and African American studies from Northwestern University and earned her Master of Business Administration degree from Regis University. Erica has been married to her husband Sean for 17 years. They have a middle schooler and elementary schooler at Minnehaha Academy. They live with their dog Skye in suburban Minneapolis. She is a member of Sanctuary Covenant Church and has served in leadership roles at the church.

Erica has 20 years of experience driving strategic growth for Fortune 500 corporations and joined Be The Match®/ the National Marrow Donor Program® in 2019 as Senior Vice President of Marketing of Member Engagement, Enrollment and Experience. Her work focuses on growing the Be The Match Registry of donors and eliminating disparities within multicultural communities to ensure equal outcomes for all patients regardless of race or ethnicity. She also leads a team of diverse individuals who manage corporate brand and marketing and Be The Match Latin America and Emerging Markets.



Jenny Johnson (5 Year Term)

Jenny Johnson is the Director of the Family Philanthropy Resource Center at The Minneapolis Foundation. In this role, she partners with families and individuals to make charitable impact in our community. Her focus is on helping multi-generational families bring clarity, focus, passion and strategy to their philanthropy. She has nearly 20 years of experience in varied nonprofit settings and serves on

the board of the MN Council on Foundations. Prior to joining The Minneapolis Foundation in 2015, Jenny was Vice President of Resource Development at Aeon.

Jenny and her husband Matt are both lifelong Covenanters who met at North Park. Jenny is a class of '99 MA grad and Matt and Jenny are proud parents of a third generation Minnehaha student. Currently, they are members at First Covenant Church (St. Paul).



Aaron Kardell (5 Year Term)

Aaron Kardell has been a member of the Sanctuary Covenant Church since 2003 and served on its elder board from 2010 through 2016, including a few years serving in roles including treasurer and vice chair. Aaron is a lifelong entrepreneur, founding his first software business in high school, and he enjoys biking, running, and spending time with his family. His son and daughter both attend Minnehaha

Academy. Aaron is the founder and CEO of HomeSpotter, a Minneapolis-based software company that he founded in 2009. HomeSpotter provides services to over 500,000 agents in the residential real estate industry.

Aaron also founded Altona Ed, a K-12 education software startup that was later acquired by Pearson Education, and he has authored a number of Facebook and iPhone apps, including one which was featured by Apple in the App Store.

DEVELOPING
LEADERS.
THRIVING
CHURCHES.



northwest conference

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