

MINISTRY REPORT 2025



CELEBRATION '26
FORWARD IN MISSION

NORTHWEST CONFERENCE

ANNUAL MEETING

FIRST COVENANT, WILLMAR, MN

APRIL 23-25, 2026

TRUSTING IN THE LORD'S FAITHFULNESS

Mission friends, grace and peace to you! As I near completion of my first term as your Superintendent, I want to say a heartfelt thank you for putting your trust in me and our team to provide leadership for this Conference.

It's a great privilege to serve the churches of the Northwest Conference, as together we are rooted in Jesus, renewing lives and communities by starting and strengthening churches, investing in the next generation and developing missional leaders.

Efforts throughout our Conference—from Adventures in Leadership to the Rural Impact Leadership Conference to the Exploring Call retreat to MUUUUCE to setting alarms each day at 10:02 to pray Luke 10:2, asking the Lord for more leaders—all served to reinforce our mission of developing leaders, thriving churches, forward in mission.

Our heart for expanding mission through evangelism and church planting, congregational vitality and next gen ministry has been one of tilling the soil, preparing our hearts, developing resources, casting vision and strengthening our prayer lives so we are ready to respond to God's



KARA STROMBERG
Superintendent



invitation to grow—trusting in the Lord's timing.

We expect that our lives and communities will bear the spiritual fruit that comes when we trust, wait, hope and allow God to form us into the people and communities of God through the slow work of God.

We praise God for Edith Soto López, who joined our staff last fall as the Director of Latino Ministry.

We then saw 2025 end with challenge and heartache as enhanced immigration enforcement upended

life throughout the region and threw our immigrant churches into a state of crisis. As the needs grew, churches stepped up to stand in solidarity with refugee and immigrant communities, and we saw the Church being the Church, remembering our own immigration narrative as Covenanters.

And as believers, we belong to one another as the body of Christ, desperately needing each other for our mutual flourishing and growth.

I am grateful to ministry partner Hollis Kim, who concluded service last year, retiring from his role as Director of Ministerial Health and Connections. He served faithfully and will be missed.

I invite you to continue to partner with the NWC so that together, we can invest in this ministry that will build a solid foundation of faith for generations to come.

Through it all, I am reminded of Paul's words in 2 Corinthians 4:1: "... therefore, since through God's mercy we have this ministry, we do not lose heart." Praise be to God!

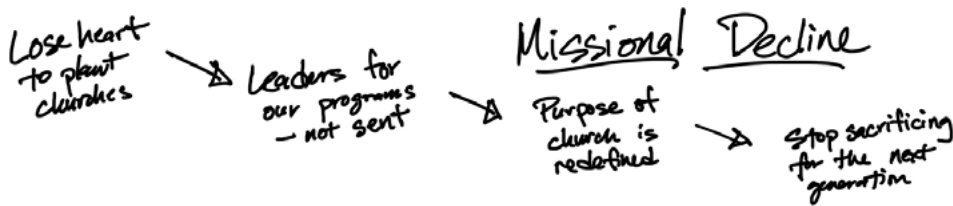


"... all served to reinforce our mission of developing leaders, thriving churches, forward in mission."

TOWARD MISSIONAL RENEWAL

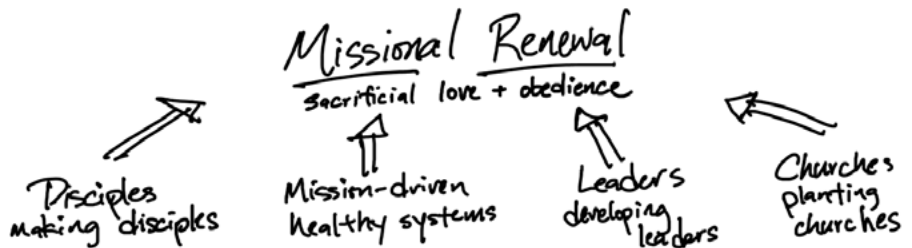
Have you ever had car problems? When they happen to me (which is more often than I would like), I am reminded that the purpose of a car is to move. No matter how many fun features are inside a car, it is made to move people forward. Our theme “Forward in Mission” is a reminder that we are commissioned by Jesus to GO. To be saved is to be sent (John 20:21). As biblical scholar Christopher Wright said, “God does not have a mission for his Church, he has a Church for his mission.”

Unfortunately, many churches are experiencing a progressive loss of mission in four key categories:



There is hope in Jesus—missional renewal is possible! The Northwest Conference was started as a pioneering renewal movement to start and strengthen churches. With God’s power, we can reclaim our roots to become a missional, multiplying movement. Church planting is a key component to missional renewal.

Our vision is for every church to be part of planting—a church plant (years 1-10), planting a church or a partner for church planting. We start Covenant churches that are biblically rooted, emotionally healthy and participating in the mission of God.



We plant in a variety of contexts with many models and expressions, with women or men who are full-time, part-time or co-vocational. As a church participates in planting, the mission of God can be renewed in their context. Starting new churches is part of our responsibility and calling to “Judea and Samaria” (Acts 1:8). Just as churches have global missions budgets, committees and trips, so each of us can be intentional about church planting. Everyone is invited to be part of sending and planting.

CHURCHES CAN CONSIDER FOUR STEPS:

- Pray for the harvest (Luke 10:2), promote planting and give to a regional planting fund
- Activate a church planting committee or team in your church
- Mobilize missional leaders—people who have a heart for new areas
- Commission groups and/or planters—become a sending, multiplying church

God is renewing His Church, and everyone is invited.

Sometimes people think I am just about church planting. My heart is for God’s people to give their lives for the life-changing, hope-bringing mission of Jesus. I would love to talk about taking next steps for you or your church.

IT STARTS WITH THE SOIL

In the parable of the sower, the seed is the constant, and the soil is the variable. It is very clear that the condition of the “soil,” not the “seed,” is the determining factor in producing an abundant harvest.

It’s also been said, “The Church is in need of constant renewal.” And when applying soil conditions to a church’s need for renewal, it provides some interesting insights regarding any church’s capacity for spiritual renewal and reproduction.

The NWC, along with ECC Missional Vitality, offer supports for churches to engage in congregational soil development for a greater harvest. Some of these inputs include the



JON KRAMKA
 Director of
 Congregational Vitality



Periodic Health Checkup (PH✓) assessment, **Finding Your Why/Living Your Why** and **Heart, Mind, Strength**

trainings along with ministry coaching. Also included are NWC webinars, cohorts, trainings (i.e. church chair, church finances, etc.), the **Rural Impact Leadership Conference** and interim and pastoral search guidance for churches.

So, we celebrate all of our churches who invited us to walk with them as they reworked their congregational soil leading to greater church health and Kingdom impact this past year.

Moving forward, let us know how we can support you in your congregational soil development—to minimize mission drift and maximize your Kingdom harvest. For we are at our best when we are in this together!



Developing Leaders. Thriving Churches. Forward in Mission.



Rooted in Jesus, renewing lives and communities by starting and strengthening churches, investing in the next generation and developing missional leaders.

The Northwest Conference is a mission region of the Evangelical Covenant Church. It is comprised of roughly 135 churches in MN, ND, SD and western WI.

Beyond local churches, the ministry of the NWC is also bolstered by a number of affiliate ministries including five Bible Camps. Minnehaha Academy—a Pre-K through 12th grade school on two campuses in Minneapolis—is also a direct ministry of the NWC. Its mission is to integrate Christian faith and learning.

A SHARED PRIORITY ACROSS CHURCHES

Youth ministry in the NWC continues to be a shared priority across our churches. In the past year alone, 17 new youth pastors have begun serving in NWC churches. Many of these roles are blended with other ministry responsibilities, making support and connection for these leaders an important priority. We have also begun building a Young Adult Ministry network to connect leaders serving this growing area of ministry.

In 2026, MUUUCE (Most Unbelievable, Ultimate, Urban, Camping Experience) will celebrate 40 years as a summer highlight for middle school students. This past summer, 460 students and leaders from 29 churches gathered at Crossview Covenant Church in North Mankato, MN, for three days of



GINNY OLSON
Director of
Youth Ministry



worship, teaching and fun. The theme “God Is Enough,” invited students to wrestle with questions of identity and belonging. We celebrate that over

25 students made first-time commitments to Christ during the weekend. Two sensory rooms were added this year, helping make the event accessible to 60 more students and leaders.

Adventures in Leadership (AIL) continues to be a meaningful leadership development experience. This year, 11 students participated in the Boundary Waters program, studying leadership in Scripture and developing teamwork and wilderness skills. One AIL student participated in the first-ever Exploring Call Retreat, helping us consider how experiences like this might support high school students discerning their future. We are grateful for the pastors, leaders, volunteers and congregations who invest in young people across the Northwest Conference.

A FOCUS ON LEADER SOUL-CARE

Ministry to children and families remains a complex landscape as our churches navigate local and global shifts. This year, I’ve observed an increased hunger for resources regarding pastoral care, biblical justice and the perennial challenges of volunteer management and curriculum. It has been a privilege to come alongside our leaders to provide tangible support.

Beyond resourcing, our focus has been on leader soul-care. Our monthly lunch gatherings remain a vital space for troubleshooting and connection. Similarly, our fall retreat at Covenant Pines Bible Camp offered a necessary “Sabbath” from the routine. By intentional design, the retreat featured minimal programming, allowing



SARA HEACOX SOSA
Director of Children
& Family Ministry



leaders to choose what they needed most: focused work, camaraderie or restorative rest.

As we look to 2026, change is in the air. Due to shifts in Conference strategy and staffing, my role will conclude on May 31. As this season of ministry comes to an end, I am deeply proud of what we have shared over the last four years.

We have laughed, prayed and innovated together. We have elevated children’s voices and helped families discover the cadence of discipleship. We have challenged congregations to integrate their children as a necessary expression of love and contribution to their faith development. It has been an absolute honor to serve the Northwest Conference in this way, and I will forever cherish the Kingdom impact of our shared vision!

A YEAR OF REAL MOMENTUM

This has been a year of real momentum. Watching our Latino pastors grow in their calling and in their formal standing within the Covenant has been one of the deep joys of this work.

We currently have three ordained Spanish-speaking pastors in the Northwest Conference. When three more are ordained at Gather in Scottsdale, AZ, this summer, we will have doubled that number. Four additional Spanish-speaking pastors hold active licenses.

A significant part of my work this year has been walking with pastors through the credentialing process—helping them develop solid essay drafts, preparing for interviews and navigating each step alongside them.



GREG ELLIS
Latino
Liaison



Our pastors continued gathering regularly for mutual encouragement, accountability and prayer. This year,

we welcomed Pastor Fil Nesta, Director of Bilingual Churches, Pastora Dany Flores, Director of Clergy Support and Pastor Edgar Torres, President of ALIPE—whose presence deepened our connections across the broader Latino Covenant family. Pastora Edith joining our team has been a gift—her energy and partnership have expanded both our capacity and our reach.

¡Qué privilegio caminar juntos en este llamado! Seguimos adelante, confiando en la fidelidad de Dios.

Please reach out with any questions. I am honored to serve alongside you.

Grace to you and peace, *Qué Dios les bendiga.*

BLESSING LATINO COMMUNITIES

The truth is, I never imagined being part of the NWC staff, and much less imagined having the opportunity to work with them. I am very grateful. They have given me the privilege of working as coordinator of the Latino Churches and more in this hard, difficult and painful process of persecution that we are going through.

During this time, we've done some blessings for our pastors and leaders. One example is the "Pray Together as a Family" event where many took time with us to pray and intercede for one another.

Another example of some of the blessing we have done is that we obtained donations that we received of food and household products such as



EDITH SOTO LÓPEZ
Latino Ministry
Coordinator



toiletries like paper towels, shampoo, diapers, etc. We also did the "Mission Friend Crisis Fund" that has helped the families of our congregations to

help them with part of the rent, and with electricity, gas and water payments. The response from families and churches to help gain financial assistance was very positive and rewarding.

Other things we've done is visit pastors who are interested in being a part of Covenant, and it was a pleasure to have Pastor Greg Ellis join me on one of those visits. Working with Pastors Scott Nelson and Greg Ellis has been a great blessing for my life.

Again, I am very honored to be a part of such a great team with great leaders. These are just a few things we have done this year, but I am hopeful that we will have more blessing and opportunities to help more churches and pastors.

INCREMENTAL IMPROVEMENTS

I love working with such an innovative and responsive team of leaders here at the NWC. Throughout 2025, I was delighted to be able to support new initiatives like the Planting Stories video series, featuring interviews with a variety of planters. We're always working to embrace new mediums and formats for telling stories of God's activity in our region!

We were also able to make several important improvements to our Celebration and Rural

Impact Leadership Conference promotional efforts and on-site experiences, as well as lay the groundwork for more substantive changes coming to the Northwest Conference brand and website.

The technological landscape is changing more rapidly than ever, and I look forward to seeing how we can put these new communication and organizational tools to use as we seek to move forward in mission.



BRYAN MALLEY
Director of
Communications



MAKING CONNECTIONS AND SHARING



CHERYL THEILEN
Director of
Administration



I continue to offer support to the NWC Committee on Ministerial Standing (COMS) and the Ordered Ministry of the ECC as I walk alongside those in the credentialing process. The COMS interviewed 10 ordination candidates, 7 ministerial license candidates and 20 individuals requiring a credentialing update in 2025. Three of the ordination interviews were conducted in Spanish—a special thanks to Julio and Katie Isaza who helped make this possible.

We continue to explore new ways to use digital platforms for data management, record retention, credentialing pathway support and event registration. These tools continue to challenge me to learn new things and work differently.

Providing answers to your questions, recommending resources, making connections and sharing ideas brings me joy. We are here to serve you.

THE CHALLENGE OF STEWARDING WELL

The Northwest Conference was the beneficiary of a sizeable estate gift this year; a single gift equal to 75% of our entire annual budget. Our Superintendent, Kara Stromberg, has observed more than once that it is harder to steward in times of abundance than to steward in times of scarcity.

When resources are scarce, we know that every dollar is being used for a meaningful and important purpose. We think more creatively

about how a problem can be solved. We explore many and various options toward achieving a goal.

In seasons of abundance, spending discernment requires a fair bit more prayer, listening, thought, conversation, and overall energy.

We are very grateful for this opportunity and pray for wise stewardship of these resources.



SANDY NORRIS
Director of
Finance





JANUARY 9 / 2025

Rural Ministry Webinar - Thriving in Ministry Within Conflicted Spaces

FEBRUARY 28 / 2025

Preaching and Teaching I Peter with Dr. Dennis Edwards

APRIL - JUNE / 2025

Church Chair Cohort - 5 sessions (online) Meeting on occasional Tuesday afternoons from 4 - 5:30 p.m.

MARCH 15 / 2025

Rural Impact Leadership Conference - Alexandria, MN



MAY 1-2 / 2025

NWC Annual Meeting Celebration - Roseville Covenant Church, Roseville, MN

MAY 3 / 2025

NWC Annual Meeting - "Leadership Matters: Leading Change in a Time of Upheaval and Disruption" led by Dr. Tod Bolsinger

MAY 15 / 2025

Rural Ministry Webinar - Thriving in Relational Ministry

JUNE 5 / 2025

Superintendent Leadership Summit - Faith Covenant Church, Burnsville, MN



JUNE 14-21 / 2025

Adventures in Leadership - Adventurous Christians, Grand Marais, MN

AUGUST 7-9 / 2025

MUUUCE - Crossview Covenant Church, North Mankato, MN

OCTOBER 24-25 / 2025

Exploring Call Retreat - Lakeview Covenant Church, Duluth, MN

OCTOBER 30 / 2025

Rural Ministry Webinar - Small Church, Big Impact: Revisiting Metrics

LEARN MORE AT: NORTHWESTCONFERENCE.ORG

CHURCHES RECEIVING \$\$ SUPPORT IN 2025

Ready to plant a church or connect with a church plant? Contact Scott Nelson at scott@northwestconference.org!

CATALYST

LOCATION: White Bear Lake, MN
PLANTER: Cory & Cindy Jones
DATE STARTED: July 2021
APPROPRIATIONS: \$19,320

GARDEN CITY

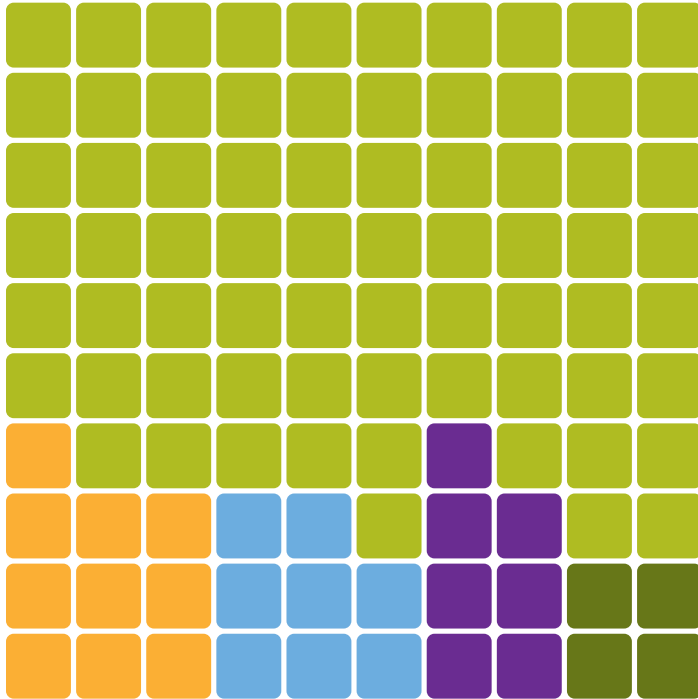
LOCATION: Bloomington, MN
PLANTERS: Chris & Elin Aldrich
INTERNSHIP (JAN-SEPT.): \$59,000
APPROPRIATIONS: \$9,600

TURTLE MOUNTAIN

LOCATION: Belcourt, ND
PLANTER: Roger Ross
DATE STARTED: February 2020
APPROPRIATIONS: \$6,000

BUDGETED 2025/26 NWC SOURCES OF FUNDS:

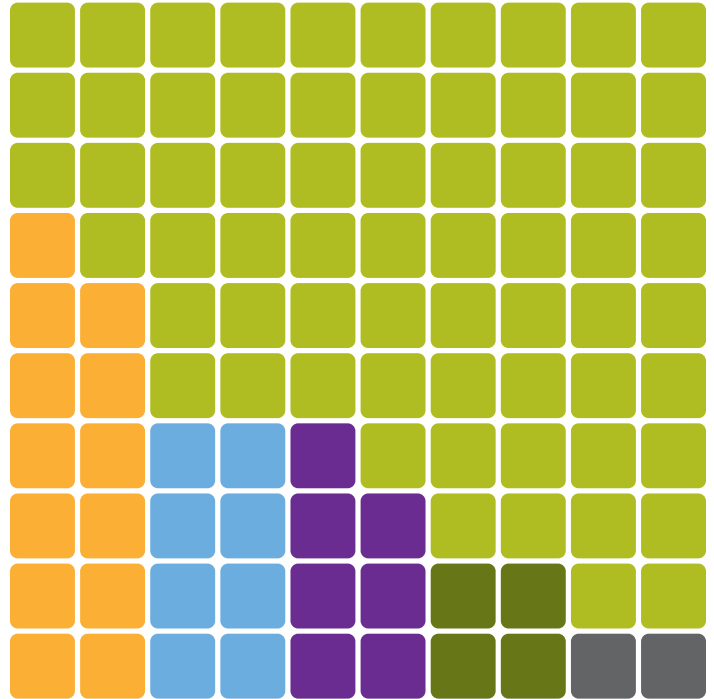
\$1,344,708



■ CHURCH CONTRIBUTIONS: 71%
 ■ PARTICIPANT FEES: 10%
■ INDIVIDUAL CONTRIBUTIONS: 8%
 ■ INVESTMENT INCOME: 7%
■ APPROPRIATIONS: 4%

BUDGETED 2025/26 NWC USES OF FUNDS:

\$1,552,036



■ PERSONNEL: 66%
 ■ ADMINISTRATION: 13%
■ TRAINING: 8%
 ■ DIRECT AIDE: 7%
■ CONNECTIONS: 4%
 ■ PARTNER SUPPORT: 2%

2025/26 SOURCES NOTES:

Individual Contributions: Includes designated and undesignated contributions to the NWC.

Appropriations: Money the NWC receives from the ECC for Church Planting. The NWC and ECC invest equally in all new church plants.

Draw on Available Funds:

NWC Cash Reserve Balances - 12.31.25:

Children, Youth & Family	\$300,178
Congregational Vitality	\$300,178
Church Planting	\$1,161,538
Unrestricted/Discretionary	\$1,630,572
<hr/>	
TOTAL	\$3,392,294

Some of these funds are readily available, while some are in dedicated Trust Accounts with Covenant Trust Company and can only be withdrawn at a rate of 25% per year.

2025/26 USES NOTES:

Spending categories have been regrouped to reflect how the NWC accomplishes mission rather than the mission tasks.

BEQUESTS RECEIVED IN 2025:

Craig Nordstrom: \$1,026,470
Harold Sorvik: \$1,490.61

Thanks to a very generous estate gift in 2025, the current fiscal year (7/1/25-6/30/26) projection is significantly different than the budget reported here.

DEVELOPING LEADERS



78

attended three **Rural Ministry Webinars**

18

attended a **Church Chair Training**

32

attended **Preaching and Teaching I Peter w/ Dr. Dennis Edwards**

30

attended the **Superintendent Leadership Summit**

25

participated in monthly **Children's or Youth Pastor Connections**

11

students took part in **Adventures in Leadership**

7

took part in **EQUIP Cohorts** through North Park Seminary

32

attended the new **Exploring Call Retreat**

2

took part in **Church Planting Assessment Centers**

1

signed **Covenant Agreement**

26

participated in **Vitality Re:Connect and Interim Pastors Cohorts**

77

individual and team **Vitality Coaching Sessions**

3

students in **Rural Ministry Certificate Cohort** via Oak Hills

27

Licensing and Update **Interviews**

10

Pastors **Ordained**

CREDENTIALING

THRIVING CHURCHES



154

attended the **Rural Impact Leadership Conference**

460

middle schoolers attended **MUUCE**

28

Ministry Grants awarded totalling **\$140,000**

FORWARD IN MISSION



31

pastors and leaders attended **Exponential Central**

322

pastors and church leaders attended **Celebration '25**

5

new Lead Pastors **Installed**

STAFF:



KARA STROMBERG
Superintendent



SCOTT NELSON
Associate
Superintendent



JON KRAMKA
Director of
Congregational Vitality



GINNY OLSON
Director of
Youth Ministry



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CHERYL THEILEN
Director of
Administration



BRYAN MALLEY
Director of
Communications



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Duluth, MN

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Rochester, MN

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En Su Presencia,
Rochester, MN

Dan Riley,
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Mark Corona
Calvary Covenant,
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Terri Russell
Salem Covenant,
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Kara Stromberg
Superintendent
Northwest Conference

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Minnehaha Academy

Brad Kindall, Chair
NWC Ministerial
Association

Rachel Kleinschmidt,
Ministry Consultant,
NWC Women Ministries

NWC COMMUNICATION TOOLS

Stay connected with news, opportunities and stories from around the NWC. Subscribe to the UPDATE e-newsletter, and check our website for event details.



3106 47th Ave. S., Minneapolis, MN 55406



612.721.4893 or 1.800.756.6692



northwestconference.org

MINNESOTA

Alexandria Covenant, Alexandria
 Catalyst Covenant, Alexandria
 Evangelical Covenant, Anoka
 Evangelical Covenant, Baudette
 Evangelical Covenant, Bemidji
 Evangelical Covenant, Big Falls
 Svea Hill Community Covenant, Big Lake
 Evangelical Covenant, Biwabik
 Bloomington Covenant, Bloomington
 Garden City Covenant, Bloomington*
 Evangelical Covenant, Braham
 Brookdale Covenant, Brooklyn Center
 Laotian Covenant, Brooklyn Center
 Nuestra Esperanza, Brooklyn Center*
 Jesús Fiel Amigo Covenant, Brooklyn Park*
 La Bendicion Covenant, Brooklyn Park
 Local Covenant, Brooklyn Park*
 Redeemer Covenant, Brooklyn Park
 Buffalo Covenant, Buffalo
 Faith Covenant, Burnsville
 Lakeside Covenant, Chaska
 Big Lake Evangelical Covenant, Cloquet
 Evangelical Covenant, Cook
 Harvest Covenant, Crookston
 Evangelical Covenant, Dassel
 Lake Jennie Covenant, Dassel
 Dawson Covenant, Dawson
 First Covenant, Duluth
 Lakeview Covenant, Duluth
 Salem Covenant, Duluth
 New City Covenant, Edina
 Calvary Covenant, Evansville
 Excelsior Covenant, Excelsior
 Fairmont Evangelical Covenant, Fairmont
 Maywood Covenant, Foley
 Crossroads Evangelical Covenant,
 Forest Lake
 Fridley Covenant, Fridley
 Iglesia Unidad, Fridley*
 Riverwood Covenant, Greenfield
 Harris Covenant, Harris
 Palmyra Covenant, Hector
 Gethsemane Covenant, Hermantown
 Community Covenant, Huntley
 Oak Heights Covenant, Hutchinson
 Evangelical Covenant, International Falls
 Evangelical Mission Covenant, Kennedy

Lancaster Covenant, Lancaster
 Rice Creek Covenant, Lino Lakes
 Grace Covenant, Little Falls
 Lowry Community Covenant, Lowry
 Mahtowa Covenant, Mahtowa
 Community Covenant, Mankato*
 Maple Grove Covenant, Maple Grove
 Bethlehem Covenant, Minneapolis
 Community Covenant, Minneapolis
 Crosstown Covenant, Minneapolis
 Destino Covenant, Minneapolis
 Epiphany Covenant, Minneapolis
 North City Covenant, Minneapolis*
 Sanctuary Covenant, Minneapolis
 Verbo en Accion Covenant, Minneapolis
 Evangelical Covenant, Moose Lake
 Fairview Covenant, Mound
 MainStreet Covenant, Mound
 Salem Covenant, New Brighton
 Evangelical Covenant, New London
 Vista Evangelical Covenant, New Richland
 Crossview Covenant, North Mankato
 Lewis Lake Covenant, Ogilvie
 Christ Community Covenant, Owatonna
 Salem Covenant, Pennock
 Plymouth Covenant, Plymouth
 Karmel Evangelical Covenant, Princeton
 First Covenant, Red Wing
 En Su Presencia, Rochester*
 NewDay Covenant, Rochester
 Rochester Covenant, Rochester
 Salem Road Covenant, Rochester
 Evangelical Covenant, Roseau
 Restoration Covenant, Rosemount
 Catalyst Covenant, Roseville
 Roseville Covenant, Roseville
 New Life Covenant, Saginaw
 Emmanuel Covenant, Shoreview
 Lake Union Covenant, South Haven
 Hope Covenant, St. Cloud
 First Covenant, St. Paul
 Thomastown Covenant, Staples
 Bethany Covenant, Stillwater
 Evangelical Covenant, Thief River Falls
 Evangelical Covenant, Trimont
 Community Covenant, Upsala
 Viking Covenant, Viking
 First Covenant, Virginia

Evangelical Covenant, Warren
 Real Life Covenant, Waseca
 Oster First Covenant, Waverly
 Bethlehem Covenant, Wheaton
 Catalyst Covenant, White Bear Lake*
 First Covenant, Willmar
 Winthrop Evangelical Covenant, Winthrop
 Crossroads, Woodbury/Eagan/
 Hastings/Cottage Grove
 Living Waters Covenant, Worthington
 Linwood Covenant, Wyoming

NORTH DAKOTA

Turtle Mountain Epiphany Covenant,
 Belcourt*
 Teien Covenant, Drayton
 Grace Covenant, Fargo
 Hope Covenant, Grand Forks

SOUTH DAKOTA

Komstad Covenant, Beresford
 Living Springs Covenant, Brandon
 Swedona Evangelical Covenant, Brandon
 Evangelical Covenant, Lake Norden
 Countryside Covenant, Milbank
 Prairie Hills Covenant, Sioux Falls
 South Sudan Covenant, Sioux Falls

WISCONSIN

Prairie Lake Covenant, Chetek
 United Covenant, Clear Lake
 Renew Covenant, Eau Claire
 Bethel Covenant, Ellsworth
 Zion Covenant, Ellsworth
 Calvary Evangelical Covenant, Grantsburg
 Midcurrent Covenant, Hudson
 Cedarbrook, Menomonie
 Prince of Peace Covenant, Mondovi
 Prairieview Covenant, New Richmond
 Mission Covenant, Poplar
 First Covenant, River Falls
 Siren Covenant, Siren
 Calvary Covenant, Stockholm
 Lund Mission Covenant, Stockholm
 First Covenant, Superior