



**THORNAPPLE**  
COVENANT CHURCH

# **2026 Annual Meeting**

## **Pre-Read Packet**

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**Be sure and check out  
Thornapple's 2025 Year-In-Review  
to read updates from staff and church ministries  
[thornapple.org/annualmeeting](http://thornapple.org/annualmeeting)**

# Report from the Council of Elders

Dear Thornapple Family:

The start of a new year is a time for reflection. As I think about the year 2025, I cannot help but be amazed at God's faithfulness and provision. As the psalmist said: "My cup runneth over."

It was an eventful and productive year in many ways, including:

- the continued growth of attendance at Thornapple which we hope and pray will lead to many new memberships in the coming months;
- the calls of Pastor Julia and Pastor Lynne to the offices of Lead and Associate Pastor;
- a review and revision of several of our governing documents and policies to reflect best practices and our current mode of operation;
- a continued strengthening of our financial base, helping to establish sufficient reserves to sustain us into the future;
- continuing to engage with our community and the world through our hard-working Love Mercy Do Justice and International Missions teams.

As we head into our Annual Meeting, I encourage you to read this Pre-Read Packet and visit our 2025 Year-in-Review at [thornapple.org/annualmeeting](http://thornapple.org/annualmeeting). You will notice that, in addition to the usual items of approving the budget and office elections, this year we are asking for approval to amend our Articles of Incorporation and Bylaws & Constitution. This was due, since we haven't approved new bylaws since the 1990s, and things have obviously changed since then. The amended bylaws are the result of an extensive effort undertaken by a committee consisting of Pastor Julia, Jeff Hughes, Doug Josephson, Josh Schwannecke and myself, with a lot of input from several members and the Elders. (A special thank you to Jeff Hughes, who took the laboring oar on keeping track of the many comments and changes as we went through numerous drafts).

Electronic copies of the proposed amendments, as well as a high-level summary of the major changes can be found on our website at [thornapple.org/governance](http://thornapple.org/governance). We will be holding two forums on Tuesday, February 10 at 6pm and Sunday, February 15 at 11:30am to give you an opportunity to ask questions or make comments. Please take advantage of these or, if you cannot attend either one, feel free to ask any of the committee members or Elders if you have any questions or concerns. We need a 75% vote of all members (not just those attending the Annual Meeting) in order to approve the proposed Articles, so your participation is essential (electronic and paper absentee ballots do count toward the necessary votes).



Thank you for your continued engagement, willingness to serve in so many ways and your financial support. Without you, none of this ministry and fellowship would be possible.

Yours in Christ,  
Doug Dozeman, Elder Chair

# 2025 Statistics

## BAPTISMS

1/5 Ludwig-Ross, Felix  
 1/19 Podehl, Henry  
       Podehl, Maeve  
 7/20 Johns, Cole  
 11/17 Goodell, Christ  
       Hayhurst, Josh  
       Patterson, Hannah

## DEDICATIONS

10/26 Kish, Noelle

## BIRTHS

1/8 Kohler, Evalyn  
 2/12 Roloff, Desmond  
       Roloff, James  
 6/24 Kish, Noelle  
 7/9 Ek, Harrison  
 9/6 Watson, Declan

## ADOPTIONS

9/15 Stokes, James

## DEATHS

5/22 Leja, John  
 7/11 Foster, Ken  
 10/28 McCaw, Jeanne  
 12/15 Hilgenberg, Jane

## MARRIAGES

**(performed by Thornapple pastors)**  
 8/10 Michael Merz to Peyton DeRuiter

## NEW MEMBERS

(includes January 2026)  
 2/20 Baar, Sarah  
       Baar, Scott  
 5/15 Burge, Carol  
       Udell, Clay  
 6/19 Bragg, Jake  
       Ek, Katelyn  
       Hartung, David  
       Knister, Karen  
       Kraai Bragg, Jamee  
       Malvitz, Meghan  
       Malvitz, Steve  
       Ossewaarde, Gary  
       Ossewaarde, Katherine  
 10/16 Behm, Dan  
       Behm, Val  
 1/15/26 Andersen, Jeff  
       Andersen, Marissa  
       Halma, Katie  
       Halma, Rob  
       Kinder, Adam  
       Kinder, Audrey  
       Malinoski, Lisa  
       Malinoski, Ryan  
       Nieuwsma, Randy  
       Nieuwsma, Renee  
       Patterson, Adam  
       Patterson, Hannah  
       Priolo, Julianne  
       Priolo, Scott

## TRANSFERS to THORNAPPLE

(includes January 2026)  
 2/20 McGrath, Nancy  
       McGrath, Garth  
 1/15/26 Nesburg, Dave  
       Nesburg, Kristen

## REMOVALS\*

2/20 Chadwick, Beth  
       Chadwick, Pat  
 8/21 Sarki, Purni Maya

***Sample Ballot for the Annual Meeting on February 22, 2026*****ANNUAL MEETING – 2026 Ballot**  
**Thornapple Evangelical Covenant Church**

I am presently qualified as an active member of Thornapple Evangelical Covenant Church of Grand Rapids, Michigan. For purposes of the Annual Meeting of members held on February 22, 2026, I hereby vote as follows on the proposals presented to the membership of this Church.

1. These members to serve on the Council of Elders, Class of 2029. (Circle YES or NO)

YES    NO    Laura Bartlett (3 years)  
YES    NO    Ross Veldheer (3 years)  
YES    NO    Kris Witters (3 years)

*Returning Elders: Class of 2027 – Molly DeHoog, Lori DeKruif, Dave Harrell  
Class of 2028 – Doug Datema, Sue Smith, Todd Sytsma*

2. These members to serve on the Nominating Committee. (Circle YES or NO)

YES    NO    Sarah Baar (2 years)  
YES    NO    Sarah DeBaets (2 years)  
YES    NO    Brian LeCleir (2 years)

*Returning members: Jamin DeJong, Kirk Mortenson, Karalyn Tresh*

3. This member to serve on the Audit Committee. (Circle YES or NO)

YES    NO    David Hoekstra (3 years)

*Returning members: Jason Wigboldy (2028), Kyle Herrington (2027)*

4. These members to serve as delegates at the Great Lakes Conference Annual Meeting: Linda & Tom Winer and Jill & Scott Bolinder; and at the Evangelical Covenant Church Annual Meeting: Julia Sandstrom, Lynne McLaughlin and David & Susan Harrell. (Circle YES or NO)

YES    NO

5. Do you approve the 2026 Budget? (Circle YES or NO)

YES    NO

6. Do you approve the proposed Constitution and Bylaws? (Circle YES or NO)

YES    NO

7. Do you approve the proposed Articles of Incorporation? (Circle YES or NO)

YES    NO

## Leadership Nominees - Bios

### 2026 Elder: Laura Bartlett

I grew up with loving, Christian parents and have been welcomed in the family of God in several denominations through my life (Baptist, Evangelical Free, Presbyterian, Anglican, and now the ECC—I suppose I would summarize this as ecumenical?). Each has taught me so much about God and the mission of the church. A graduate degree in systematic and historical theology and work throughout my career in Christian publishing have also been important parts of my faith journey.



My husband, Joel, and daughter, Eliana (10), and I have been attending Thornapple since 2019. We have found a thoughtful, faithful, sincere congregation which we are so glad to be members of. Some of the ways I have participated in church life are through our small group, as a member of the vision committee, and in my current term as an Elder. I'm disheartened to see trends in the American church including extreme division and discipleship more by the media than through church. Despite this, Thornapple is a body that has shown its commitment to unity and to biblical faithfulness in our context. I want to see (and help) us continue in that direction in keeping with our vision of being "authentically and wholly centered on Jesus."

### 2026 Elder: Ross Veldheer

I grew up in the Grand Rapids area in a loving Christian home. I attended Fuller Avenue CRC and was educated in Christian schools. It was through worship, scripture, prayer, repentance and the faithful example of others that I came to know Jesus Christ as my Savior.



I attended Michigan State University, where I became engaged with University Reformed Church. Here I learned to depend on the love and faithfulness of God in a setting that was drastically different from the one I grew up in. After MSU, I became a teacher, and have worked in a variety of positions at a number of schools in the Grand Rapids area since 2007. I currently work as a School Supervisor at Knapp Forest Elementary.

I have been married to my wife, Sara, since 2008, and we have two children, William (14) and Nora (11). Sara and I have attended Thornapple since 2011, have found meaningful connections with others and have grown in our faith. Some of the ways I enjoy serving the church are by playing drums with the worship team, and serving our youth through Trailblazers.

Throughout all of these experiences, my relationship with Christ has continued to deepen, as I have learned to rely on his grace and guidance through joyful and challenging seasons of life. My hope for our church is that we continue to be a Christ-centered body of believers that is focused on growing in discipleship, serving our community as an expression of Christ's love and helping people of all ages deepen their walk with Jesus.

### 2026 Elder: Kris Witters

My living faith in Christ is one rooted in hunger, humility and learning. I was raised in a family where one parent, my brother and I professed faith in Christ in 1978; I was four years old at the time. My other parent professed faith (to me) in Christ about twenty years later. Given this, as a child I lived with a constant awareness and sense of responsibility related to how my actions and words might impact the faith of a deeply loved family member. This awareness carried through to attending a public school system, navigating a few church transitions, and then going on to Cedarville University where I received a bachelor's in psychology with a minor in Bible.



My husband, Adam, and I are currently navigating the "empty nest" as our daughter, Sophie, and son-in-law, Joe, finish their senior years in engineering studies at Purdue. My passion is learning and I have recently focused that passion on contemplative practice, rounding out prior years that were dedicated to study of scripture, prayer and service.

At work, I serve as VP of People Strategies at Wedgwood Christian Services and there my passions include leader development and succession planning. During my free time, I enjoy reading, shared coffee, shared walking and being in creation as much as possible. Adam would say that I really enjoy our dog. He's not wrong.

## 2026 Nominating Committee: Sarah Baar

I was blessed to be raised in a Christian home where faith was not only taught, but regularly discussed as something that should shape how we think, act and engage with the world around us. As I moved into adulthood, I became increasingly aware of social injustices and more attentive to God's deep care for those who are disadvantaged or "othered." My faith today feels both strengthened and matured — honest about the brokenness of our world, and yet firmly rooted in belief and hope in Jesus Christ.



My husband, Scott, and I have three kids, and we deeply desire to model a living faith for them. We strive to live our faith not only through words, but through how we treat others, make decisions and serve our community.

I hold a master's degree in speech-language pathology and have owned my own business for the past ten years. As a family, we enjoy traveling to national parks, playing pickleball, biking, attending sporting events, and spending time with friends.

One of my hopes for Thornapple is that we would continue to be known as a church marked by generosity — generosity with our words, our thoughts, our time, our actions, and our resources. I believe uncommon generosity in all of these ways not only demonstrates our faith to others, but also shapes our own hearts more fully into the way of Jesus.

## 2026 Nominating Committee: Sarah DeBaets

I was blessed to be born into a Christian family, attending church from the beginning of my life. I had many opportunities to learn about God and participated in a variety of programs at my church. However, it wasn't until I was a teenager, away at summer camp, that I recognized my own personal need for a Savior. As with any faith journey, I have experienced times of great joy and times of deep challenge. My faith has grown through the years and my hope remains in Christ alone.



My husband, Brian, and I have attended Thornapple since 2002. We are the parents to three children; Josiah, Miles and Wesley. Raising them at Thornapple has been a blessing for our whole family. I currently work as a reading interventionist at Ada Christian School. I also enjoy baking, reading, playing games and being outside. At Thornapple, I have been involved in Bible study, small groups, served in leadership for MOPS, women's ministry and on the Elder Board, and volunteered in children and high school ministries. I love our church – the congregation, the staff and the mission of helping people find and follow Jesus Christ. My hope for our church in the coming years is that God will be glorified as we learn and grow together. I hope that we will be devoted to finding time and space in our lives to show His love to each other and our community.

## 2026 Nominating Committee: Brian LeCleir

I grew up in Illinois with a loving family in a Catholic home. Upon entering the University of Illinois, I became involved with a campus ministry called Cru and in my second year came to know Christ and accepted his death on the cross for me. I married my high school sweetheart, Kim, while in graduate school in Indianapolis and we have three children: Jack (11), Ben (9) and Daniel (7).



I work as a pediatrician and enjoy board games, reading and pickleball.

Since coming to faith in Jesus, I have continued to grow in faith and wisdom, with the Holy Spirit performing an ongoing work of transformation in my heart through the truths of the Bible and numerous mentors who have come alongside me. Our family has been a part of Thornapple since 2017, and continue to be incredibly impacted by the warmth of the relationships we have made, the intentionality of this community and the centrality of the Gospel. Over time we have made many life-long friends and have enjoyed involvement in small groups and children's ministries. I look forward to meeting and serving alongside many of you in the future.

## 2026 Audit Committee: David Hoekstra

My wife, Kim, and I joined Thornapple in 2009 with our sons. We have both served in various capacities since that time, including my term as Financial Secretary.



I was raised in a Christian home and have known the Lord my whole life. And while I didn't follow in the footsteps of my minister grandfather and father, the study of theology has always interested me. I have been a financial advisor with Equitable since 1998. Thornapple has been an outstanding church home for our family and we look forward to seeing what God will continue to do with its ministries.

## Report from the Audit Committee

We performed a limited review of 2025 financial statements. A limited and not a more extensive audit is appropriate as prior years' audits noted no issues. Our review was focused on financial policies and internal controls for disbursements and receivables. We reviewed four months' disbursement transactions for compliance with financial policy and signature guidelines. Approval guidelines, processes and procedures are being followed.



Becky Bianculli



Kyle Herrington



Jason Wigboldy

In September 2025, a new Offering/Non-Contributor Count Process was approved by the Elder Board and put into practice.

On 12/22/2025, we verified the count of offerings collected over the prior two weeks; deposits are made every two weeks. We verified that Kimberly Korpak, the Pastoral Assistant, is following the process that was approved in September. The deposit (totaling \$24,889.99) was to be made later the day of verification. Deposit tied to bank statement.

The sizable Estate Gift/Bequest in July 2025 was traced from Estate documents, bank statements and financial statements. No exceptions were noted with the gift and the allocation to the General Fund.

In 2024, the Audit Committee recommended a licensed CPA firm review the financial processes and statements every three or five years. This recommendation was discussed thoroughly and an informed decision by the Board was made to forgo engaging a firm.

Following is our recommendation:

- There is one exception to the Offering/Non-Contributor Count Process. The Communications Director was to be cross trained, but that has not yet been initiated.

## Financial Secretary Commentary

As your Financial Secretary, who has responsibility for oversight of contributions to Thornapple, let me thank you for your amazing generosity. We again have much to celebrate! Our 2025 General Fund giving exceeded budget by \$137,000 (11%) and increased by 14% over 2024, while 62% of our 2025 donors gave the same or more as they gave in 2024 (new donors excluded). These statistics do not include the estate gift of \$294,100 received during 2025 which the Elders are considering for designated future use, or the specific fundraiser for Covenant World Relief & Development in November that raised \$19,500, or 58% more than 2024. God's Spirit is clearly at work in the hearts of His people at Thornapple, and one evidence of that is your generous giving!

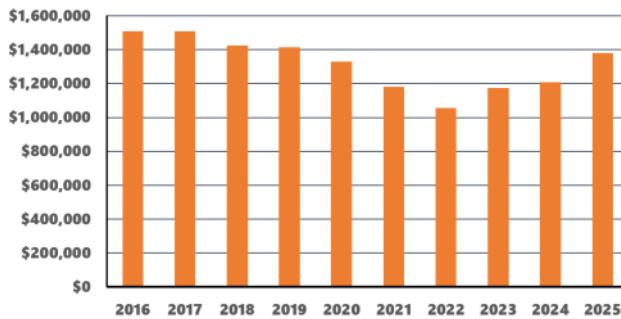


Marc Kole,  
Financial Secretary

As we look at longer-term giving trends for Thornapple, 2025 continues the turning point that began in 2023. General Fund giving increased in each of the last three years after several years of decline (see graph below, left). The number of households giving to the General Fund has remained relatively flat since 2022, with a slight decline in 2025 (see graph below, right). In addition, 10 new households gave to Thornapple in 2025. And one more statistic... giving per household, which was essentially unchanged from 2017 to 2021, has increased in each of the past four years, including 18.2% in 2025.

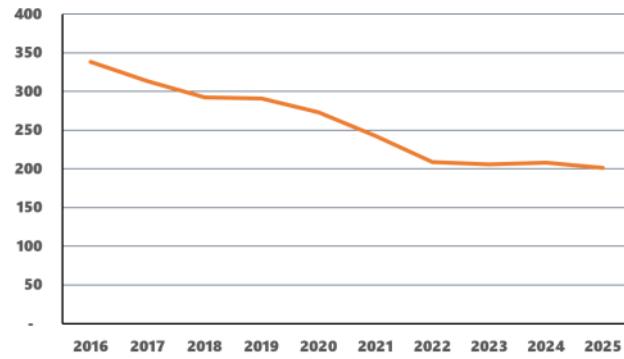
Thanks so much for your giving in 2025! As we walk through 2026, we are continuing to trust the working of God's Spirit as it is expressed through the actions of His people at Thornapple.

### General Fund Giving



Note: 2025 Giving excludes the estate gift of \$294,100

### Giving Households



# Treasurer's Report/Commentary

## 2025 Results and 2026 Budget

### 2025 Financial Results

2025 was an extraordinary year for Thornapple's finances. With recurring unrestricted giving more than planned, and spending less than planned, the church ended the year with a \$182,224 operating surplus!

The positive spending variance was primarily the result of Pastor Andrew's departure effective April 1. The 2025 budget included his compensation and benefit costs and had been approved prior to his resignation. Compensation and benefit changes for Pastors Julia and Lynne, who accepted their calls as Lead Pastor and Associate Pastor, had an offsetting effect.

Elevated properties costs were the result of:

- ♦ More people engaged in Thornapple activities increasing volume related expense
- ♦ Updated insurance coverages
- ♦ Unexpected maintenance needs
- ♦ Utility costs due to rate increases and a hotter summer
- ♦ Unauthorized waste dumped in the church's dumpsters

Overall ministry leaders did a good job thoughtfully funding their activities within the confines of their budgets.

Over 10% of 2025 spending was to ministry partners.

Cash at the end of the year stood at \$1,441,208. This includes the \$294,100 estate bequest which is being held by the Elders in a designated fund. It will be distributed in the future per the support of the membership.

- ♦ Operating (\$606,946)
- ♦ Board Designated (\$776,528)
- ♦ Restricted (\$35,487)
- ♦ Custodial/Agency (\$22,247)

### 2026 Total budget

At its January 15, 2026, meeting, the Board of Elders approved the following three-piece 2026 spending plan as recommended by the finance committee:

1. A balanced 2026 operating budget of \$1,354,294, 5.5% (\$71,051) higher than budgeted last year.
2. Where to allocate the \$182,224 2025 operating surplus.
  - \$15,000 to the Benevolence fund
  - \$3,800 to International Missions (see included detail)
  - \$5,500 to LMDJ (see included detail)
  - \$44,000 to ECC support (see included detail)
  - \$25,000 to the Facility Refresh Reserve
  - \$88,924 to the Operating Fund
3. Spending \$36,500 out of the Facility Refresh Reserve for non-facility refresh purposes:
  - \$10,000 for signage
  - \$8,000 for door and camera upgrades
  - \$8,500 for outdoor bollards
  - \$10,000 for audio visual upgrades

### 2026 Operating budget

Regarding the operating budget, based on a giving analysis conducted by the Financial Secretary, despite 2025 unrestricted contributions of \$1,382,932, they felt that budget-

ing a 2026 level of \$1,325,000 (\$57,932 less) was thoughtful. This difference reflects what are viewed to be as non-recurring gifts and a 3% increase in giving from recurring givers.

Ministry budgets were increased consistent with the requests put forth by those responsible for those ministries.

Staff compensation reflects thoughtful Lead Pastor assessment of salary and wage amounts resulting in two fixed hourly wage rate increases and a 2.8% cost of living adjustment for everyone else. Pastor salaries which were set in August are unchanged. Additionally, one position will be changed from 25 hours per week to 30. This budget also includes a 6-month salary "placeholder" for a new full time ministerial position to be considered by the Elders. Health and dental insurance costs have increased significantly (9.21%). Pension costs are up 15% due to changes in the pastoral staff. Lastly, this budget includes resources to fund the new position search.

The **Office Operations** budget increase is being driven by needed IT spending. The **Properties** budget increase is being driven by contracted services to take care of the building and grounds, and elevated utility costs. **Ministry Partner** (LMDJ, IM, ECC Denomination) budgets were increased to remain consistent with past giving of 10% of total spending.

### 2025 operating surplus allocation

Since Thornapple's 2025 surplus was predominantly driven by giving, such that the congregation was the beneficiary of extraordinary generosity, the thought is to share some of that with others. Specifically, we are one time budgeting to more fully resource our ministry partners, including making a material move to support our denomination, which sacrificed Thornapple's financial support during past years when reduced giving resulted in spending beyond receipts. Additionally, proposed is funding for increased benevolence giving as 2025 included a benevolent opportunity that the church could not fully fund due to resource and authority constraints. Lastly, Thornapple's operating cash flow continues to be challenged to fund its annual Facility Refresh Reserve deposits, which during 2025, were studied and determined to be \$100,000.

### 2026 Facility Refresh Reserve spending for non-Facility Refresh Reserve purposes

Thornapple has some new/upgrade facility needs. Given that the Facility Refresh Reserve is intended for the replacement of worn-out aspects of the building, i.e., roof, carpeting, HVAC equipment, kitchen equipment, parking lot, windows, siding, elevator, vehicles, etc.... and these needs are more in keeping with new or upgrades to existing equipment, in the interest of full transparency, the Elders are recommending that the membership approve such spending as detailed above.

Praise God for his faithfulness, and yours, too. Thornapple's financial position is improving and will allow it to continue active ministries in 2026 and the years to come.



Steve Abbott,  
Treasurer

## Combined Statement of Financial Position

	2025	2024
<u><b>Assets</b></u>		
<b>Current Assets</b>		
Cash - Bank Accounts	1,303,545	849,030
National Covenant Properties Demand Investment Account	137,662	137,662
Accounts Receivable	57,754	23,242
Total Current Assets	<u>1,498,961</u>	<u>1,009,934</u>
<b>Property and Building</b>		
Land (1)	219,147	219,147
Furniture, Fixtures & Equipment (2)	203,894	203,894
Building (3)	8,882,111	8,882,111
Total Property and Building	<u>9,305,152</u>	<u>9,305,152</u>
<b>Total Assets</b>	<u><b>10,804,113</b></u>	<u><b>10,315,086</b></u>
<u><b>Liabilities and Fund Balances</b></u>		
<b>Liabilities</b>		
Payables/Accrued expense	14,863	28,907
Total Liabilities	<u>14,863</u>	<u>28,907</u>
<b>Fund Balances</b>		
General Fund	9,954,988	9,772,765
Board Designated Funds	776,528	473,074
Donor Restricted Funds	35,487	14,596
Custodial Funds	22,247	25,744
Total Fund Balances	<u>10,789,250</u>	<u>10,286,179</u>
<b>Total Liabilities and Fund Balances</b>	<u><b>10,804,113</b></u>	<u><b>10,315,086</b></u>

### Notes:

- (1) Land - The portion of land acquired prior to 1996 is recorded at historical cost. The portion of land gifted to the church in 1996 is recorded at the approximate market value at time of transfer.
- (2) The Building is recorded at historical cost. The total cost consists of \$4,840,790 for the 2019 building expansion and \$4,041,321 historical cost prior to that expansion.
- (3) Furniture, Fixtures & Equipment is the historical cost amount recorded in connection with the 2019 building expansion.

*This statement has been prepared with the intent of providing an overall financial position of the church. It is not in complete compliance with generally accepted accounting principles.*

## 2025 and 2024 Claims on Cash

	2025	2024
<b>Board Designated</b>		
Facility Refresh & Reserve	\$441,602	\$226,153
Vehicle Reserve	20,229	20,229
Student Mission Trips	8,990	8,990
Love Mercy Do Justice Reserve (Summer Serve Scholarship)	500	500
International Missions Reserve	1,095	1,095
Weddings	4,897	5,077
Memorials	5,115	6,228
<i>Proceeds from Estate Gift to be Designated</i>	294,100	-
<i>Net Proceeds from Property Sale to be Designated</i>	-	204,801
<b>Total Board Designated</b>	<u>776,528</u>	<u>473,074</u>

### Donor Restricted

Benevolence	1,187	4,955
Student Discretionary - Restricted	14,538	3,036
Benefit Mobile	-	324
Covenant World Relief & Development (1)	19,472	-
MOPS - Restricted	140	140
Christmas Eve Offering (2)	-	5,402
Love Offering for Staff (3)	150	412
Pastor Andrew Farewell Gift (4)	-	326
<b>Total Donor Restricted</b>	<u>35,487</u>	<u>14,596</u>

### Custodial

MomCo (formerly MOPS)	22,247	23,499
Moms on a Mission (M&Ms)	-	2,245
<b>Total Custodial</b>	<u>22,247</u>	<u>25,744</u>
<b>Total</b>	<u>834,262</u>	<u>\$513,412</u>

- (1) Remitted to Covenant World Relief & Development in January 2026.
- (2) Christmas Eve Offering fund shows a balance at the end of 2024 because the funds for that year's offering were remitted to the applicable organizations early in the subsequent year.
- (3) The balances in Love Offering for Staff represent late gifts received subsequent to distributing that year's offering to the staff. The balance is carried over to be paid in the following year's distribution to staff.
- (4) Pastor Andrew Farewell Gift was not remitted until 2025.

## 2025 Giving "Beyond the Budget"

Covenant World Relief & Development Thanksgiving offering	19,467
Children/Student Ministry donations	13,091
Love Offering for Staff	11,910
Benevolence	1,391
<b>Total</b>	<u>\$45,859</u>

# General Fund Revenue & Expense Summary

## For the Year Ended December 31, 2025

	2025 Actual	2025 Budget	Variance
<b><u>Ministry Expenses</u></b>			
Staff & Elders	701,941	760,667	*(58,726)
Total Staff & Elders	701,941	760,667	(58,726)
<b>Physical Plant</b>			
Office Operations	64,137	67,816	(3,679)
Properties	233,720	198,200	35,520
Capital Expenditures	50,000	50,000	0
Total Physical Plant	347,857	316,016	31,841
<b>Mission Partnerships</b>			
International Missions	49,075	49,000	75
Love Mercy Do Justice	23,469	27,000	(3,531)
Covenant Denomination	54,400	54,400	0
Total Mission Partnerships	126,944	130,400	(3,456)
<b>Ministry Programs</b>			
Worship Arts	9,403	13,800	(4,397)
Student Ministry	23,780	23,200	580
Children's Ministry	11,086	9,100	1,986
Adult Ministry	26,108	30,060	(3,952)
Total Ministry Programs	70,377	76,160	(5,783)
Total Expenses	\$1,247,119	\$1,283,243	\$(36,124)
<b><u>Unrestricted Revenue</u></b>			
Unrestricted Contributions	1,381,932	1,245,000	136,932
Rental Income	17,159	21,000	(3,841)
Other income	3,010	0	3,010
Interest	44,913	30,000	14,913
Bank & Online Giving Fees	-17,671	-16,400	(-1,271)
Total Revenue	\$1,429,343	\$1,279,600	\$149,743
Net Surplus/(Deficit)	\$182,224	(\$3,643)	\$185,867

\* Less in compensation and benefits with pastor departure, raise catchup in August for pastors

## 2026 General Fund Budget

		Compare to 2025	
	2026 Budget	2025 Budget	2025 Actual
<b><u>Ministry Expenses</u></b>			
<b>Staffing</b>			
Staff Compensation & Benefits	729,809	719,883	668,526
Other - Staff & Elders	33,060	40,784	33,415
	<b>Total Staff &amp; Elders</b>	<b>\$762,869</b>	<b>\$760,667</b>
<b>Physical Plant</b>			
Office Operations	69,300	67,816	64,137
Properties	250,525	198,200	233,720
Capital Expenditures	50,000	50,000	50,000
	<b>Total Physical Plant</b>	<b>\$369,825</b>	<b>\$316,016</b>
<b>Mission Partnerships</b>			
International Missions	51,500	49,000	49,075
Love Mercy Do Justice	27,000	27,000	23,469
Covenant Denomination	57,600	54,400	54,400
	<b>Total Mission Partnerships</b>	<b>\$136,100</b>	<b>\$130,400</b>
<b>Ministry Programs</b>			
Worship Arts	11,700	13,800	9,403
Student Ministry	30,150	23,200	23,780
Children's Ministry	14,950	9,100	11,086
Adult Ministry	28,700	30,060	26,108
	<b>Total Ministry Programs</b>	<b>85,500</b>	<b>76,160</b>
	<b>Total Expenses</b>	<b>\$1,354,294</b>	<b>\$1,283,243</b>
<b><u>Unrestricted Revenue</u></b>			
Unrestricted Contributions	1,325,000	1,245,000	1,381,932
Rental Income	14,000	21,000	17,159
Interest Income	32,500	30,000	44,913
Other Income	0	0	3,010
Bank & Online Giving Fees	-17,000	-16,400	-17,671
	<b>Total Revenue</b>	<b>\$1,354,500</b>	<b>\$1,279,600</b>
<b>Net Surplus/(Deficit)</b>	<b>\$206</b>	<b>\$(3,643)</b>	<b>\$182,224</b>

## Supplemental Schedule of General Fund Expenses

### 2025 Budget/Actual and 2026 Budget

<u>Ministry Expenses</u>	2025 Budget	2025 Actual	2026 Budget	Change from 2025 Actual
Staff Compensation & Benefits				
Salaries	527,398	496,035	511,928	15,893
FICA (SSA & Medicare)	17,070	17,161	18,091	930
Disability Insurance	1,171	1,226	1,100	(126)
Life Insurance	698	492	639	147
Health & Dental Insurance	81,275	75,68	102,535	26,848
Pensions	42,251	33,700	38,768	5,068
Staff Personal Vehicle Usage	2,500	1,811	2,500	689
Staff Care & Development	1,000	834	1,000	166
Staff Search & Relocation	0	0	10,000	10,000
Financial Services	41,520	41,580	43,248	1,668
Audit Services	5,000	0	0	5,000
<b>Total Staff Compensation &amp; Benefits</b>	<b>719,883</b>	<b>668,526</b>	<b>729,809</b>	<b>61,283</b>
Other - Staff and Elders				
Denominational and Conference Meetings	11,364	8,102	9,000	898
Continuing Education - Pastoral Staff	5,760	5,205	4,800	(405)
Continuing Education - Worship Director	500	360	500	140
Continuing Education - NextGen	5,100	4,210	7,800	3,590
Continuing Education - Other Staff	0	41	1,500	1,459
Books - Pastoral Staff	1,900	1,277	1,400	123
Books - Minister of Worship Arts	100	0	100	100
Books - NextGen	500	175	500	325
Ministerium Licenses	660	525	660	135
Exp Allow - Pastoral Staff	2,300	1,719	2,000	281
Exp Allow - Minister of Worship Arts	200	0	200	200
Exp Allow - NextGen	1,400	954	1,900	946
Safety & Security	1,500	1,011	1,500	489
Background Checks	1,200	1,318	1,200	(118)
Council of Elders	300	0	0	-
Other - Staff & Elders	8,000	8,518	0	(8,518)
<b>Total Other Staff and Elders</b>	<b>40,784</b>	<b>33,415</b>	<b>33,060</b>	<b>(355)</b>

## Supplemental Schedule of General Fund Expenses

### 2025 Budget/Actual and 2026 Budget

<u>Ministry Expenses</u>	2025 Budget	2025 Actual	2026 Budget	Change from
<b>Office Operations</b>				
Postage	800	950	750	(200)
Copier/Printer	5,500	5,081	5,300	219
Paper	1,600	1,424	1,800	376
Office Supplies	1,300	2,912	2,350	(562)
Communication	2,000	560	500	(60)
Telecommunication	14,500	13,724	17,500	3,776
Software	5,900	6,545	5,700	(845)
IT Service	23,916	27,758	24,600	(3,158)
IT Equipment	9,000	3,139	7,500	4,361
Audio Visual Lighting	3,000	1,877	3,000	1,123
Other - Office Operations	300	167	300	133
<b>Total Office Operations</b>	<b>67,816</b>	<b>64,137</b>	<b>69,300</b>	<b>5,163</b>
<b>Properties</b>				
Janitorial Supplies	3,100	5,398	3,200	(2,198)
Insurance	43,000	48,734	46,225	(2,509)
Mortgage	0	0	0	-
Maintenance	30,000	44,191	46,000	1,809
Recurring Contracted Services	30,000	25,728	33,000	7,272
Snow Removal & Lawn Care	29,300	29,183	35,000	5,817
Other - Building & Properties/COVID Supplies	100	213	200	(13)
Gas	20,000	18,250	26,500	8,250
Electric	32,000	46,174	44,500	(1,674)
Water & Sewer	3,300	4,292	4,000	(292)
Waste Removal	4,500	6,721	6,000	(721)
Fuel	1,000	311	1,000	689
2012 Box Van	500	2,135	1,500	(635)
2013 Van	500	406	1,500	1,094
2014 Van	500	1,533	1,500	(33)
Other - Vehicle Operations	400	449	400	(49)
<b>Total Properties</b>	<b>198,200</b>	<b>233,720</b>	<b>250,525</b>	<b>16,805</b>
<b>Capital Expenditures</b>				
Facility Refresh & Reserve	50,000	50,000	50,000	0
<b>Total Capital Expenditures</b>	<b>50,000</b>	<b>50,000</b>	<b>50,000</b>	<b>0</b>

## Supplemental Schedule of General Fund Expenses

### 2025 Budget/Actual and 2026 Budget

<u>Ministry Expenses</u>	2025 Budget	2025 Actual	2026 Budget	Change from 2025 Actual
<b>International Missions</b>				
Langham Partnership	6,000	6,000	5,775	(225)
Missionary - Cross (Northside)	7,500	7,500	4,775	(2,725)
Missionary - Friesen (Twelve12Hope)	9,000	9,000	7,275	(1,725)
Missionary - Hirt (Wycliffe)	7,500	8,800	11,775	2,975
Missionary - Misra/Visser (YWAM-TX)	7,500	7,500	9,775	2,275
Missionary - Noren (ECC)	3,600	4,800	4,575	(225)
Satya Maharjan	3,000	3,000	4,775	1,775
Mitchell Strawser	2,000	2,000	2,775	775
Short Term Missions	2,600	0	0	0
Other - International Missions	300	475	0	(475)
<b>Total International Missions</b>	<b>49,000</b>	<b>49,075</b>	<b>51,500</b>	<b>2,425</b>
<b>Love Mercy Do Justice</b>				
LMDJ Programming	500	0	0	0
International Justice Mission	500	500	500	0
The Hope Project	500	500	0	(500)
Degage	2,000	2,000	2,000	0
Family Promise	3,000	3,000	3,000	0
Summer Serve Program	16,000	12,719	14,000	1,281
Servants Center	2,000	2,000	2,000	0
ICCF Community Homes	1,500	1,500	4,000	2,500
Emergent Needs	1,000	750	1,000	250
Other - Love Mercy Do Justice	0	500	500	0
<b>Total Love Mercy Do Justice</b>	<b>27,000</b>	<b>23,469</b>	<b>27,000</b>	<b>3,531</b>
<b>Covenant Denomination Support</b>				
ECC Denomination Support	24,500	24,500	26,500	2,000
Great Lakes Conference Support	24,500	24,500	26,500	2,000
Covenant Ability Network of Michigan	1,800	1,800	1,000	(800)
Portage Lake Covenant Bible Camp	1,800	1,800	3,600	1,800
Esperanza Covenant Church	1,800	1,800	0	(1,800)
<b>Total Covenant Denomination Support</b>	<b>54,400</b>	<b>54,400</b>	<b>57,600</b>	<b>3,200</b>

## Supplemental Schedule of General Fund Expenses

### 2025 Budget/Actual and 2026 Budget

<u>Ministry Expenses</u>	2025 Budget	2025 Actual	2026 Budget	Change from 2025 Actual
<b>Worship Arts</b>				
Volunteer Appreciation	500	264	500	236
Worship Decor	1,000	842	1,000	158
Pulpit Supply	5,000	4,775	4,000	(775)
Acccompanists	250	-	250	250
Music purchases	50	64	50	(14)
Instrument care/maintenance	1,400	93	1,000	907
Stock video	50	25	50	25
Licensing	1,400	983	1,400	417
Other	250	352	250	(102)
Worship Software	1,000	377	1,000	623
Communion supplies	500	448	500	52
Video Content Creation	1,500	16	500	484
Worship fun/kids/special	900	1,164	1,200	36
<b>Total Worship Arts</b>	<b>13,800</b>	<b>9,403</b>	<b>11,700</b>	<b>2,297</b>
<b>Student Ministry</b>				
MS Ignite (previously Huddle)	1,000	755	1,000	245
MS Refuel (previously JAM)	1,800	1,356	1,800	444
MS Retreats	1,000	1,687	2,000	313
MS Events	1,200	1,124	1,200	76
MS Summer Programming	300	64	300	236
MS Volunteers	400	170	400	230
MS Connection and Care	150	192	150	(42)
MS Training	0	20	0	(20)
MS Mission Trip	500	727	1,000	273
MS Other	0	301	0	(301)
HS Huddle	1,600	1,054	1,600	546
HS ReFuel	500	55	500	445
HS Retreat	2,000	3,395	4,000	605
HS Student Leader Team	250	158	250	92
HS Events	4,000	4,587	6,000	1,413
HS Summer Trips	2,000	4,818	4,200	(618)
HS Summer Programming	750	89	750	661
HS Conference (Unite/CHIC)	1,000	0	1,500	1,500
HS Volunteers	2,000	2,008	2,500	492
HS Connection and Care	550	146	0	(146)
HS Curriculum	500	329	500	171
HS Mission Trip	1,200	0	0	-
HS Other	500	745	500	(245)
<b>Total Student Ministry</b>	<b>23,200</b>	<b>23,780</b>	<b>30,150</b>	<b>6,370</b>

## Supplemental Schedule of General Fund Expenses

### 2025 Budget/Actual and 2026 Budget

<u>Ministry Expenses</u>	2025 Budget	2025 Actual	2026 Budget	Change from 2025 Actual
<b>Children's Ministry</b>				
Sunday School (Kingdom Kids)	1,000	967	1,000	33
3rd-5th Graders (Trailblazers)	2,000	3,511	4,000	489
Trailblazers Retreat	0	0	2,000	2,000
Summer Camps (VBS)	3,000	3,675	3,500	(175)
TCM Supplies	500	198	500	302
Nursery	150	0	150	150
Family Ministry	1,500	1,453	2,000	547
Volunteer Appreciation	800	861	1,500	639
Other - Children's Ministry	150	421	300	(121)
<b>Total Children's Ministry</b>	<b>9,100</b>	<b>11,086</b>	<b>14,950</b>	<b>3,864</b>
<b>Adult Ministry</b>				
Outreach	2,000	312	500	188
Adult Formation	5,860	7,158	5,000	(2,158)
Congregational Care	5,200	4,488	5,200	712
Congratulations & Condolences	2,000	1,725	4,000	2,275
Men's Ministry	250	-40	200	240
Women's Ministry	250	-126	200	326
College Students	1,200	41	1,000	959
Connections	1,000	1,831	1,200	(631)
Hospitality/Fellowship	3,000	1,851	3,000	1,149
Funerals	300	335	400	65
Marriage Ministry	500	30	500	470
Small Groups	500	0	250	250
Other - Adult Ministries	0	257	250	(7)
Kitchen	7,000	7,175	6,000	(1,175)
Community Center Equipment	1,000	1,071	1,000	(71)
<b>Total Adult Ministry</b>	<b>30,060</b>	<b>26,108</b>	<b>28,700</b>	<b>2,592</b>
<b>Total Expenses</b>	<b>\$1,283,243</b>	<b>\$1,247,119</b>	<b>\$1,354,294</b>	<b>\$107,175</b>



DECEMBER 2025

***Dear Covenant Family***

**It is a joy to bring you greetings from Covenant Offices and to share some ministry highlights from this past year.** I continue to be grateful for the ways you welcome me into your congregations and the many moments when the Holy Spirit has shown up in surprising and powerful ways. What a gift to still be amazed by God in our midst.

Almost a year ago I shared a vision statement for the Evangelical Covenant Church: Living into the kingdom of God through the prayerful, intergenerational, multiethnic, growing movement of churches served by women and men striving to follow in the way of Jesus by loving others as Jesus loves us. I believe this continues to reflect both who we are and who God is shaping us to become.

Last spring I had the privilege of joining several conference annual meetings. Gathering with pastors, lay leaders, and congregations is one of my favorite aspects of this role. It is powerful to hear stories and testimonies of how God is moving in your communities. I always walk away encouraged by the conversations, questions, and shared spiritual imagination for the mission God has given us.

This summer we celebrated our global Covenant family and our 140th anniversary at Gather 2025. What a beautiful expression of the kingdom of God here on earth, and what an honor to host our sister Covenant church presidents from across the world. If you missed any of the celebration, I encourage you to visit our YouTube channel to watch the worship sessions—you might even catch me dancing!

In this season of Advent, I am deeply aware of how the church continues to respond faithfully to the increasing needs around us. The words of Jesus remain our guide as we love our neighbors, care for those on the margins, and bear witness to the hope of the gospel. **In times like these, I'm reminded of these words from Isaiah: "Arise, shine, for your light has come, and the glory of the Lord rises upon you" (60:1). May we live into that calling as God's people.**

My prayer is that we continue to see the world with the heart of Jesus and a kingdom-of-God perspective—choosing compassion over division and faithfulness over fear. May we be light in the darkness, hope for the weary, and a tangible reminder of God's presence in every community we serve.

*For God's glory and neighbor's good,*

A handwritten signature in blue ink that reads "Tammy Swanson-Draheim".

Tammy Swanson-Draheim, PRESIDENT, EVANGELICAL COVENANT CHURCH



21840 WEST NINE MILE RD.  
SOUTHFIELD, MI 48075  
248.595.8098  
INFO@GREATLAKES.CC  
WWW.GREATLAKES.CC

Dear Fellow Servants of Christ,

As you gather for your congregation's Annual Meeting it is a privilege to greet you on behalf of the 74 churches in the eight states that make up the Great Lakes Conference of Covenant Churches. I join the Apostle Paul in saying to you, "Grace and peace to you from God our Father and the Lord Jesus Christ."

I am grateful for your church's work to serve people in your community, lead people to Jesus, help people grow deep in their relationship with God, equip people for service in Jesus' name and support regional and global missions. I am also grateful for your church's contributions to the Great Lakes Conference and the larger Evangelical Covenant Church so that together – in a three strand strong partnership – we may continue to see more disciples among more populations in a more caring and just world.

During the past year, our partnership enabled us to plant "New Evangel Covenant Church" in Detroit MI, and to continue our support and coaching of the young churches we have planted in recent years, among them "New Wine" in Mason, MI, "Life Church Riverside" in Detroit, "Life Transformation" in Columbus, OH, and "Mosaic" in Grand Rapids, MI. Our partnership enabled us to provide missional vitality coaching, evangelism training, and leadership development workshops to pastors and lay leaders to help their churches sustain or regain missional traction. It enabled us to support new pastors in the credentialing process and care for pastors who experienced acute financial or emotional distress so they could remain healthy and whole in ministry. And it enabled us to help churches navigate serious conflict, prepare churches for pastoral transitions and coach churches through pastoral search processes to find their next pastor. Finally, because of the good work we do together, we received two new churches into full membership in the Conference and the ECC: Life Church Auburn Hills, in Auburn Hills, MI, and Healing Covenant Church in Paducah, KY. It was a good year of ministry together.

As we enter the new year may your church experience the grace of Jesus in your life together, the wisdom of God as you seek his guidance, and the power of the Spirit to fulfill your Kingdom calling. May God bless you richly as you serve together in Jesus' name.

Gratefully, and on behalf of our Conference Board and Staff,

Garth McGrath