



GUIDE & SUPPORTING DOCUMENTS

CELEBRATION '26
FORWARD IN MISSION

NORTHWEST CONFERENCE ANNUAL MEETING

FIRST COVENANT CHURCH, WILLMAR, MN



BUSINESS SESSION 2026

The Northwest Conference in its 142nd Annual Meeting // April 24-25, 2026

Friday, April 24

Noon	Lunch <i>Opportunity to visit Ministry Partner Displays</i>	
2:00 p.m.	Business Session 1	
	Call to Order and Opening Prayer	Dave Hugare, NWC Chair
	Host Greeting from First Covenant Church	Chris Pappenfus, Lead Pastor
	Approval of Minutes by NWC Executive Board from 2025 Annual Meeting	
	Approval of Agenda for 2026 Annual Meeting	
	Greetings from the Evangelical Covenant Church	Cyndi Hoffman, Vice President of Finance
	The Mission & Ministry of the Northwest Conference	Kara Stromberg, Superintendent NWC Staff
	Presentation and Vote on Northwest Conference Budget	Dan Riley, NWC Treasurer Sandy Norris, Director of Finance
4:00 p.m.	Workshops	
5:15 p.m.	Dinner (Reservations Required)	
6:30 p.m.	Worship Celebration <i>Message by by Julio and Katie Isaza</i>	
7:45 p.m.	Fellowship	
8:15 p.m.	Covenant World Relief and Development Movie	

Saturday, April 25

8:30 a.m.	Business Session 2	
	Opening Devotions and Worship	
	Q&A with Northwest Conference Staff	
	Changes to the Roster of Churches	Dave Hugare, NWC Chair
	Presentation of the Northwest Conference and Minnehaha Academy Ballot and Vote	Dave Hugare, NWC Chair
	Presentation and Ballot Vote for the Position of Superintendent of the Northwest Conference	
	ECC Nominations Announcement	
	Ministry Partner: Covenant Camps in the Northwest Conference	Dave Cairns, Executive Director, Covenant Pines Ministries
	The Mission & Ministry of Minnehaha Academy	Donna Harris, President
	Minnehaha Academy Bylaw Amendment Vote	Dave Hugare, NWC Chair
	Presentation and Vote on Minnehaha Academy Budget	Mike Huray, Chief Financial Officer
	Ministry Partner Panel	
	Ballot Results	Dave Hugare, NWC Chair
	Invitation to the 143rd Northwest Conference Annual Meeting <i>April 22-24, 2027 // Cedarbrook Church, Menomonie WI</i>	
	Prayer for Board Members, Staff and Churches	Dave Hugare, NWC Chair
11:45 a.m.	Lunch (Reservations Required)	



Rev. Kara Stromberg (4 Year Term)

The Rev. Kara Stromberg has been nominated to serve a second four-year term as Superintendent of the Northwest Conference by its Executive Board, which also served as the Superintendent Search Committee, along with the President of the ECC.

Rev. Stromberg was first elected to serve as Superintendent of the Northwest Conference in 2022. Prior to that, she served as its Associate Superintendent and Director of Children and Family Ministry.

Under her leadership, the Northwest Conference has maintained a healthy, empowered staff culture that stewards the resources of the conference while strengthening the conference's connection to local churches and leaders, giving particular focus to rural and small-town leaders, church plants, and those serving the multi-ethnic mosaic. She leads a staff team to focus on areas of pastoral care and leadership development, both pastoral and lay.

Working closely with the Northwest Conference Executive Board, she has strengthened conference initiatives and deepened relationships with the broader Evangelical Covenant Church, sustaining a healthy and mission-focused presence across the Upper Midwest. If elected to a second term, Rev. Stromberg looks forward to continuing the work of starting and strengthening churches, investing in the next generation and developing missional leaders.

Kara has been married to her husband, Nate, for 25 years. Together they have three children - Ben (20), Greta, (19), and June (12). They live in St Paul, MN, and are members of Bethlehem Covenant Church in Minneapolis.

NORTHWEST CONFERENCE OF THE EVANGELICAL COVENANT CHURCH / CELEBRATION '25 / MAY 2, 2025 - ROSEVILLE COVENANT CHURCH, ROSEVILLE, MN / MAY 3, 2025 - MINNEHAHA ACADEMY, MINNEAPOLIS, MN, & ONLINE

MAY 2, 2025: Instructions and information were given regarding the process of a hybrid meeting.

NWC VIDEO: Mission and Vision of the Northwest Conference.

CALL TO ORDER AND OPENING PRAYER

Nikki Kahoud, NWC Chair, called the meeting to order at 2:00 p.m. She introduced Jonathan Wilson, NWC Board Member, who would be serving as the Parliamentarian for the meeting, using the Roberts Rules of Order. She reminded everyone that online participants will submit questions through the chat, and they will vote online as well. Chairperson Kahoud shared an opening prayer.

HOST GREETING ROSEVILLE COVENANT CHURCH - MATT KENNEDY, LEAD PASTOR

Pastor Matt Kennedy welcomed delegates and meeting attendees to Roseville Covenant Church on behalf of Roseville Covenant Church.

APPROVAL OF MINUTES BY NWC EXECUTIVE BOARD FROM 2024 ANNUAL MEETING

Chairperson Kahoud informed the delegates that there is a precedent for approval of meeting minutes to be done by the NWC Executive Board due to the time frame of one year in between meetings and the likelihood of delegates changing. The 2024 Annual Meeting minutes were reviewed and approved by the NWC Executive Board on July 15, 2024. Chair Kahoud entertained a motion to authorize the NWC Executive Board to approve the minutes for the Celebration '25 meeting minutes at the next formal meeting of the NWC Executive Board. A motion was made from the floor. A second was made. Chair Kahoud called for the vote. Motion passed.

APPROVAL OF AGENDA FOR 2025 ANNUAL MEETING

A motion was made from the floor to approve the agenda as presented. A second was made. Chair Kahoud asked if there was any discussion. Hearing none, Chair Kahoud called for the vote. Motion passed.

GREETINGS FROM THE EVANGELICAL COVENANT CHURCH - TAMMY SWANSON-DRAHEIM, ECC PRESIDENT (VIDEO SHOWN)

Evangelical Covenant Church President, Tammy Swanson-Draheim brought greetings on behalf of the ECC staff. President Swanson-Draheim stated “we are here to serve you, the pastors, churches and affiliates that are on the front line of ministry” and shared her gratitude for the work of the Northwest Conference.

THE MISSION & MINISTRY OF THE NORTHWEST CONFERENCE - KARA STROMBERG, SUPERINTENDENT AND THE NWC STAFF

Kara Stromberg welcomed everyone to Celebration '25 and recognized 140 years of ministry in the NWC. She shared a new missional focus for the NWC—“being rooted in Jesus, renewing lives and communities by starting and strengthening churches, investing in the next generation and developing missional leaders.” She explained that our three mission priorities around planting, vitality and children, youth and family ministry have turned into four as we bring more intentional focus around an additional priority—developing missional leaders. She emphasized that everything the NWC does is all about strengthening the local church and its leaders for mission.

Superintendent Stromberg went on to highlight the NWC’s efforts to intentionally develop and equip new leaders. The NWC is in the third cycle of offering Church Board Chair Training, having now trained 100 church chairpersons, in addition to financial training seminars offered in partnership with National Covenant Properties. Second, the NWC is also walking alongside churches that are experiencing pastoral transitions, providing resources and support. Finally, the conference is working to cultivate future leaders via new learning experiences which include the Equip Cohort—a partnership between the NWC, Midwest Conference, and North Park Seminary which provides an MA in Christian Formation Degree, coordinating efforts like the Luke 10:2 Prayer Initiative, and offering the Exploring Call Retreat this fall for individuals, high school and older, who feel some nudge towards pastoral ministry and want to explore with others.

Superintendent Stromberg recalled the 2023 “pause” on Church Planting so that an infrastructure could be built, which

is now in place, which Scott Nelson would report on later in the meeting. She then invited members of the NWC to speak to the ministry areas they oversee.

Jon Kramka - Director of Congregational Vitality

Jon highlighted God's movement and activities in the NWC. This included the growth of churches and leaders engaging in vitality training, utilizing resources, and participating in vitality coaching. In addition, the Rural Impact Leadership Conference continues to expand and included 11 states and three Canadian providences this year. There were also five "watch parties" bringing churches and participants together to watch online and then engage in-person. The feedback from the Rural Impact Conference continues to be overwhelmingly positive and is truly having an impact on rural ministry. Lastly, he highlighted the NWC Grant Initiative, in celebration of 140 years of shared ministry, in which the NWC awarded 28 ministry grants to local churches totaling \$140,000. An inspiring video was shared of the grant award projects.

Scott Nelson, NWC Associate Superintendent

Scott shared the vision of church planting, which begins with prayer. The NWC has started a prayer movement based on Luke 10:2 which says, "Therefore, say to them, the harvest is abundant, but the laborers are few. Pray therefore to the Lord of the harvest to send out laborers into his harvest." The invitation is for everyone to set an alarm at 10:02 every day and pray for the Lord to raise up new leaders in our churches, conference, and worldwide, and for more churches to be planted. Scott pointed out that every church in the NWC is connected to church planting because every church at its inception- was planted. He shared that the US is the 4th largest mission field, with other countries sending missionaries here. For every church opening, three are closing. Scott shared that there are four key reasons for church planting. First, it is biblical as we see in Luke 10:2 and the Great Commission. Second, we are compelled by Christ's compassion that not one person should be lost. Third, the harvest is plentiful. With only 15-20% of people attending church regularly, we have a huge mission field to reach the other 80%. Lastly, church planting revitalizes the sending church because as leaders are sent as the harvest workers, new leaders are raised up in the sending church. Scott closed by sharing examples of all the incredible work happening in this area in the NWC.

Ginny Olson, Director of Youth Ministry

Ginny shared the challenges youth are experiencing today

with the impact of technology, uncertainty, lack of relationships, anxiety, and loneliness. She encouraged everyone that our congregations must come around them, providing caring adults who will pour into them. She cited the many ways the NWC is doing this through MUUUCE (middle school three-day event) UNITE (triennial high school event) and Adventures in Leadership.

New youth initiatives include: 1) Deeper discipleship TEN x 10 cohort, 2) Partnering with part-time ministry workers to provide coaching and support, 3) Creation of a "pipeline" opportunity to explore a call to ministry, and 4) Supporting youth workers and in the search/interim processes. Ginny closed by asking people to envision what it would/could look like if we showed up for the youth and youth workers of today.

Sara Sosa, Director of Children and Family Ministry

Sara opened with a question regarding "have we formed our children well?" Do we have an entertainment and childcare mentality of children's ministry in our churches and see the "real" work happens in adult ministries? Sara shared that children are born with a predisposition to be in a relationship with their Creator and have the keys to the kingdom and ability to point people to Jesus. Children's Ministry needs to be truly intergenerational. This fall, the NWC is hosting a retreat specifically for Children's Ministry Leaders which should be a very equipping and fruitful time.

Hollis Kim, Director of Ministerial Health and Connections

Hollis reported on several areas of focus in this area in the past year. This has included: fostering ministerial health, strengthening pastors, creation of pastor cohorts, working with pastors to "flourish in the 3rd third," and connecting pastors with resources. Hollis shared there is a great need to encourage and strengthen the pastors in our own churches, and to keep loving them and their families.

Jane Palmer, NWC Executive Board Member, offered a prayer for the NWC staff

PRESENTATION AND VOTE ON NORTHWEST CONFERENCE BUDGET - DAN RILEY, NWC TREASURER, AND SANDY NORRIS, DIRECTOR OF FINANCE

Dan shared the lesson of the Parable of the Bags of Gold (Mathew 25:14-30) to be faithful and productive with the gifts and opportunities God has entrusted to us, as we will be held accountable for how we use them. Churches are expected to

use the resources and funds provided for current ministries' needs as well as planning for the future. Funds not needed for current ministries should be invested wisely to support future needs.

The NWC leadership and staff prepared the FY 26 budget based on projected ministry needs and to plan for upcoming needs. Further, to provide a comprehensive reporting structure for the Executive Board to perform its oversight responsibility Finance Director, Sandy Norris, restructured the income and expense categories to more clearly communicate the status of our income and expenses.

Sandy Norris presented a financial update and the proposed budget for 2025/2026. The CPA reviewed financial reports for fiscal year 2023-2024 reflect total assets of \$2,540,906 and liabilities of \$105,831. Church support last fiscal year was \$944,448 contributing to total income of \$1,611,029. Total expenses were \$1,344,685 leaving a surplus of \$266,344 for the year.

The proposed fiscal 2025-2026 budget calls for church support of \$954,500 and total revenue of \$1,344,708. Expenses are anticipated to be \$1,552,036 leaving a deficit to be covered through the release of restrictions of \$207,328. This represents 8% of the invested principal, which is well within the 25% limit adopted by the NWC Executive Board.

The motion to approve the 2025/2026 budget was made by the NWC Executive Board, and did not require a second. Chairperson Kahoud called for any discussion or questions. One individual had a question about the 8% reserve fund, which Sandy addressed. With no further questions or discussion, Chairperson Kahoud called for a vote (by voice and online) on the motion. Motion passed.

INTRODUCTION OF MINISTRY PARTNERS – NIKKI KAHOU

Chair Kahoud shared that she was pleased to introduce the ministry partners that were in attendance at Celebration '25. This included: Aaron Dean - Covenant Benefits, Brad Kindall - Ministerial Association, Covenant Women's Ministries - Rachel Kleinschmidt, Covenant Camping – Chadwick Persons, Covenant Ability Network – Laura Daire, National Covenant Properties – Angel Sinchi, and Covenant Trust – Steve Allison and Tad Gullickson. Nikki called for a 15-minute break and encouraged conference attendees to visit the display tables in the lobby.

THE MISSION & MINISTRY OF MINNEHAHA ACADEMY - DR. DONNA HARRIS, PRESIDENT

Minnehaha Academy President Donna Harris shared a presentation via video from the life of the school that featured recent accomplishments and activities of MA students. She praised Superintendent Stromberg and the staff of the NWC for their support in the ministry. The video highlighted several commendations that Minnehaha Academy was given this year for its Vibrant Faith, Excellent Place to Work, and Operational Excellence. She shared several school initiatives such as mentoring, training, and serving: a new "Spiritual First Aid" program. Also highlighted were student and alumni accomplishments. It has been another excellent year for Minnehaha Academy for students, staff, and the community.

PRESENTATION AND VOTE ON MINNEHAHA ACADEMY BUDGET - MIKE HURAY, CHIEF FINANCIAL OFFICER

Mike reported that Minnehaha Academy received an unmodified audit opinion, the highest level a CPA firm can give, for the 6th year in a row.

Mike presented an overview of current financial standing and a presentation of the 2025-2026 Minnehaha Academy Budget. Overall, the balance sheet is very strong, with ample cash reserves and no debt. In addition to strong financials, MA made investments in employees, students, facilities and technology.

Mike reviewed the FY 2026 Operating Budget. Operating Revenue is \$19.9M, up \$1.4M from FY25. Enrollment is currently at 872, which is 1.9% growth.

Looking ahead to 2026, the school plans to invest in staff merit increases, advertising, marketing, admissions and development, expanded security coverage, new IT equipment for employees and students, and a new bus for athletics, which will save on athletic transportation and other field trips.

A budget of \$22,609,588 was presented with a projected deficit of \$138,076. The school is confident there are ways to close that gap. Last year, there was a projected deficit as well and they came out in the black at year end. Assumptions have been well-vetted by the Finance Team, Finance Committee, and Board.

The 2025/2026 Minnehaha Academy Budget was approved by the NWC Executive Board and comes to this group as a recommendation and does not need a second. Chairperson

Kahoud called for any discussion or questions. Hearing none, she called for the vote. Motion carried.

PRESENTATION OF AMENDMENTS TO MINNEHAHA ACADEMY BYLAWS - NIKKI KAHOU, NWC CHAIR

Nikki directed delegates to page 20 of the Meeting Business Guide and Supporting Documents packet. This document outlines two proposed amendments to the Minnehaha Academy Bylaws. The first is regarding the number and length of terms for the Minnehaha Board, and the second was specifically to the length of term for the Board Chairperson. These amendments come to this meeting to be presented and then placed on the agenda and voted on at the 2026 meeting.

PRESENTATION OF THE NORTHWEST CONFERENCE AND MINNEHAHA ACADEMY BALLOT AND VOTE - NIKKI KAHOU, NWC CHAIR

Nikki explained the process for in-person paper ballots and online voting. Online participants will be given instructions by the Zoom host and will vote electronically. Ballots were distributed to in-person attendees and will be collected and counted after nominees are presented.

Nikki invited Dave Hugare, Vice Chairperson of the NWC Executive Board, to present the candidates. Nominees for the NWC Executive Board are Sharon Ardon Morales, En Su Presencia Covenant Church, Rochester, MN (5-year term), and Pastor Gary Gilkinson, Winthrop Evangelical Covenant Church, Winthrop, MN (5-year term). Pastor Dave Hugare, Lakeview Covenant Church, Duluth, MN, is the nominee for the NWC Executive Board Chairperson (1 year term). After each candidate was presented, Chairperson Kahoud asked if there were any nominations from the floor. Hearing none, they moved to the next candidate. One question came from the floor regarding the 1- year term for Dave Hugare, which Chair Kahoud explained. With no additional nominations or questions from the floor, the ballot for the Northwest Conference Nominees was closed.

The nominee for the Minnehaha Academy Board of Trustee Member is Pastor Matt Kennedy, Roseville Covenant Church, Roseville, MN (3-year term). Chairperson Kahoud asked if there were any nominations from the floor. Hearing none, the ballot for the Northwest Conference Nominees was closed.

Attendees were reminded that only those with Delegate written on their name tag can vote. Chairperson Kahoud called

for the vote and ballots were collected. The business meeting continued pending results of the vote.

CHANGES TO THE ROSTER OF CHURCHES - NIKKI KAHOU, NWC CHAIR

Churches to be removed from the Northwest Conference Roster of Churches are:

- Grandview Covenant Church, Larchwood, IA (withdrawn)
- Blue Oaks Covenant Church, Crystal, MN (closed)

This comes as a recommendation from the NWC Executive Board and does not require a second. Hearing no questions or discussion, Nikki called for the vote. Motion passed. Nikki shared a prayer of thanksgiving for the mission and ministry of these two churches.

INTRODUCTION OF FELLOWSHIP GROUPS - SCOTT NELSON, ASSOCIATE SUPERINTENDENT

Scott presented Elin and Chris Aldrich, and Hector and Pierina Calvo as the newest fellowship groups in the Northwest Conference. Elin and Chris presented Garden City Church, which currently consists of 4 house churches in the Bloomington/Edina area. Hector Calvo shared the bi-lingual worship service of Agape Community meeting at Mill City Church in Northeast Minneapolis. Scott prayed over the Aldrichs and Calvos and invited the attendees to welcome and connect with them.

BALLOT RESULTS - NIKKI KAHOU, NWC CHAIR

In-person ballots were counted and results provided to Chairperson Kahoud, along with the online results. Motion passed and all nominees were approved.

INVITATION TO THE 142ND NORTHWEST CONFERENCE ANNUAL MEETING APRIL 23-25, 2026

Lead Pastor Chris Pappenfus extended an invitation to the 142nd Northwest Conference Annual Meeting Celebration at First Covenant Church, Willmar, MN. Superintendent Stromberg thanked everyone for coming and for the shared ministry we do together. She thanked outgoing board members, Jonathan Wilson and Jane Palmer, for their service. She invited the new board members to stand and prayed over the outgoing/incoming board members.

CLOSING ANNOUNCEMENTS AND PRAYER - NIKKI KAHOU, NWC CHAIR

A motion from the floor was made to adjourn the meeting. Second was made. The motion passed and Chair Kahoud adjourned the meeting.



MARCH 2026

Greetings, Northwest Conference,

Grace and peace to you as you gather this spring. I wish I could be with you in person. Please know how deeply grateful I am for you and for your faithful presence in your communities. As you worship, discern, and conduct the work of the church, I pray your time together will be marked by joy, clarity, and a renewed awareness of God's faithful work among you.

Across the Covenant this year, we have been leaning into the theme of **"One Another."** I continue to be encouraged by how that calling is coming to life. In a season when many of our neighbors are navigating hardship and uncertainty, Covenanters have chosen to show up with compassion. You are caring for one another, strengthening one another, and extending that same love outward into your communities.

We see renewal unfolding not only here in the U.S. and Canada, but wherever God's people lean into him and one another. I was reminded of this recently while visiting our Covenant sisters and brothers in Taiwan, Thailand, and Japan. Standing in worship, I saw the same Spirit at work across cultures and languages renewing hearts, strengthening churches, and raising up leaders. Though oceans separate us, we are one body in Christ.

This is a meaningful year in our shared life. Covenant World Relief and Development marks 80 years of faithful ministry—a beautiful testimony of long obedience and loving our neighbors near and far. And as we celebrate 50 years of women's ordination in the Covenant, we give thanks for the ways God continues to expand, strengthen, and renew our leadership and witness. I look forward to celebrating this milestone when we gather in Scottsdale, Arizona, for Gather 2026.

Friends, as you meet together, may you sense the Spirit's renewing presence among you. May your conversations reflect humility and hope. May your decisions be shaped by love. And may your life together continue to demonstrate what it means to be for one another—for God's glory and your neighbors' good.

I leave you with Paul's encouragement:

"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).

For God's glory and neighbor's good,

Tammy Swanson-Draheim, PRESIDENT, EVANGELICAL COVENANT CHURCH



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, 2025 and 2024, 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 entity 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 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.

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.

We are required to be independent of Northwest Conference of the Evangelical Covenant Church and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review.

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
December 1, 2025

NORTHWEST CONFERENCE OF THE EVANGELICAL COVENANT CHURCH
STATEMENTS OF FINANCIAL POSITION
June 30, 2025 and 2024

ASSETS		
	2025	2024
CURRENT ASSETS		
Cash and cash equivalents	\$ 103,099	\$ 198,361
Short-term investments	725,763	754,143
Due from churches	20,000	20,000
Prepaid expense	-	8,361
Total Current Assets	848,862	980,865
OTHER ASSETS		
Endowment fund investments	1,634,371	1,494,024
Operating lease right-of-use asset	16,192	20,422
Total Other Assets	1,650,563	1,514,446
PROPERTY AND EQUIPMENT		
Property and equipment	269,918	269,918
Accumulated depreciation	(235,153)	(224,323)
Property and Equipment, Net	34,765	45,595
TOTAL ASSETS	\$ 2,534,190	\$ 2,540,906
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable	\$ 17,397	\$ 1,893
Other liabilities	41,290	83,305
Obligations under operating leases	4,425	4,230
Total Current Liabilities	63,112	89,428
LONG-TERM LIABILITIES		
Obligations under operating leases	11,978	16,403
Total Liabilities	75,090	105,831
NET ASSETS		
Without donor restrictions	2,414,140	2,394,131
With donor restrictions	44,960	40,944
Total Net Assets	2,459,100	2,435,075
TOTAL LIABILITIES AND NET ASSETS	\$ 2,534,190	\$ 2,540,906

(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, 2025 and 2024

	2025			2024		
	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	\$ 961,877	\$ -	\$ 961,877	\$ 944,448	\$ -	\$ 944,448
Appropriations from Evangelical Covenant Church	44,283	-	44,283	84,940	-	84,940
All other contributions	124,521	6,488	131,009	226,761	7,750	234,511
Proceeds from church closures	32,089	-	32,089	9	-	9
Program service revenue	114,181	-	114,181	114,264	-	114,264
Investment return, net	249,010	326	249,336	223,817	318	224,135
Miscellaneous revenue	-	-	-	9,000	-	9,000
Net assets released from restrictions	2,798	(2,798)	-	7,790	(7,790)	-
Total Support and Revenue	<u>1,528,759</u>	<u>4,016</u>	<u>1,532,775</u>	<u>1,611,029</u>	<u>278</u>	<u>1,611,307</u>
Expenses						
Program services	1,272,700	-	1,272,700	1,121,181	-	1,121,181
Support services						
Management and general	236,050	-	236,050	223,504	-	223,504
Total Expenses	<u>1,508,750</u>	<u>-</u>	<u>1,508,750</u>	<u>1,344,685</u>	<u>-</u>	<u>1,344,685</u>
CHANGE IN NET ASSETS	20,009	4,016	24,025	266,344	278	266,622
NET ASSETS, BEGINNING OF YEAR	2,394,131	40,944	2,435,075	2,127,787	40,666	2,168,453
NET ASSETS, END OF YEAR	<u>\$ 2,414,140</u>	<u>\$ 44,960</u>	<u>\$ 2,459,100</u>	<u>\$ 2,394,131</u>	<u>\$ 40,944</u>	<u>\$ 2,435,075</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, 2025 and 2024

	2025		
	Program Services	Management and General	Total
Grants and awards	\$ 140,106	\$ -	\$ 140,106
Salaries and benefits	763,467	190,867	954,334
Fees for services	-	11,910	11,910
Advertising and promotion	6,133	1,533	7,666
Ministries expenses			
Planting churches	105,819	-	105,819
Healthy churches	124,763	-	124,763
Other ministries	1,727	-	1,727
Office expenses	21,954	5,487	27,441
Information technology	7,636	1,909	9,545
Occupancy	7,001	1,750	8,751
Travel and transportation	16,869	4,217	21,086
Conferences, conventions, and meetings	63,180	15,629	78,809
Depreciation	8,664	2,166	10,830
Insurance	2,329	582	2,911
Other expenses	3,052	-	3,052
TOTAL	<u>\$ 1,272,700</u>	<u>\$ 236,050</u>	<u>\$ 1,508,750</u>
	2024		
	Program Services	Management and General	Total
Salaries and benefits	\$ 701,427	\$ 175,357	\$ 876,784
Fees for services	-	7,562	7,562
Advertising and promotion	2,375	594	2,969
Ministries expenses			
Planting churches	176,506	-	176,506
Healthy churches	116,318	-	116,318
Other ministries	7,245	-	7,245
Office expenses	22,715	5,565	28,280
Information technology	6,210	1,553	7,763
Occupancy	3,821	955	4,776
Travel and transportation	13,644	3,411	17,055
Conferences, conventions, and meetings	68,549	17,137	85,686
Depreciation	-	10,913	10,913
Insurance	1,826	457	2,283
Other	545	-	545
TOTAL	<u>\$ 1,121,181</u>	<u>\$ 223,504</u>	<u>\$ 1,344,685</u>

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

**Northwest Conference
Proposed Budget
Fiscal Year 2026-2027**

	Approved FY2025- 2026 Budget	Proposed FY2026-2027 Operating Budget	Proposed 2026-2027 Bequest Spending	TOTAL
Carry over from FY2025-2026 (est)			740,943	
Revenue				
Church Contributions	954,579	974,656		974,656
Other Donations	110,841	110,841		110,841
Honoraria and other misc income	5,000	5,000		5,000
Appropriation and Living Legacy	58,750	75,600		75,600
Event registration fees	124,800	149,500		149,500
Interest and Investment Earnings	90,738	192,530		192,530
Total Revenue	1,344,708	1,508,127	-	1,508,127
Gross Profit	1,344,708	1,508,127	-	1,508,127
Expenditures				
Connections, Networks and Ministry Development	68,390	63,250	103,000	166,250
Events and Training Opportunities	124,515	143,295	77,850	221,145
Direct Aide to Churches	103,500	86,600	-	86,600
Partner Support	25,000	24,700	-	24,700
Personnel	1,026,403	1,172,477	26,164	1,198,641
Administration	147,778	138,135	50,000	188,135
Facilities	56,450	63,775	-	63,775
Total Expenditures	1,558,886	1,692,232	257,014	1,949,246
Net Operating Revenue	(214,178)	(184,105)	(257,014)	(441,119)
Covered by previous year surplus	214,178	184,105	257,014	441,119
	0	0	0	0
Remaining Bequest (estimate)			483,928	



INDEPENDENT AUDITORS' REPORT

Board of Trustees and Finance Committee
Minnehaha Academy
Minneapolis, Minnesota

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Minnehaha Academy (a nonprofit organization) which comprise the statements of financial position as of June 30, 2025 and 2024, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

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, 2025 and 2024, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the 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, and for 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.

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP

Minneapolis, Minnesota
October 27, 2025

**MINNEHAHA ACADEMY
STATEMENTS OF FINANCIAL POSITION
JUNE 30, 2025 AND 2024**

	2025	2024
ASSETS		
Cash and Cash Equivalents	\$ 873,367	\$ 771,725
Operating Investments	7,939,224	10,813,609
Accounts Receivable, Net of Allowance for Expected Credit Losses of \$75,000 and \$85,000 in 2025 and 2024	338,663	324,077
Promises to Give, Net	753,557	776,269
Endowment Investments	18,108,704	16,906,257
Inventories	21,708	17,426
Prepaid Expenses	164,966	165,435
Right-of-Use Assets - Operating	19,719	41,927
Right-of-Use Assets - Finance	1,107,106	383,359
Property, Plant, and Equipment:		
Land	1,092,952	1,092,952
Construction in Progress	1,931,629	284,244
Buildings and Improvements	76,650,838	74,801,098
Furniture and Equipment	5,265,564	4,941,838
Total	84,940,983	81,120,132
Less: Accumulated Depreciation	(26,983,051)	(24,602,583)
Net Property, Plant, and Equipment	57,957,932	56,517,549
 Total Assets	 \$ 87,284,946	 \$ 86,717,633
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable	\$ 1,310,053	\$ 417,129
Accrued Expenses	-	14,708
Accrued Salaries	991,685	846,809
Accrued PTO and Sick Pay	397,983	322,913
Prepaid Tuition and Programs	718,499	1,017,307
Lease Liabilities - Operating	17,816	44,132
Lease Liabilities - Finance	1,147,927	385,449
Notes Payable	118,635	-
 Total Liabilities	 4,702,598	 3,048,447
NET ASSETS		
Without Donor Restrictions	63,104,603	65,742,666
With Donor Restrictions	19,477,745	17,926,520
Total Net Assets	82,582,348	83,669,186
 Total Liabilities and Net Assets	 \$ 87,284,946	 \$ 86,717,633

**MINNEHAHA ACADEMY
STATEMENT OF ACTIVITIES
YEAR ENDED JUNE 30, 2025**

	Without Donor Restrictions	With Donor Restrictions	Total
OPERATING REVENUES, GAINS, AND OTHER SUPPORT			
Tuition and Fees	\$ 22,464,377	\$ -	\$ 22,464,377
Less: Financial Aid and Tuition Remission	(9,319,255)	-	(9,319,255)
Net Tuition and Fees	13,145,122	-	13,145,122
Contributions	2,135,979	802,258	2,938,237
Transportation	237,814	-	237,814
Auxiliary Activities	1,052,170	-	1,052,170
Rental Income	133,079	-	133,079
Special Events	146,327	-	146,327
Interest, Dividends and Capital Gains, Net	608,915	491,677	1,100,592
Realized and Unrealized Gains on Investments	-	1,459,494	1,459,494
Other Income, Net	185,627	-	185,627
Net Assets Released from Restrictions	1,202,204	(1,202,204)	-
Total Revenues, Gains, and Other Support	18,847,237	1,551,225	20,398,462
OPERATING EXPENSES			
Program Services	15,801,163	-	15,801,163
Management and General	2,305,542	-	2,305,542
Fundraising	859,951	-	859,951
Total Expenses, Before Depreciation	18,966,656	-	18,966,656
CHANGE IN NET ASSETS BEFORE DEPRECIATION	(119,419)	1,551,225	1,431,806
Depreciation and Amortization	2,518,644	-	2,518,644
CHANGE IN NET ASSETS	(2,638,063)	1,551,225	(1,086,838)
Net Assets - Beginning of Year	65,742,666	17,926,520	83,669,186
NET ASSETS - END OF YEAR	<u>\$ 63,104,603</u>	<u>\$ 19,477,745</u>	<u>\$ 82,582,348</u>

**MINNEHAHA ACADEMY
STATEMENT OF ACTIVITIES
YEAR ENDED JUNE 30, 2024**

	Without Donor Restrictions	With Donor Restrictions	Total
OPERATING REVENUES, GAINS, AND OTHER SUPPORT			
Tuition and Fees	\$ 21,564,752	\$ -	\$ 21,564,752
Less: Financial Aid and Tuition Remission	(8,563,899)	-	(8,563,899)
Net Tuition and Fees	13,000,853	-	13,000,853
Contributions	1,606,886	262,512	1,869,398
Transportation	246,406	-	246,406
Auxiliary Activities	1,062,671	-	1,062,671
Rental Income	130,378	-	130,378
Special Events	131,800	-	131,800
Interest, Dividends and Capital Gains, Net	648,276	337,582	985,858
Realized and Unrealized Gains on Investments	-	1,692,048	1,692,048
Other Income, Net	35,992	-	35,992
Net Assets Released from Restrictions	1,005,329	(1,005,329)	-
Total Revenues, Gains, and Other Support	17,868,591	1,286,813	19,155,404
OPERATING EXPENSES			
Program Services	14,774,078	-	14,774,078
Management and General	1,982,332	-	1,982,332
Fundraising	714,373	-	714,373
Total Expenses, Before Depreciation	17,470,783	-	17,470,783
CHANGE IN NET ASSETS BEFORE DEPRECIATION	397,808	1,286,813	1,684,621
Depreciation and Amortization	2,448,668	-	2,448,668
CHANGE IN NET ASSETS	(2,050,860)	1,286,813	(764,047)
Net Assets - Beginning of Year	67,793,526	16,639,707	84,433,233
NET ASSETS - END OF YEAR	\$ 65,742,666	\$ 17,926,520	\$ 83,669,186



	FY2026 Forecast	FY2027 Budget
Enrollment	840	842
<u>REVENUE</u>		
1 Net Tuition Revenue	12,947,967	13,616,000
2 Student Fee Revenue	461,067	460,940
3 Unrestricted Contributions	1,876,439	1,895,203
4 Transportation Income	270,000	310,000
5 Endowment Distribution	721,500	1,046,600
6 Investment Income	360,000	374,800
7 Auxillary Revenue	748,589	646,940
8 Agency Accounts Revenue	500,000	500,000
9 Other Revenue	176,000	687,000
10 TOTAL INCOME	18,061,562	19,537,483
<u>EXPENSES</u>		
11 Wages, Salaries & Benefits	14,520,433	15,058,992
12 Admin, Advancement, Marketing, Admissions	736,300	757,615
13 General Operations	1,080,000	1,161,008
14 Instructional & Curriculum	836,788	882,123
15 Athletics	257,100	255,100
16 Summer Program & Extended Day	359,850	371,850
17 Facilities Operations	902,700	892,000
18 Student Transportation Expense	770,000	820,260
19 Agency Accounts Expense	500,000	500,000
20 Depreciation	2,587,000	2,500,000
21 Capital Lease Payments	312,000	326,000
22 Contingency	-	50,000
23 Other Expenses	1,875	13,875
24 TOTAL OPERATIONAL EXPENSES	22,864,046	23,588,823
25 CHANGE IN OPERATING NET ASSETS	(4,802,484)	(4,051,340)
26 Adjust for Non-Cash Items		
27 Add Back Depreciation & Contingency	2,587,000	2,550,000
28 ADJUSTED CHANGE IN NET ASSETS	(2,215,484)	(1,501,340)

CHANGES TO CHURCH MEMBERSHIP

CHURCHES JOINING THE NORTHWEST CONFERENCE AND THE EVANGELICAL COVENANT CHURCH

Community Covenant Church, Mankato, MN

Organized: January 2020

Pastors: Brian and Sandi Asker

Catalyst Covenant Church, White Bear Lake, MN

Organized: July 2021

Pastors: Cindy and Cory Jones

CHURCHES TO BE DELETED FROM THE ROSTER OF THE NORTHWEST CONFERENCE AND THE EVANGELICAL COVENANT CHURCH

Calvary Covenant Church, Northome, MN

Organized: 1946

Joined the ECC and NWC: 1947

Closed: 2025

Calvary Covenant ministered faithfully in the small northern Minnesota community of Northome for many decades. In recent years changing demographics and a difficult season that led to a church split made ministry unsustainable. The remaining membership continued to dwindle, but met for Bible study for the last few years without a pastor and eventually realized that keeping the doors open was no longer possible.

One of the remaining members recalled their experience of Sunday morning and evening services at the church, Wednesday night Bible study, prayer meetings in homes, Thursday evening youth group, and active partnerships with summer camps and Vacation Bible School each summer.

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

Kensington Covenant Church, Kensington, MN

Organized: 1875 as Pike Lake Mission Church

Joined the ECC and NWC: 1885

Closed: 2025

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

The remaining members have joined neighboring Covenant churches and provisions have been made to provide for the church cemetery, which has been a meaningful way to honor and remember the history of those who have gone before. We give thanks for the generations of worship, service, and discipleship that took place through this congregation, and we know its legacy will continue in the lives it shaped and the community it served.

AMENDMENT TO MINNEHAHA ACADEMY BYLAWS

Section 3.2 Number, Election/Appointment, Tenure, Qualifications

(f) Number of Terms. At the completion of their first or second term, Trustees may be elected for another three-year term or shall rotate off the Board of Trustees. A Trustee may be elected to serve up to three (3) consecutive terms. For purposes of this Section, filling a partial term for a vacant seat shall not count towards the total number of terms served. At the end of a third consecutive term, a Trustee must rotate off the Board of Trustees for a period of at least one (1) year, with the exception of: (i) an elected Board Chair, who shall serve as Chair for up to three years regardless of the number of terms previously served; (ii) the Corporation's Trustees may elect the Board Chair to serve as Chair for a fourth year in event of exigent circumstances, as decided by the Corporation's Trustees; and (iii) a former Board Chair, who may be elected by Corporation's Trustees to serve an additional one (1) year-term to assist the incoming Board Chair.

Section 4.5 Chair.

The Chair shall preside at all meetings of the Board of Trustees. He/She shall be an ex-officio member of all committees. He/She may sign, with the Secretary or any other proper Officer of the Corporation authorized by the Board of Trustees, any deeds, mortgages, bonds, contracts, or other instruments which the Board of Trustees has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Trustees or by these Bylaws or by statute to some other Officer or agent of the Corporation; and in general he/she shall perform all duties incident to the office of Chair and such other duties as may be prescribed by the Board of Trustees from time to time. The Chair shall serve for up to three years, provided that the Corporation's Trustees may elect the Chair to serve a fourth year in exigent circumstances, as decided by the Corporation's Trustees.

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MINNEHAHA ACADEMY BOARD OF TRUSTEE MEMBER



Hector Calvo (3 Year Term)

Hector Calvo is a youth development leader and pastor who has spent over two decades walking alongside young people and families, currently serving as Site Director at TreeHouse in New Hope/Plymouth. Born in the Dominican Republic and raised between Spain and Minnesota, he arrived in the U.S. at 15 and has called Minnesota home ever since. He has been part of the Evangelical Covenant Church since 2014, growing from Youth Director to Next Gen Pastor over nearly a decade of faithful service. Hector and his wife Pierina are grateful Minnehaha Academy parents to Caleb (7th grade), Mila (5th grade), and Aylee (3rd grade), all three of whom have attended MA since kindergarten, and he is eager to serve the school community that has meant so much to his family.



Erica Jensen (3 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 20 years. They have two students 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 (3 Year Term)

Jenny Johnson is the Director of Philanthropy Services at 1834, a division of Old National Bank. Across the Bank's footprint, she provides counsel to nonprofit organizations and private foundations around governance, fundraising, and strategy to assist in achieving mission-driven impact. Jenny is active in the non-profit community and is a past Chair of the MN Council on Foundations Board, and currently serves as Development Committee Chair for PPL, an affordable housing and employment training nonprofit. 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 two third generation Minnehaha students. Currently, they are members at First Covenant Church (St. Paul).

NORTHWEST CONFERENCE EXECUTIVE BOARD



Jenny Aipperspach (5 year term)

Jenny was born and raised in a loving Christian household. Her parents were very involved in their home church as Youth Directors for most of her childhood. She accepted Jesus as her Lord and Savior at age 5, though it wasn't until college that she found her own faith. Throughout her life she can look back and see the many times He has carried her and her family through good times and rough times. She trusts in Him to carry her through the hard times, knowing He has and will continue to care for her. Jenny holds a Bachelor of Business Administration and a Master's in Human Resources, with 20+ years of experience across many industries that guide her decisions today. She serves as the Director of Generosity & Operations at Hope Covenant Church in Grand Forks, ND.



Brian Zahasky (5 year term)

Brian gave his life to the Lord on the steps of Cabin 15 at Lake Beauty Bible Camp. Ordained in the Covenant Church in 2012, he has served in pastoral ministry for 25 years. He seeks to live a life devoted to the Lord in every sphere—through his vocation, marriage and family, personal walk with Jesus, time in God's Word, and even through coaching soccer, gardening, and beekeeping. Brian brings strengths in strategic thinking, vision casting, problem solving, leadership development, and navigating adaptive change. Naturally curious, he enjoys launching new initiatives and improving systems for greater clarity and efficiency. His 25 years of church-related service include extensive experience in family and youth ministry, with seven years as a lead pastor. Brian currently serves as Lead Pastor at Hope Covenant Church in St. Cloud, MN.



Nikki Kahoud (1 year term)

Nikki was born and raised in south-central Washington state and headed to upstate New York for college, where a deep passion for science led to a degree in Animal Science. Her family landed in the Rochester area in 2013. She is an active member at Rochester Covenant Church and has held several leadership positions there, most recently completing a five-year term on the NWC Executive Board, including two years as Chair. After nearly a decade in the science field, her daily life looks a bit different now. She is home with her two daughters, pouring her energy into the rewarding—and often muddy—work of restoring an early 20th century farm. While the path to Minnesota wasn't exactly what she had envisioned, she can clearly see God's hand in bringing her family here, and is truly grateful to have finally set down roots in this soil.

NORTHWEST CONFERENCE EXECUTIVE BOARD CHAIRPERSON



Dave Hugare (1 year term)

Dave has been in vocational ministry for over 20 years and is currently serving as Lead Pastor at Lakeview Covenant Church in Duluth, MN. Prior to coming to Lakeview he served at Zion Covenant Church in Ellsworth, WI; was an ECC Church Planter; and was a Youth Pastor at Crossroads Church in Woodbury, MN, and Church of the Open Door in Maple Grove, MN. Additionally, he worked for several years as an Executive Team Leader with the Target Corporation. Dave received his undergraduate degree at the University of Northwestern (St Paul, MN) and received his Masters of Divinity from Bethel Theological Seminary (St Paul, MN). He is ordained in the Evangelical Covenant Church. Dave is passionate about "making disciples who make disciples." He finds great joy in participating in and watching others deepen their relationship with Christ and share their faith with others. Dave is married to his wife Leslee and together they have two children: Ethan and Macy.

