

HOPE COVENANT

ANNUAL REPORT

2025



HOPECOVENANT.ORG



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AVERAGE ATTENDANCE

AVERAGE ATTENDANCE, 2018:	140
AVERAGE ATTENDANCE, 2019:	152
AVERAGE ATTENDANCE, 2020, PRE COVID (JAN.- MAR.):	164
AVERAGE ONLINE DEVICES, (MAR. 22- AUG. 9):	317 devices
AVERAGE ONLINE DEVICES, (AUG. 16- DEC. 20):	176 devices
AVERAGE ATTENDANCE, COVID IN-HOUSE WORSHIP:	67
AVERAGE ATTENDANCE, 2021:	104
AVERAGE ONLINE ATTENDANCE, 2021:	159 devices
AVERAGE ATTENDANCE, 2022:	137
AVERAGE ONLINE ATTENDANCE, 2022:	122 devices
AVERAGE ATTENDANCE, 2023 (excluding 12/24/23):	173
AVERAGE ONLINE ATTENDANCE, 2023:	121 devices
AVERAGE ATTENDANCE, 2024:	186
AVERAGE ONLINE VIEWS, 2024:	65
AVERAGE ATTENDANCE, 2025:	207
AVERAGE ONLINE VIEWS, 2025:	65

2025 HOPE COVENANT LEADERSHIP

LEADERSHIP TEAM

ELIGIBLE FOR 2 TERMS (T)
TERMS (T) ARE 3 YEARS (Y) ENDING DEC. 31ST

POSITION		TERM ENDS
Church Chair	Keith Krueger	DECEMBER 31ST 2027 (T2, Y1)
Vice Chair	Renae Sterneke	2027 (T1, Y1)
Secretary	Nicole Cook	2026 (T2, Y2)
Treasurer	Roger Eriksson	2027 (T2, Y1)
Member at large	Suzanne Isakson	2027 (T1, Y1)
Member at large	Phil Godding	2025 (T2, Y3)
SLT Chair	Barb Scheevel	SEPT. 2025
	Mike Jurens	SEPT. 2026

MINISTRY CHAIRS

* INDICATES MID YEAR CHANGE

POSITION

Welcome Team	*Nancy Sundheim/ Nick Lommel
Financial Secretary	Glenn Scuteri
Hospitality Team	*Joshua Phifer/ Adam Couzens
Men's Ministry	Keith Krueger
Missions Team	Linda Nelson
People to People	Donna Thomas
Properties Team	Gary Noble
Stewardship Team	Roger Eriksson
Women's Ministry	Linda Duneman

2025 HOPE COVENANT LEADERSHIP

STAFF

Lead Pastor

Brian Zahasky

Director of Children & Families

Maria Zahasky

Director of Worship & Technology

Abbey Ness

Administrative Coordinator

Mischa Henry

Director of Youth & Young Adults

Hunter Melton- Resigned July 2025

Director of Youth & Families

Olivia March- Began June 2025

SPIRITUAL LIFE TEAM

(FORMALLY CALLED SPIRITUAL CARE TEAM, FORMERLY CALLED ELDERS)

Barb Scheevel, Chair term expired 9/25

Michael Jurrens, Chair 9/25- present

Coleman Henry, term expired 9/25, replaced by Scott Bjorklund

Jenna Noble, term expired 9/25, replaced by Sharon Scuteri

Suzanne Isakson

Cindy Owen

Keith Olson

EVANGELICAL COVENANT CHURCH PRESIDENT'S LETTER



ECC PRESIDENT
Tammy Swanson



December 30, 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,

Tammy Swanson-Draheim
President, Evangelical Covenant Church

NORTHWEST CONFERENCE SUPERINTENDENT'S LETTER



NWC SUPERINTENDENT
Kara Stromberg

December 2025

Dear Northwest Conference Churches,

Grace and peace to you in the name of Christ, Emmanuel, God with us! With deep gratitude, I look back on this past year with a renewed awareness of God's faithfulness. As Lamentations 3:22-23 reminds us: *"Because of the Lord's great love we are not consumed, for his compassions never fail. They are new every morning; great is your faithfulness."*

Thank you, churches, for your prayers, generosity, and trust as we steward the mission together. Thank you for responding in faithfulness as you serve Christ and your communities in so many seen and unseen ways.

I see encouraging fruit and growth across the ministries of our Conference. Young people grew closer to Christ through strong children, youth and family ministries in local churches, camps and conference-wide initiatives. We began conversations with potential church planting projects, walked alongside numerous churches facing pastoral transitions, hosted an Exploring Call Retreat with 30 participants, and continued dreaming and praying about how to further develop the leadership pipeline for future pastoral leaders. Together, we have been praying Luke 10:2—that the Lord of the harvest would raise up more workers to serve the Church.

In celebration of 140 years of ministry in the Northwest Conference, our Executive Board distributed \$140,000 in grants to stimulate missional ministry within Northwest Conference churches. We also celebrated our fourth year of offering the Rural Impact Leadership Conference, resourcing pastors and leaders serving in rural and small-town communities.

I am deeply grateful to be part of the Evangelical Covenant Church and the Northwest Conference. We truly are better together. My prayer for the coming year is that we would lean fully into what God has for us— developing leaders, nurturing thriving churches, and moving forward in God's mission. I invite you to prayerfully consider how you can continue to support the mission of the Northwest Conference, which exists to strengthen the local church and its leaders for mission. Your support and partnership enable us to start and strengthen churches, invest in the next generation and develop missional leaders. On behalf of our staff and Executive Board, we are deeply grateful for your partnership.

With joy and gratitude,

A handwritten signature in black ink that reads "Kara J. Stromberg". The signature is fluid and cursive.

Kara J. Stromberg
Superintendent

a region of the evangelical covenant church + northwestconference.org + info@northwestconference.org

LAKE BEAUTY BIBLE CAMP DIRECTOR'S LETTER



LBBC EXECUTIVE DIRECTOR
Phil Tolbert



Mission Friends,

It has always been my desire to serve God in whatever ways He makes possible. Seven years ago, when Brian Alnes, then the Executive Director of Lake Beauty, approached me about becoming Program Director, I was reluctant to step away from my youth pastor role. Yet through prayer, I sensed the Lord leading my family and me back into camping ministry. What followed were four unforgettable years, some of the most stretching, joy-filled, and faith-shaping years of my life. From the daily rhythms of raising a young family while serving hundreds of youth and families, to navigating the complexities of a global shutdown, to facing the sudden and heartbreaking loss of Brian, I learned to trust God's provision in deeper ways than ever before. That trust eventually led me into another season of uncharted waters: accepting the call to serve as Lake Beauty's Executive Director.

These past three years in that role have brought immense personal and professional growth. It has been a humbling gift to continue the legacy of those who built and nurtured this place long before me, and to serve the churches, youth, and families who affectionately call Lake Beauty their "second home." I've learned new rhythms of leadership, embraced challenges that helped me grow, and treasured countless moments like walking the grounds during Family Camp, washing dishes alongside summer staff, singing silly songs before chapel, and listening closely as campers discovered God's purpose for their lives. I've walked with many through both heartbreak and hope, and I've been continually reminded of the goodness and power of the God we serve.

Throughout my time here, I've tried to keep my hands open, willing to say, like Isaiah, "Here I am, Lord, send me." And now, after much prayer and discernment, my family and I believe God is sending us into a new chapter, serving campers and staff in Oklahoma. I have informed the Board of my intent to resign as Executive Director at the end of the year. This decision was not made lightly. It does not come from a lack of love for Lake Beauty, its mission, its people, or the work I've been privileged to do.

I am profoundly grateful for the years we've shared, the ministry we've built together, the memories formed, and the countless ways God has moved in this place. Lake Beauty will always hold a special place in my heart. As we step forward in obedience to God's leading, my prayer is that Lake Beauty continues to flourish as a place set apart where lives are transformed by the love of Christ.

Phil Tolbert, Executive Director

PASTOR'S REPORT

But we preach Christ crucified: a stumbling block to Jews and foolishness to Gentiles, but to those whom God has called, both Jews and Greeks, Christ the power of God and the wisdom of God. For the foolishness of God is wiser than human wisdom, and the weakness of God is stronger than human strength. 1 Corinthians 1:23-25

This fall (2025), we have been working our way through Paul's first—technically his second—letter to the church in Corinth. These early Christian communities, likely small house churches, were made up of a diverse group of people from different social and economic backgrounds, all trying to figure out how to follow Jesus in a cosmopolitan world. In a culture that prized power, intellect, and status, Paul invites the church to put on a new pair of lenses—ones designed to reshape how we see ourselves, one another, and the world around us. I can think of no lens more powerful or challenging than that of the cross. When my life is held up to its light, I am continually confronted with the ways I have absorbed the world's patterns of self-promotion and aggrandizement. May we be a church that keeps returning to the upside-down wisdom of the cross, allowing it to reshape our lives and teach us anew what it means to love our neighbors well.



In 2025 we (Staff and Leadership Team) focused on the following areas:

- 1. Gathering Well through worship, small groups, community events, and Sunday morning.
- 2. Grow deeper through formation hour small groups, weekly Bible studies, Discipleship Collective, confirmation, children and youth ministry gatherings.
- 3. Going further through serve events, local outreach, expanding the number of supporting missionaries.

Rather than pointing to one specific story, what comes to mind is a pattern—a kind of story that repeated itself again and again this past year. I can recall countless moments when the people of Hope willingly chose inconvenience so that someone else might be blessed. I think of the many times people went the extra mile to offer genuine Christian hospitality and service, with no expectation of return. I also think of the moments when members of this community refused to let others slip through the cracks, instead pursuing them with a patient, Christlike love. It is deeply humbling to be part of a church that is intentionally seeking to live into the upside-down way of the

PASTOR'S REPORT

Big "Wins" of 2025 were:

1. Successful and healthy transition from Hunter Melton to Olivia March as our director of youth and family. Transitioning Hunter into a volunteer role supporting our young adults.
2. Addition of a second Easter and Christmas Service.
3. The baptism of three adults in August.
4. Creation of a new staff position and the hiring of Jimmy Gotta as our Pastor of Formation.
5. Expansion and growth of People to People (food giveaways), missions (new mission partners), Bible studies, and Formation Hour (small groups).
6. Development of the Ministry Team Cohort: A development experience designed to encourage and support our ministry team leaders.
7. The effectiveness of the Partner Care Team and the improved ability of the Hope Care Team to meet the needs of people here at Hope and beyond.
8. The concentrated effort to grow in our capacity to pray as a church through a combined initiative between the Spiritual Life Team, Missions Team and Leadership Team. (Example: Prayer night)
9. Finishing the fiscal year with giving 103% of budget.
10. Welcoming many new people to the family over the course of the year!

2026 goals include:

- **Go:** Explore next steps for a growing church with an eye towards reaching new people with the good news of Jesus.
- **Grow:** Cultivating safe spaces for conversation on important matters of faith and life, especially when we don't all agree.
- **Gather:** Continue to foster gatherings of Hope people outside of Sunday morning through small groups, table fellowship, service opportunities, and more.

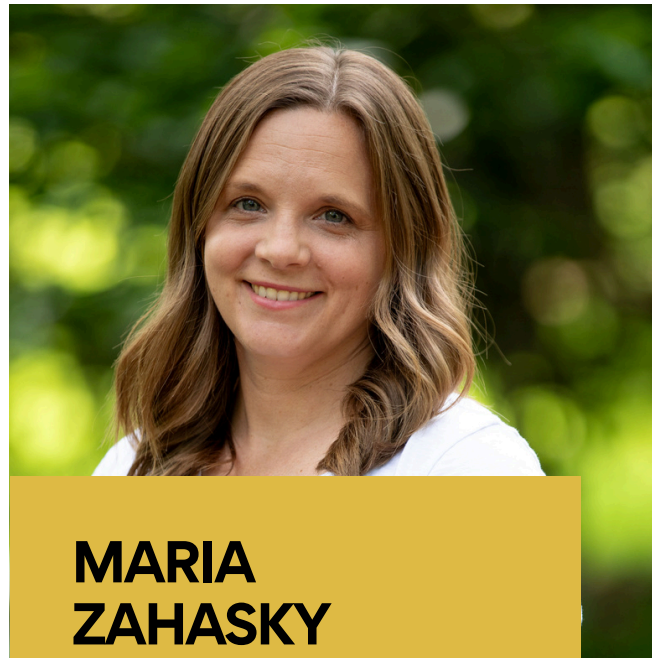


CHILDREN'S MINISTRY



A few weeks ago I had the opportunity to walk down the HCK hall during Sunday morning Huddles. I was filled

with gratitude and thankfulness for the work that God was doing in each room. Children were engaged and learning. Leaders were on the floor telling Bible stories, building puzzles and singing songs. Elementary kids were using teamwork to accomplish a task. One leader was sitting off to the side, next to a child who wasn't quite sure about participating, offering a gentle presence and care. Crafts were made, games were played, prayers and discussions were happening, and kids were learning God's word and growing in their relationships with Him.



**MARIA
ZAHASKY**

**Director of Children &
Families**

THE STRENGTH OF OUR HCK VOLUNTEER TEAM HAS BEEN THE HIGHLIGHT OF 2025!

- Volunteer recruitment was once again a theme for this past year. HCK has been in a steady recruitment phase for the past year and half. With the transition from 2 HCK staff members to 1 in the summer of 2024 due to Kathy's retirement, in addition to experiencing growth in HCK attendance, we've lived in a steady phase of recruitment. We added 8 new volunteers to our team this fall and ended the year in a strong place with a great team of 45 volunteers who work in HCK classrooms at least once a month across both the formation hour and worship hour.
- HCK (Hope Covenant Kids) & HCY (Hope Covenant Youth) were able to work together to plan and implement a combined leader training event in August. This combined training gave us the opportunity to cast vision, set shared goals for the year, and to make sure all volunteers are up to date on safety training. Following the large group training session, we were able to break up into age-specific ministry groups for additional training that set us up for a great start to our school year in September.
- Our volunteers have done a tremendous job this past year of welcoming and including all of the children who walk through our doors each week. They have grown in their ability to meet each child where they are at, have been intentional in creating a warm community in each classroom, and have helped our children learn to follow Jesus through their teaching, their actions, and the way they care so well for each child.

GOALS FOR 2026:

1. Continue to develop and evaluate summer programming to make sure we are using our time and resources in the best way possible to meet the needs of our children and families.
2. Develop intentional opportunities for children to learn and grow in their faith in intergenerational spaces.
3. Continue to develop our HCK curriculum and teaching so that it finds a strong balance between helping kids grow and develop in their faith, while also being a space that is welcoming and accessible to children and families who are new to church and are curious to learn more.

YOUTH MINISTRY



HOPE COV YOUTH

Wednesday Night Team Members: Jesse Hedy, Scott Bjorklund, Connor Judd, Dana Wilcox, Mike Jurrens, Gary Noble, Dannika George, Joanna Rogness, Marit Engevik, Shelly Wallman, Jess Rowen

Formation Hour Team Members: Adam Couzens, Connor Judd, Cody Pratt, Abbey Ness

WINS FROM 2025

- God meeting students exactly where they are on the summer adventure trip to the Boundary Waters and at fall fling!
- Monthly service projects!
- Students bringing friends to HCY!
- New Volunteer Leaders! Dana W. works with the Wednesday night 9th & 10th grade Boys Small Group & Adam C. with Sunday Middle School Formation Hour. They both jumped right in to become a part of a strong core volunteer team!



Watching students discover who Jesus is, diving into Scripture, praying boldly, and living out their faith throughout 2025 has been incredible. Students aren't just learning about Jesus; they are responding to Him, stepping into their faith, and impacting the world around them. I'm excited to see how God continues to move through students in 2026, because they aren't just the future of the Church but they are the Church right now.
—Olivia



OLIVIA MARCH

Director of Youth & Families

DREAMS FOR 2026

- A successful High School Summer Trip at Trout Lake Camps focused on developing life skills, ministry skills, and exploring how faith can integrate into everyday life!
- More opportunities for students to be in Awe of God! Studies show that when experiencing the emotion "awe," stress is reduced, resilience is produced, and belonging is cultivated!
- More connections between students and the adults in this church! Studies show that students who have 5 or more connections with adults in the church are more likely to have a lasting faith beyond high school!



WORSHIP & TECHNOLOGY

Team Members: Erin Anderson, Landon Anderson, Morgan Bement, Caleb Brown, Marit Engevik, John Farrell, Dannika George, Jesse Hedy, Coleman Henry, Suzanne Isakson, Chudier Jak, Creedence Jurrens, Tyler Krueger, Lowell Larson, Anjou Marietta Ndayiragije, Mike Moore, Bev Mowe, Blake Ness, Elijah Noble, Gary Noble, Reagan Noble, Cody Pratt, Emily Pratt, Renae Sternke, Maya Strand, Brianna Tomsche, Henry Wagenius, Tim Watkins, Ben Zahasky, Drew Zahasky, Jonah Zahasky.



ABBEY NESS

Director of Worship & Technology

WINS FROM 2025:

- We've done a lot of work cultivating team chemistry, and have seen the fruit of that work in the way that we play music together.
- Our team members are passionate, dedicated, and so willing to show up every Sunday to serve their church family.
- Tech UPDATE! We invested in a big technology inventory and update this year so that we can continue to keep our equipment in the best shape possible, and support longevity in our ministry.

We've received so many stories throughout the year of the blessing that worship has been to the church family. Music speaks to people in a really special way, and we're so thankful that we're seeing the fruit of that. -Abbey

GOALS FOR 2026

- To focus in on team development this year, particularly working on musicianship and hard skills.
- Inviting more diversity into our worship on Sundays, and in the ways we worship daily.



SPIRITUAL LIFE TEAM

Chair: Mike Jurrens

Team Members: Keith Olson, Sharon Scuteri, Barb Scheevel, Scott Bjorklund, Cindy Owen

WINS FROM 2024

- Significant increases in prayer requests when serving with People 2 People
- Prayer Room Visibility following the service
- Come to the Table Prayer Event (Combined effort with other teams)

GOALS FOR 2026

- Personal and Corporate Spiritual Growth
- Prayer Room Visibility
- Building Community

A STORY TO SHARE: God asks of our gift, whether large or small, when we don't expect it sometimes. Mike was at People 2 People just minding the prayer table when 2 women from west Africa came up. Functional English wasn't working well, but Mike heard some French being spoken between the two. He explained in French



what the table was for and if they had any prayer requests. They wrote some down in their own language, and didn't feel as much pressure to talk to God in a prescribed way or language that was chosen by others. Mike and the two women were not expecting that that interaction could happen at that place and time, but God's orchestration allowed the possibility of that happening. And both parties leaned into the opportunity. What a gift!

THE SPIRITUAL LIFE TEAM PRAYS FOR YOU AFTER EACH SERVICE

DID YOU KNOW?

- **How to submit a prayer request:**
 - Option 1: Scan a seatback to submit a private prayer request, receive prayer right after the service or add to the Prayer Vine.
 - Option 2: Fill out a golden Prayer Request Slip located in the Welcome Center to receive prayer right after the service.
- Prayer requests can also be submitted on our homepage: hopecovenant.org!
- **Who is on the Spiritual Life Team (SLT)?**
 - Mike Jurrens (chair), Barb Scheevel, Scott Bjorklund, Sharon Scuteri, Cindy Owen, Keith Olson.

Chair: Keith Krueger

Team Members: Phil Godding, Ed Isakson, Bob Koubsky, Shaun Westrup, Gary Noble, Adam Couzens, Keith Krueger, Rich Nieminen

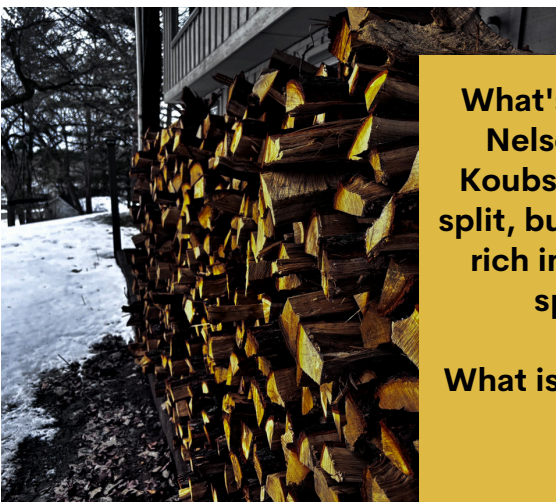
WINS FROM 2025: with

- Men's Retreat. Specifically the four work projects of building a picnic table, digging holes for the new zip line, landscaping around a nine square and taking an old fence down. It is hard to reproduce the camaraderie and sense of belonging that come from working together.
- Meals together:
 - Monthly Men's breakfast.
 - We had 50 men participate in a steak dinner outside, standing around grills and chatting about life.
 - We had 45 men inside eating pheasant, chili, venison, and fellowshiping. It is hard to reproduce the guy talk that accompanies a good meal.
- Men's Bible study every Wednesday, three different sessions to accommodate different schedules, well attended by about 45 men and led by Pastor Brian, which follow his sermons from 1 Corinthians.



GOALS FOR 2026:

My vision for the next year is to have men identify what is in their toolbox and help connect them to those needing that tool, but also fulfilling other, less identifiable needs. I want this to continue to happen spontaneously in relationship, but also stretching ourselves toward those who may not ask or feel less connected. All those men I named are happy about their wood piles, but they all know they are seen and loved through a wood splitter.



What's in your toolbox? I own a wood splitter and it has seen Tim Nelson's house, Dan Nelson's house, Dick Owen's house, Bob Koubsky's house, and Brian Zahasky's house this year. Wood was split, but what happens during the breaks is priceless. Conversation rich in depth, spirit, and vulnerability. You may not have a wood splitter, but you know how to do taxes, can change oil, or replace a toilet.

What is in your toolbox that God wants to use to bring praise to His name?

-Keith



WOMEN'S MINISTRY

Chair: Linda Duneman

Team Members: Linda Nelson, Beth Schulze, Deb Nieminen, Charissa Stevens, Mary Rieke, Cindy Koubsky, Renae Sternke (LT liaison)

MAIN FOCUS of 2025: Our team focused on coming up with more opportunities to engage with the women of our church and the community by offering new ideas, more speakers, and events that align with that focus. We were able to engage more speakers that attracted younger ladies and new women from our community. Feedback from a survey given this summer informed us we are on the right course to engage with our community more than ever.



WINS: Several events this year saw higher participation than ever before. Our Gather at the River event was especially well received, with encouraging feedback from those who attended. Plans are already underway for another retreat in 2026 at Cindy Koubsky's home. One of the biggest surprises—and greatest successes—came at our final event of the season, when a guest speaker led a watercolor painting experience. More than 60 women attended, many of whom do not attend our church. This marked the largest turnout for any of our women's events in a very long time, if not ever—praise the Lord. We are excited to continue dreaming up new and meaningful ways to reach and engage women of all ages within our church and the surrounding community.



WELCOME TEAM

Chair: Nick Lommel

Ushers:

Scott Bjorklund
Marshall Engevik
Roger Eriksson
Jeremy Forsell
Joseph LaBorde
Dave Laliberte
Jeff Schulze
Shaun Westrup
Tim Nelson
Rosie Lommel
Nick Lommel

Greeters:

Ify Ibuoka
Ed Isakson
Aslan Jurrens
Jubilee Jurrens
Cheryl Larson
Beth Moffett
Linda Nelson
Jenna Noble
Jeff Richardson
Beth Schulze
Nicole Cook
Nick Lommel

Welcome Desk:

Hannah Hutton
Tim Nelson
Ellis Scheevel
Mischa Henry

WINS from 2025:

- New people added to the team of Ushers & Greeters.
- Strategy changes for Ushers to better serve guests and attendees.
- Improved engagement with both guests and regulars.

GOALS for 2026:

- Recruit more team members.
- Plan in place for Welcome Desk team members to move into Usher and Greeter positions allowing people to use their skills more readily.
- Newcomer's Lunch revamp to allow for a more personalized experience rather than a large group.



We have a great set of people volunteering for the welcome team who truly have a desire to help guests feel comfortable, and things to be as smooth as possible for the church. I look forward to continued success with the current team, along with recruitment of others who have a huge heart for hospitality. I'm looking forward to more involvement and helping the team get even stronger.

-Nick Lommel

HOSPITALITY TEAM

WINS from 2025:

- Renovated Kitchenette adding much needed storage and full-sized fridge and icemaker.
- New, more modern Welcome Desk.
- Adding new members to the schedule/ team!

GOALS for 2026:

- Relationship building between those on the Hospitality team.
- My greatest passion is to know and be known—to be accepted, supported, and encouraged to grow.



Chair: Josh Phifer until October 2025, Adam Couzens beginning November 2025

Volunteers: Jim and Donna Thomas, Glenn and Sharon Scuteri, Dave & Mary Thorpe, Ryan & Liz Brands, Andrew & Sam Grimsley, Kris and Shelly Wallman, Matt and Sara Hebert, Steve Schirmers, Carol Ervasti, Gail Schlauderaff, Ed Isakson, Beth Krueger

MISSIONS TEAM

Chair: Linda Nelson

Team Members: Nicole Cook, Lori Engevik, Mike Jurrens, Beth and Jeff Schulze

GOALS for 2026:

- Mission Team members to continue to more intentionally pray for our missionaries and mission organizations, and encourage our congregation to do the same.
- Share Missionary Updates with the congregation through our bulletin board postings, organizing opportunities for missionaries to share on Sunday morning as well as updating the congregation through our "Moment for Mission" updates provided by our missionaries.
- Focus this year on encouraging our existing missionaries and mission organizations through more regular and intentional prayer, improved communications, and increased financial support.

WINS: The Missions Team participated in the special church prayer event this past year, encouraging the congregation to pray for every missionary. The prayers written down were either sent via paper or electronically to our missionaries, and they were very well received and were grateful for these prayers from Hope.

The Missions Team hosted lunches for and encouraged the congregation to connect with several missionaries that visited our area, including Kevin Vollrath, John Florey from InterVarsity, the McCauleys, and Madalyn Fimrite.

Attended the Global Friends (InterVarsity) picnic for foreign SCCS students.



A STORY TO SHARE: This past summer, the Nelsons hosted a few foreign students again for a picnic meal at their home, followed by an exciting boat ride, where the students were introduced to tubing on the Mississippi River where fun and laughter were had by all. It was a great time to connect with and show the love of Jesus through the simple act of boating.

PROPERTIES TEAM

Chair: Gary Noble

Team Members: Ed Isakson, Glenn Scuteri, Keith Krueger, Andrew Grimsley, Mischa Henry

The amazing thing about the Properties Team is that everyone has varied skills, and if there is a need, we always have someone step up or know someone who can get the work done.



WINS:

- Updated Choir Room with new carpet, abated asbestos tile, and new paint.
- Clean up day had 30+ people attend! Strongest participation we've seen in a long time.
- No leaks around the elevator shaft!

GOALS:

Gary: Less boiler maintenance, add more outdoor cameras for security purposes, raise the streaming camera off the floor to allow for greater aisle access, and additional seating in the sanctuary.

Andrew (Andrew will be taking on outdoor lawn care services.): Engage 6-10 new volunteers, helping at least 2 people feel more connected to the Hope Community & create a solid plan for monthly outdoor care. Set up in a way that it can continue on in the future.



PEOPLE TO PEOPLE MINISTRY

Chair: Donna Thomas

Team Members:

Cheryl Larson, Jeff Richardson, Sharon Scuteri, Keith Krueger, Mary Jo Wager, Bernie Wager, Melissa Olson, Paul Olson, Gail Schlauderaff, Penny Goetz, Rosie Lommel, Nick Lommel



MINISTRY BLESSINGS FROM 2025: God blessed us with a sweet time of fellowship with our neighbors while enjoying coffee and muffins in the sanctuary as they waited for our giveaways to start. Many folks arrived two hours before the event. Some of our neighbors joined us in setting up. Getting to know our neighbors in addition to serving them has been a priority for our team. We are thankful that they feel safe and welcome in our space. We praise God for this!

GOALS FOR 2026:

I feel impressed by the Lord for our team to focus on obedience in the coming year. We endeavor to listen to His voice and respond to His direction. While remaining open, we plan to stay the course He has given us: to provide fresh produce and pantry items to food-insecure families while welcoming our neighbors with love and acceptance.

A STORY TO SHARE: The fruits of the Spirit grow sweeter as our team serves together in unity. The level of faithfulness in all our members sustains this ministry in powerful ways. The joy of serving is evident and love for our neighbor is overflowing. We are becoming more patient with our neighbors who are different than us. We are at peace with the execution of each event, knowing that God will provide.





STEWARDSHIP TEAM

Chair: Roger Eriksson

Team Members:

Glenn Scuteri, Jim Thomas, Lowell Larson



WINS FROM 2025:

- The giving for Hope finished very strongly for 2025. We ended up exceeding our budget by 3% and the prior year amount by 5%!
- In the fall of 2025, we led a Formation Hour training on Generosity that was very well received. These resources are still available through our Discipleship Collective Stewardship Pathway!

GOALS FOR 2026:

- Our budgeted giving needs to increase by 14% to hit our forecast expenses.
- The Discipleship Collective continues to be well-received and we will continue to refresh information within the Stewardship portion of the collective.
- The Stewardship Team continues to make ourselves available to answer any questions on financial planning or tax ideas. We are also continuing to prepare tax returns for any congregants free of charge.



**SIGN UP FOR YOUR TAX
PREP APPOINTMENT BY
SCANNING THE QR CODE**

In addition to the generous general giving from the Hope congregants, we have also had significant giving over and above the regular giving. Our Benevolent Fund giving exceeded \$6,000 and we also gave in excess of \$3555 dollars in gift cards towards Anna Marie Alliance at Christmas time. These gifts directly benefit those in need in the St. Cloud community.

HOPE COVENANT CHURCH

Profit & Loss Budget Performance

December 2025

	<u>Jan - Dec 25</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>
Ordinary Income/Expense				
Income				
General Offerings	447,834	435,000	12,834	435,000
Interest	2,822	2,000	822	2,000
Other Income	2,440			
Total Income	<u>453,096</u>	<u>437,000</u>	<u>16,096</u>	<u>437,000</u>
Gross Profit	453,096	437,000	16,096	437,000
Expense				
1) Adult Ministries	4,761	5,200	-439	5,200
2) Children's Ministries	4,917	6,850	-1,933	6,850
3) Youth Ministry	8,375	7,600	775	7,600
4) Missions	20,837	21,600	-763	21,600
5) Outreach Ministries	2,304	3,050	-746	3,050
6) Hospitality Ministry	3,576	2,800	776	2,800
7) Worship & Music Ministry	11,537	11,500	37	11,500
Administration	12,796	13,180	-384	13,180
Evangelical Covenant Church	17,599	17,622	-23	17,622
Property	101,672	95,900	5,772	95,900
Salaries & Benefits	257,176	251,698	5,478	251,698
Total Expense	<u>445,552</u>	<u>437,000</u>	<u>8,552</u>	<u>437,000</u>
Net Ordinary Income	<u>7,545</u>	<u>0</u>	<u>7,545</u>	<u>0</u>
Net Income	<u>7,545</u>	<u>0</u>	<u>7,545</u>	<u>0</u>

Key takeaways:

- December was an incredible month! We blew away our monthly goal and exceeded our full year goal by 3%! For the month of December, we averaged \$13,695 per week vs a weekly goal of \$8,365. A number of large gifts were received in December and our post 12/28 gifts were over \$10,000. Our benevolent giving was also strong with \$2,347 of giving. Our first Sunday of January was predictably small.
- December expenses were under budget by \$1,626. Properties were under budget due to lower snow plowing and utility bills. On a full year basis, our biggest single contributor to our higher expenses was boiler maintenance, with an actual expense of \$25,000 vs a budget of \$13,000

Balance Sheet:

- General fund increased to \$44,073 vs \$24,407 last month. In addition to the benevolent fund giving, college scholarships received a gift of \$2,500.

HOPE COVENANT CHURCH

Balance Sheet Prev. Year Comparison

As of December 31, 2025

Hope Covenant Church Balance Sheet Prev Year Comparison As of December 31, 2025

	<u>Dec 31, 25</u>	<u>Dec 31, 24</u>	<u>\$ Change</u>
ASSETS			
Current Assets			
Checking/Savings			
Checking	18,106	17,091	1,015
National Covenant Properties	104,279	99,096	5,182
South Sudan (NCP)	8,273	8,029	244
Total Checking/Savings	<u>130,658</u>	<u>124,217</u>	<u>6,441</u>
Total Current Assets	<u>130,658</u>	<u>124,217</u>	<u>6,441</u>
Fixed Assets	625,000	625,000	0
TOTAL ASSETS	<u><u>755,658</u></u>	<u><u>749,217</u></u>	<u><u>6,441</u></u>
LIABILITIES & EQUITY			
Liabilities	4,432	3,894	538
Equity			
Designated Funds			
Benevolent Fund	2,466	1,880	586
College Scholarship Fund	2,530	2,530	0
Facility Fund	6,283	11,933	-5,649
Make it Possible	6,421	9,178	-2,757
Memorials	1,066	401	665
Ministry Expansion Fund	47,254	47,254	0
Miscellaneous	7,860	2,590	5,270
Sudanese Designated Funds	8,273	8,029	244
Total Designated Funds	<u>82,153</u>	<u>83,795</u>	<u>-1,641</u>
Retained Earnings	661,528	650,203	11,325
Net Income	<u>7,545</u>	<u>11,325</u>	<u>-3,781</u>
Total Equity	<u>751,226</u>	<u>745,323</u>	<u>5,903</u>
TOTAL LIABILITIES & EQUITY	<u><u>755,658</u></u>	<u><u>749,217</u></u>	<u><u>6,441</u></u>

Congregational Meeting Minutes
November 23, 2025

Keith Krueger, Church Chair

Opening Prayer

Scott Bjorklund Motions to approve the September 28th Congregational Meeting Minutes. Dave Thorpe seconds. Motion passes.

Brian Zahasky, Lead Pastor

Pastoral Remarks

Pastor Brian spoke to the importance that it isn't the budget that runs the mission of our church, but our vision directs our mission and our budget. Our Vision at Hope Covenant is to be hope for the life of the world through the communal practices of "gathering, growing, and going".

Year in review to celebrate: Averaged 207 people in worship, which leads us to begin considering growing to 2nd service. Formation Hour has 7 groups each Sunday. In the Youth Ministry we are seeing that 40% of students attending are coming from outside the church, which means our students are inviting their friends. Children's Ministry averages 37 kids per week with the help of 50 total volunteers across HCK & HCY. 70 adults are gathering weekly in community groups. 80 Covenant Partners met with a member of the Covenant Partner Care Team in 2025. Pastor Brian expressed that although we do a lot at Hope Covenant, each opportunity is rooted in our church's mission and vision.

The addition of a new staff member for 2026 would not be to increase the quantity of our programs and ministries but to deepen the intentionality, health, and quality of our ministry opportunities as our church grows.

Roger Eriksson, Treasurer

Financial Report

Offerings are currently short by 1% or roughly \$4,000.

Expenses are over budget primarily because of boiler issues in the property expenses and also because of staff transitions of hiring our new youth director.

Proposed Budget

Giving trends across the last 5 years show an average increase of 5.8% each year. The 2026 Proposed Budget is 14% increase or an increase of \$64,000 to accommodate a new part-time associate pastor position.

Clarification: Worship & Music Ministry budget is decreasing by -\$1,750 from 2025 because with an associate pastor we will have less of a need for guest speakers.

Proposed Budget Questions

Gary Noble, We had to remove asbestos from the Choir Room this year. Are we budgeting for additional asbestos removal work? No, this is an old building, but as of now we have removed all the asbestos from the zones of the church that were of concern.

Glenn Scuteri, member of the Treasurer team. Glenn shared that he and Roger both have faith that we will catch up to meet the budget this year as we have done in years past. This 2026 Budget Proposal is a big increase, but it's about where we are going as a church and supporting the growth of our church in the quality of our ministries. He doesn't want our pastor and staff team to experience burnout without the support they need and that's why he supports this budget.

Ed Isakson, expressed the complement and confidence that we have "sharp" guys like Glenn & Roger caring for and managing our finances.

Congregational Meeting Minutes Continued
November 23, 2025

Keith Olsen, How many giving units do we have? Do we still have a savings account? About 100 giving units. Yes we have a money market account with 3-4% growth.

Dan Nelson, Has our giving units increased?... Our giving units have not increased but who is giving has changed over the years and giving has increased.

Lowell Larson, Asked for the proportions of giving. Glenn shared that about 10% of giving units give 40% of our budget, but we do anticipate new giving as well. Lowell commented that if we approve a 14% increase in the budget, we all do need to take to heart our own giving and each person discerns their own increase.

Nominating committee & Election of Officers

The Leadership Team has just one position to fill for 2026. Rand Olson is the Nominating committee's recommendation for the open Leadership Team position.

Proposed Roles of the Leadership Team:

Chairman - Keith Krueger

Vice Chair - Renae Sternke

Secretary - Nicole Cook

Treasurer - Roger Eriksson

At Large Members:

Rand Olson (to be voted on)

Suzanne Isakson

Spiritual Life Representative - Mike Jurrens

Pastor Brian Zahasky - Ex-officio member

Announcement of the Voting Results:

Budget passed 94% Yes

100% Leadership Team Election Passed

Brian Zahasky, Lead Pastor

By-Law Announcement

A summary of the proposed changes to Membership By-Laws are included in the supplementary documents given at this congregational meeting. The summary and the complete proposed by-law changes regarding Membership/Covenant Partnership can be viewed via the QR code and will also be shared via email.

Our congregation has 90 days to review the changes before voting on adopting these changes at the February 22, 2026 Annual Meeting.

Questions:

Gary Noble, Do you have to be baptized to be a Covenant Partner? Yes, 16 years old and baptized.

Abbey Ness, When can Covenant Partners vote? ... Covenant Partners will be able to vote after the Feb 22 Vote to adopt the change to Covenant Partners. Only Members under the current Membership system can vote to change the by-laws to move to the new Covenant Partner system.

Keith Krueger, Church Chair

Closing Prayer

Glenn Scuteri Motioned and Arlen Johnson Seconded to adjourn the meeting. Passed.

BAPTISMS-DEDICATIONS MARRIAGES-BIRTHS CONFIRMANDS-FUNERALS

Infant/ Adult Baptisms:	3
Gabriel Welchert	8/17/25
Maiya Scuteri Couzens	8/17/25
Domini Rogers	8/17/25

Infant Dedications:	0
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Marriages:	2
Ben LaBerge and Nicole Cook	11/8/25
Landon Anderson and Erin Rhonemus	4/12/25

Confirmands:	7
Brea Skajewski	5/4/25
Jessen Wilcox	5/4/25
Patrick Laliberte	5/4/25
Michael Pantuvo	5/4/25
Jerry Pantuvo	5/4/25
Elijah Phifer	5/4/25
Xander Mick, honorary, deceased	5/4/25

Funerals:	3
Greg Brown	8/15/25
Kent Dahlquist	4/21/25
Marty Toole	1/27/25

Births:	3
Doran Lux Nelson	12/5/25
Aidyn Maeve Powlish	10/18/25
Nora May Melton	4/10/25

MEMBERSHIP CHANGES

Total as of 12/31/2025- 137

TOTAL 12/31/24 **132**

New Members **+7**

Heather Jurens
Michael Jurens
Mary Thorpe
David Thorpe
Nick Lommel
Donna Thomas
Erin Anderson

Deceased, moved to Legacy Membership **-2**

Gregg Brown
Marty Toole

Transferred Membership **0**

TOTAL 12/31/25 **137**

2025 MEMBERSHIP ROLE

TOTAL AS OF 12.31.25

137

Andy Anderson	Mischa Henry	Christy McCauley	Steve Schirmers
Erin Anderson	Mark Heysse	Cheri Meyer	Wilma Jean Schwegel
Landon Anderson	Susan Heysse	Keith Meyer	Gail Schlauderaff
Darrell Armbrust	Ed Isakson	Bev Mowe	Glenn Scuteri
Kathy Armbrust	Suzanne Isakson	Dick Mowe	Sharon Scuteri
Mike Bestgen	Gatluak Jak	Daniel Nelson	Jonathan Sellnow
Maggie Bjorklund	Arlen Johnson	Linda Nelson	Nathan Sellnow
Scott Bjorklund	Julie A Johnson	Mark Nelson	Steve Sellnow
Nhial Bomach	Ken Johnson	Michelle Nelson	Renae Sternke
Gregg Brown*	Tim Johnson	Sheila Nelson	Laurie Summerland
LuAnn Brown	Heather Jurrens	Tim Nelson	Nancy Sundheim
Nicole Cook	Michael Jurrens	Debra Nieminen	Richard Sundheim
Bob Dopkins	Ruth Kaczor	Richard Nieminen	Krystin Sutherland
Sandy Dopkins	Audrey Kamphenkel	Gary Noble	Ryan Sutherland
Linda Duneman	Christa Kamphenkel	Jenna Noble	Jim Swanson
Joan Edling	Dave Kamphenkel	Mike Noble	Judy Swanson
Lori Engevik	Harold Keith	Rich Nothnagel	John Theis
Marshall Engevik	Allison Koubsky	Jake Olson	Sandra Theis
Roger Eriksson	Bob Koubsky	Jan Olson	Donna Thomas
Tracy Eriksson	Cindy Koubsky	Jessica Olson	David Thorpe
Carol Ervasti	Tom Koubsky	Keith Olson	Mary Thorpe
Roxie Fast	Beth Krueger	Rand Olson	Julie Toole
Dave Fimrite	Emily Krueger	Cindy Owen	Marty Toole*
Linda Fimrite	Jason Krueger	Richard Owen	Elizabeth (Essivi) Tsoblewu
Shelly Finch	Keith Krueger	Chol Riek	Kirsten Wagenius
Ray Fitch	Anna Krueger Chamberlain	Jeff Richardson	Reuben Wagenius
Linda Fletcher	Dave Laliberte	Mary Rieke	Bernie Wager
Jack Forsell	Kristina Laliberte	Andy Ronnei	Mary Jo Wager
Ellen Geurkink	Cheryl Larson	Elena Ronnei	Kelly Warzecha
Debbie Godding	Lowell Larson	Gail Ronning	Linnea Welander
Phil Godding	Anastacia Licari	John Ronning	Sean Welander
Penny Goetz	Jerry Lommel	Barb Scheevel	Brian Zahasky
Jesse Hedy	Nick Lommel	Ellis Scheevel	Maria Zahasky
Connie Henry	Rosie Lommel	Kristin Sellnow Schilling	Linda Ziebarth
Coleman Henry	David Machar	Pam Schirmers	

2025 COVENANT PARTNERS

BETA

Erin Anderson
Landon Anderson
Maggie Bjorklund
Scott Bjorklund
Linda Duneman
Roger Eriksson
Tracy Eriksson
Carol Ervasti
West Gary
Debbie Godding
Phil Godding
Jimmy Gotta
Nicole Gotta
Matt Hebert
Sara Hebert
Jesse Hedy
Coleman Henry
Mischa Henry
Hannah Hutton
Ed Isakson
Suzanne Isakson
Arlen Johnson
Heather Jurrens
Michael Jurrens
Ruth Kaczor

Audrey Kamphenkel
Dave Kamphenkel
Beth Krueger
Keith Krueger
Nicole LaBerge
Kristina Laliberte
Cheryl Larson
Lowell Larson
Jerry Lommel
Nick Lommel
Rosie Lommel
Eleanor Melton
Hunter Melton
Beth Moffett
Bev Mowe
Dick Mowe
Daniel Nelson
Linda Nelson
Michelle Nelson
Tim Nelson
Abbey Ness
Debra Nieminen
Richard Nieminen
Elijah Noble
Jan Olson
Keith Olson

Melissa Olson
Paul Olson
Randall Olson
Josh Phifer
Cody Pratt
Jeff Richardson
Mary Rieke
Domini Rogers
Barb Scheevel
Ellis Scheevel
Gail Schlauderaff
Beth Schulze
Jeff Schulze
Glenn Scuteri
Sharon Scuteri
Nancy Sundheim
Richard Sundheim
David Thorpe
Mary Thorpe
Kirsten Wagenius
Reuben Wagenius
Stacy Watkins
Tim Watkins
Brian Zahasky
Maria Zahasky

TOTAL AS OF 12.31.25

76