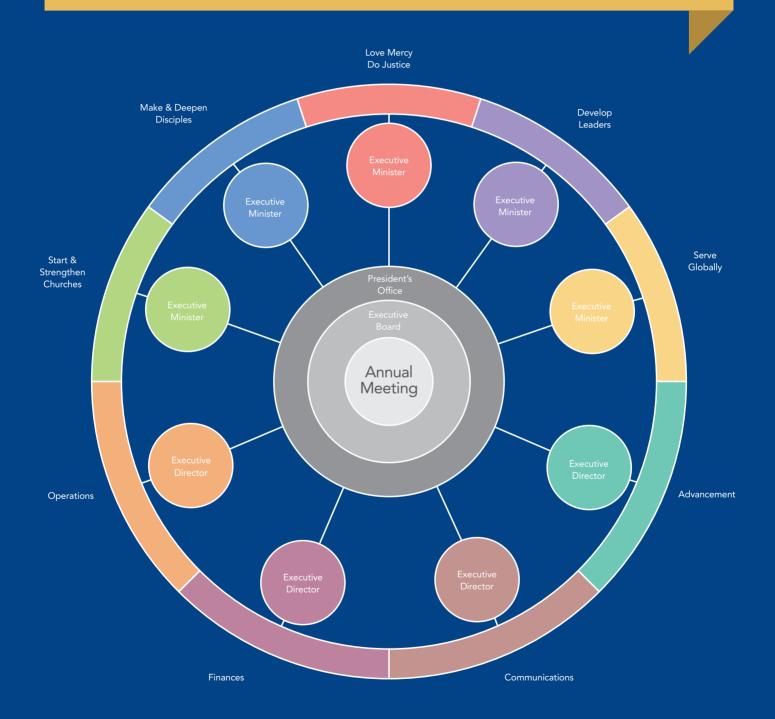






# **THIS REPORT** IS ABOUT THE REMARKABLE PARTNERSHIP WE SHARE IN CHRIST AS MEMBERS OF THE EVANGELICAL COVENANT CHURCH.



**ECC MISSION DESIGN** 



# FROM THE **PRESIDENT**

The contours of the Evangelical Covenant Church sketch us to be a partnership of some 850 congregations in the United States and Canada, serving within 11 geographic regions, with a total attendance in excess of 230,000 on any given weekend. We are a growing, multiethnic, multigenerational fellowship. We are relatively small as far as denominations go, and full of flaws, but through God's Spirit together with you this movement touches millions of real lives in real places in dozens of countries around the globe with the love and hope of Christ.

More than our contours, however, I'd like to underscore one particular trait of the ECC, namely the pervasive intent to simply be found faithful. Everywhere I go, I see this shared characteristic in ECC constituents, pastors, and leaders. At our best, each of us simply wants to be found faithful walking with God and for God.

In holding ourselves accountable, it is important to note that faithfulness is tied inextricably to doing. When the business owner in Jesus's parable says "well done" to his servants, it is an affirmation of having made a tangible difference in the assignment they were given to invest for a result (Matt. 25:21, 23). The parable does not say, "well pondered," nor "well strategized," nor "well analyzed." It says, "Well done." Faith without action is dead.

To be found faithful is not merely to be found in agreement with Jesus. As William Willimon observes, churches are full of people who agree with Jesus but whose inaction is this issue. If we say we are committed to pursuing Christ, we must be equally committed to pursuing Christ's priorities in the world.

To be found faithful, then, consists in part of this: to take action that brings a discernible result to God's interests. There is more to being found faithful, but one measure of the investment made is the difference made.

On the pages of the Covenant Mission and Ministry report, you will see the ECC in action. You will see the difference that you and other Covenanters are making around the world as together we invest in our five priorities to start and strengthen churches; make and deepen disciples; develop leaders; love mercy and do justice; and serve globally. Through these priorities, the support ministries it takes to implement them, and our affiliated ministries, this presents a snapshot of how we seek to be found faithful in fulfilling God's call.

As we together move beyond intention to action, and beyond action to greater effectiveness, my hope is that the "well done" of Jesus might await. And so, let's continue to pray together, to serve together, and to deepen the partnership we share in the simple rhythm of missional pietism: living with God and for God; going deeper in Christ and further in mission—together.

# **Gary Walter**

President





# OUR MISSION TO START & STRENGTHEN CHURCHES

W e believe the local church is God's basic strategy to carry out mission in the world. That's why we plant new churches and provide resources to strengthen existing congregations.

Start and Strengthen Churches (SSC) partners with regional conferences to provide financial resources, assessment, and training and coaching to establish healthy, missional Covenant churches. By healthy we mean pursuing Christ, and by missional we mean pursuing Christ's priorities in the world.

Specifically, we partner with our regional conferences to identify, assess, and train new church planters in order to resource and launch new congregations built to last. We also work with Develop Leaders to provide a clear pathway toward Covenant ordination. Mentoring relationships support and strengthen the ministries of our local church planters.

Our Congregational Vitality ministry works with established church leaders, both pastors and laypeople alike, to assess a church's current reality and to equip pastors and churches for strong traction into the future. Congregational Vitality has also partnered with our seminary to launch a new master's certificate in congregational vitality, which provides in-depth teaching of vitality principles to current seminary students, in-the-field pastors, and lay leaders.

SSC has many compelling stories of new church plants reaching the unchurched for Christ, and of established churches catching a fresh passion for Christ and Christ's kingdom, with renewed vision. Said a pastor in Michigan's Upper Peninsula: "Our church is learning a new language for our own vitality."

CovChurch.org/start-and-strengthen-churches

# START& STRENGTHEN CHURCHES

NEW CHURCHES PLANTED IN 2015

30%

OF ECC CONGREGATIONS ARE AMONG POPULATIONS OF COLOR OR INTENTIONALLY MULTIETHNIC

NEW CHURCHES EXPECTED TO LAUNCH IN 2016



# 450 CONGREGATIONS ON THE VITALITY PATHWAY

To date, more than 450 Covenant churches have participated in various ways with vitality resources.



# OUR MISSION TO MAKE & DEEPEN DISCIPLES

ur MDD vision is to mobilize the Covenant to become a church of "disciples who make disciples."

MDD helps Covenanters of all ages and backgrounds navigate the complete journey of faith. From knowing God's love to growing in God's love. From evanglism and spiritual life resources; to events like CHIC for high-school students and Triennial for women; to worship arts and life-stage ministries, MDD comes alongside the local church to equip and encourage all of it members in their walk with Christ.

As Covenanters, we are "people of the book." MDD is excited about helping everyone dive deeper into the word of God and strengthen that identity together. One way we're doing this is by partnering with Biblica, the translators of the NIV Bible, to launch the Covenant Community Bible Experience this fall. Through CBE, which is being launched in partnership with our eleven regional conferences, we're encouraging the entire Covenant to read and engage the complete New Testament together.

We are particularly excited about pilot evangelism cohort initiative. The model is a monthly cohort of pastors which gathers for coaching, accountability, and encouragement around seeing greater evangelistic fruit in our churches. From this pilot phase in the Great Lake Conference, multiple new cohorts throughout the ECC will be launched. Said one cohort participant in a thank-you note: "I have always had a heart for the lost, but historically it tends to be 'seasonal.' Being part of this cohort has given me a new perspective. We have seen God move so much that I wouldn't be able to get it all in a short overview."

The MDD team has discerned a theme word for this year—"Ask." We know that we cannot do this great work of disciple-making unless God empowers it. We are therefore working in a variety of ways to cultivate a spirit of prayer and confident expectation that God will answer. Please pray with us!

CovChurch.org/make-and-deepen-disciples

# MAKE & DEEPEN DISCIPLES

16,532

FIRST-TIME COMMITMENTS REPORTED BY ECC CHURCHES & MINISTRIES

2,800

WOMEN PARTICIPATED IN 18
RETREATS OFFERED IN PARTNERSHIP
WITH REGIONAL CONFERENCES
AND COVENANT CAMPS

\$56,500

WAS RAISED BY SUMMER CAMPERS TO SUPPORT CAMP ZULU DISCIPLESHIP PROGRAMS IN DR CONGO



# 5,700 CHIC STUDENTS & PARTICIPANTS

Nearly 6,000 high schoolers and participants gathered in Knoxville, Tennessee, to experience God and deepen their faith at CHIC, the ECC's triennial youth conference.



# OUR MISSION TO LOVE MERCY & DO JUSTICE

oving mercy and doing justice is simply joining God to make things right in our broken world.

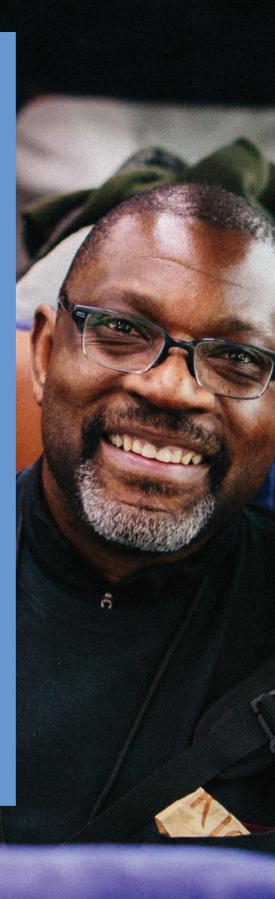
Love Mercy Do Justice (LMDJ) exists to pursue and inspire the transformation of the personal, spiritual, social, and structural dimensions of life. Last year, we provided more than \$67,000 in ministry development funds to resource local Covenant congregations in their efforts toward initiating new or strengthening existing ministries of compassion and/ or justice. LMDJ has participated in resourcing (both materially and non-materially) more than 40 new ministry initiatives, and served collaboratively to strengthen an additional 26 existing compassion and justice ministries operating within or alongside local Covenant churches.

In addition to ministry development through local congregations, LMDJ has worked with several regional conferences in the establishment of comprehensive immigrant outreach and legal service centers, designed to care holistically for the immigrants/refugees in their communities. Three legal clinics are currently in some form of implementation. LMDJ is working with three additional clinics currently in the initiation stage.

In partnership with a local Covenant church, the Central Conference, and National Covenant Properties, LMDJ has helped launch a housing project in Dolton, Illinois, with a plan for renovating, developing, and preparing homes for low-cost occupancy, as well as families for wholeness through discipleship and mentoring. LMDJ is also working with ECC partner World Impact on programs which support indigenous leader development and encourage prevention and re-entry ministries for returning citizens in conjunction with the ECC Resolution on Criminal Justice

Our theme this year is Soul Liberation—Life Transformation. We had occasion to materially support the compassion and justice work of a particular local Covenant church this past year, which resulted in sustainable ministry that dramatically affected both the stability and growth of the urban church. Says the pastor, "Our church is doing great, and this is due to the influx of many newcomers—the older members of our church are welcoming new people from our community who simply felt the need for love. Giving has increased, and it is a direct result of our service in and to the community."

CovChurch.org/love-mercy-do-justice



# LOVE MERCY DO JUSTICE

\$67,000

IN MINISTRY INITIATIVE GRANTS
PRESENTED TO COMPASSION AND
JUSTICE MINISTRIES IN 2015

20

HOMES ARE BEING RENOVATED IN DOLTON, ILLINOIS, AS A PILOT PROGRAM TO PROVIDE AFFORDABLE HOUSING IN URBAN AREAS

350

PEOPLE PARTICIPATED IN CROSS-CULTURAL EXPERIENCES THROUGH RACIAL RIGHTEOUSNESS EVENTS



# \$50,000,000 IN FREE CARE

# IN FREE CARE PROVIDED

Through Swedish Covenant Hospital, a growing network of senior housing communities, and Covenant Enabling Residences, we are able to extend the helping hand of Jesus to the sick, poor, aging, underserved, and at risk.



# OUR MISSION TO DEVELOP LEADERS

W e are committed to developing and strengthening healthy leaders, both clergy and lay, through multiple avenues. We serve our clergy by investing in their ongoing personal and professional growth and engage in development of lay leaders through focused leadership training.

Ordered Ministry, an integral part of the Develop Leaders mission priority, supports and cares for all those holding Covenant credentials. This includes those who are licensed, commissioned, consecrated, and ordained. Through a Healthy Pastor Initiative, Develop Leaders encourages and resources the flourishing of our credentialed community to live and serve increasingly as a blessing to others by focusing on healthy self-awareness, personal care, and Sabbath-based rhythms of living.

The number of active clergy credentialed through the ECC now stands at approximately 1,800. These women and men serve as lead pastors; staff pastors; missionaries; chaplains in the military, hospitals, retirement communities, hospice care, and prisons; camp staff; university and seminary faculty at many leading institutions including North Park; and various parachurch settings. Nearly 100 new people receive first-time Covenant credentials each year, and 73 are scheduled to receive permanent credentials at the ordination service this meeting. Nearly 400 of our 1,800 clergy are women. Search committee support was provided to approximately 80 call processes for local churches.

Said one 2015 ordination candidate: "I personally benefited greatly from the entire process from pursuing the ministry license to the service of ordination. The best part has been the atmosphere of feeling cared for, especially during the interviews, even while interacting with individuals who I did not know very well. The process felt very relational."

Sustaining Pastoral Excellence (SPE), one of many Develop Leaders initiatives, aims to strengthen and sustain pastors in ministry through ongoing training in the areas of preaching, teaching, pastoral care, and leadership. SPE has awarded grants to more than 60 pastors in 2015 which include awards for Sabbath retreat, Hispanic retreat, Deeper in Christ, Leadership Cohort, and a variety of other group and self-directed retreats.

CovChurch.org/develop-leaders

# DEVELOP LEADERS



**73** 

CANDIDATES WILL RECEIVE PERMANENT CREDENTIALS AT THE 2016 ANNUAL MEETING

400

WOMEN ARE AMONG THE 1,800 CREDENTIALED ECC CLERGY

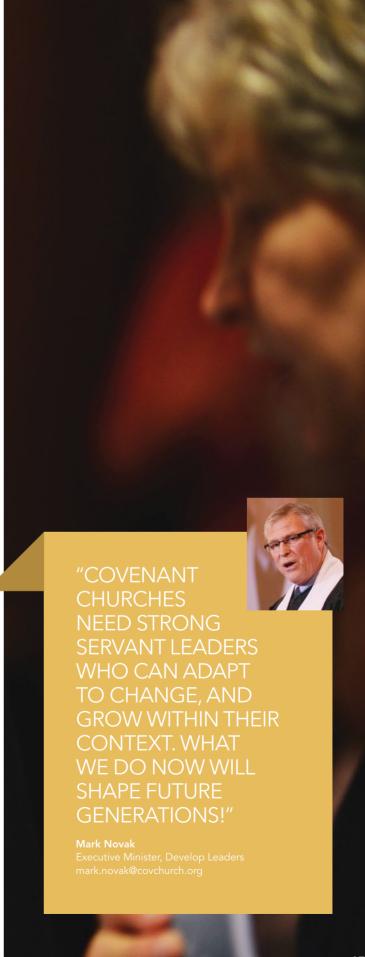
\$16,671

WAS RAISED FOR THE MINISTERS'
CRISIS FUND AT MIDWINTER'16



# \$1,000,000 TO SUPPORT DEVELOPMENT OF NEW LEADERS

As official schools of the ECC, North Park University and Theological Seminary receive an annual grant from the denomination.





e are committed to a global gospel—extending the whole gospel to the whole world. Through global partnerships and our own missionary team, we pursue all of the ECC priorities internationally—make and deepen disciples, start and strengthen churches, develop leaders, love mercy and do justice—and join the rest of the global church in engaging in God's mission.

We accomplish this around the world through the work of our missionary team, Covenant World Relief, Covenant Kids Congo, Paul Carlson Partnership, Merge mission trips, and the Center for World Christian Studies at North Park Theological Seminary.

Our missionary team is strong, with more than 100 missionaries. Between our missionary team, partnerships with other national churches, Covenant World Relief projects, and short-term mission trips our international reach this past year extended to 53 countries on five continents. More than \$1.3 million of disaster relief and community development grants were made through Covenant World Relief.

This past year, missionaries and Serve Globally team members made more than 200 local church visits as well as numerous connections at ECC camps and conferences.

Of special note is our comprehensive work in Congo, where the Covenant has served since 1937. It is our largest mission partnership. Serve Globally continues to come alongside our friends in the Covenant Church of Congo (CEUM) through our missionary team, the outreach of Covenant

Continued on page 18

# SERVE GLOBALLY

53

COUNTRIES TOUCHED BY
SERVE GLOBALLY MINISTRIES

82

COMMUNITY DEVELOPMENT AND DISASTER RESPONSE PROJECTS IN 31 COUNTRIES IN THE PAST YEAR THROUGH COVENANT WORLD RELIEF

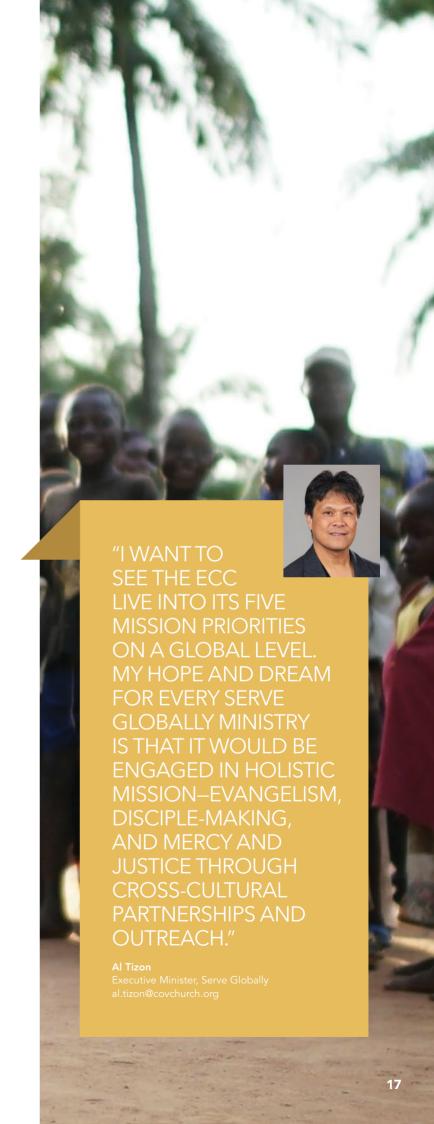
**500** 

COVENANTERS PARTICIPATED IN SHORT-TERM MISSION TRIPS THROUGH MERGE MINISTRIES



28,000
PEOPLE NOW
HAVE ACCESS TO
CLEAN WATER

People living in the city of Gemena in northwest Congo now have access to clean water through Covenant Kids Congo powered by World Vision.



Kids Congo (CKC) and the Paul Carlson Partnership (PCP). Campers across the United States and Canada raised more than \$50,000 to support Camp Zulu last summer

CKC represents the first ever partnership between World Vision and an entire denomination. Working alongside CEUM, this effort pools child sponsorship dollars for long-term community development, including initiatives in clean water, nutrition, health care, microenterprise, and education. Between active child sponsorships and addiotnal contributions, we are at 9,300 sponsorships and equivalencies. CKC is pushing hard to reach the goal of sustaining 10,000 children sponsored.

Named for the martyred medical missionary Dr. Paul Carlson, PCP provides a particular focus on health care and economic development through partnership with the CEUM. The hospital and clinic initiative, which serves more than 800,000 people in the northwest region of Congo, seeks to raise the standard of care by providing solar electricity, medicines, training, access to clean water, and staff support. PCP is also engaged in economic development programs in partnership with the CEUM. These include ongoing work on the Zulu dam, which will bring reliable electric power to the hospital in Karawa. PCP also partners with the CEUM to support local entrepreneurs and technicians

by providing small business grants and building new bridges. The Medical Ambassadors "training of the trainers" program partners with Congolese colleagues to train and lead others.

Missionaries have been able to support national churches and individuals during times of joy and in crisis. Through Friends of World Mission this past year, pastors in Congo have been educated, a home for at-risk children has been built in Ecuador, people are learning about Jesus through English outreach in Asia, refugees have found welcoming arms in Europe, women in South Sudan are being theologically trained and prepared to lead, and a library is being built for the nursing school in Congo.

Following the devastating earthquake in Ecuador last April, Latin America and Caribbean regional coordinators Eugenio and Pia Restrepo ministered to victims in the hardest hit areas of the tragedy. The Covenant Church of Ecuador (IPEE) is doing the tiring, long, hard work of responding to the ongoing needs of those whose lives have been devastated, Covenant missionaries in Ecuador continue to stand alongside IPEE, and Covenant World Relief is continuing to respond to the devastation in Ecuador because of the faithful giving of the ECC.

CovChurch.org/serve-globally

WE WILL TOUCH MORE THAN A MILLION LIVES WITH THE LOVE OF CHRIST IN 53 COUNTRIES ON 5 CONTINENTS—ONE LIFE AT A TIME.









# COVENANT MINISTRIES OF BENEVOLENCE

David A. Dwight, President



An outreach of the Evangelical Covenant Church, Covenant Ministries of Benevolence (CMB) extends the helping hand of Jesus Christ in its mission to nurture the physical, mental, and spiritual well-being of the sick,

poor, aging, underserved, or at risk.

CMB ministries include health and human services on behalf of the ECC, senior housing and services, a full-service hospital in Chicago, and special needs ministries which include housing, education, and counseling.

- New Covenant Retirement Communities (CRC) president Terri Cunliffe
- Unity Place, a home for adult males with autism opened in Oak Forest, Illinois, as part of our Covenant Enabling Residences
- CRC opened two new Covenant rental residences in the Midsouth and Midwest Conferences: Covenant Place of Tulsa (Oklahoma) and Covenant Place of Lenexa (Kansas)
- Forest Park Covenant Church in Muskegon, Michigan, paid off complete mortgage of the Safe Harbor Christian Communities enabling residence located on its property



# NORTH PARK UNIVERSITY

David L. Parkyn, President



North Park University (NPU), which marks its 125th anniversary this year, is an intentionally Christian university of the Evangelical Covenant Church designed to prepare students for lives of significance and service

through education in the liberal arts, professional studies, and theology.

North Park University is distinguished as the nation's leading city-centered Christian university. The university is known through its graduates who are equipped in their respective careers to advance the vitality of the world's people and their cities, prepared to cross cultures in seeking justice and loving mercy, and formed in Christian community for leadership and service in the church and the world.

- Strong undergraduate enrollment and record graduate enrollment in business and nonprofit management and nursing programs
- Celebrating the university's 125th anniversary during 2016
- NPU was a major sponsor of CHIC, providing everything from free snow cones to conference speakers
- Students in NPU's University Ministries program partnered with a number of offices from the ECC to sponsor a Love Mercy Do Justice Conference on campus
- NPU has perhaps the broadest reach of all ECC ministries; this year there is no racial or ethnic majority in the university's undergraduate population--students hailed from throughout Chicago, across the country, and around the world, reflecting the ECC commitment to reach "more populations"



# NORTH PARK THEOLOGICAL SEMINARY

David W. Kersten, Dean of the Seminary



North Park Theological Seminary (NPTS) exists to prepare students academically, practically, and spiritually to serve the ECC and other Christian bodies, and to minister to both church and world through scholarship, teaching,

service, and community life.

The strategic landscape for seminary is changing as the line between church and lay vocation blurs. Today's seminary, therefore, needs to offer theological and missional training for the whole church. Economics of higher education means that sizing and timing on all degrees must be considered.

- Admitted 165 total students, including 44 degree seekers, 65 certificate students, 55 visiting students, 1 doctoral student
- The seminary graduated a total of 39 students in December and May
- Seminary faculty continue to serve as instructors for Covenant orientation program
- NPTS dean David Kersten and academic dean Stephen Chester traveled to Taiwan in January to develop partnership with the Covenant Church of Taiwan to allow for the Church Planting certificate to be taught there starting in 2017
- NPTS was awarded a sustainability grant from Lilly Endowment to study new funding strategies for seminary education



# CENTRO HISPANO DE ESTUDIOS TEOLÓGICOS

Edward F. Delgado, President



CHET (Centro Hispano de Estudios Teologicos) is the ECC's theological and pastoral training center for Hispanic church planters, pastors, and lay leaders Offering courses in multiple locations, CHET is committed to

serving the church through empowering its Hispanic

Founded in 1989 by ECC visionary leaders interested in empowering and improving ministry training within the Latino community, CHET exists to provide courses and training for ministerial formation and leadership preparation for Latino students in the United States. More than 68 percent of the Latino pastors leading ECC congregations have studied at CHET or are its graduates. CHET programs include a bachelor of Christian Ministry degree that allows students entry into a number of seminaries throughout the country.

- New endorsement and certification from Association for Hispanic Theological Education, in addition to existing certification through Asociación Teológica Hispana and the Association of Theological Schools
- At any one time, CHET serves students from 17 denominations from 17 or more countries
- In December, CHET graduated a total of 75 students from its four ministry programs



# NATIONAL COVENANT PROPERTIES

Stephen R. Dawson, President



National Covenant Properties (NCP) is the loan source for Covenant churches. NCP provides resources to Covenant congregations in the form of loans for facility acquisition and/or construction as well as

real-estate consulting services to help congregations make good decisions on all facility related needs. The resources to make these loans available are made possible because of investments made into NCP by Covenanters around the United States.

Since it was founded in 1970, NCP has grown to \$380 million in assets with more than \$270 million in loans to 300 projects around the United States and Canada. More than 90 percent of Covenant churches that obtain loans for property needs do so through NCP.

# **KEY OUTCOMES FOR 2015:**

- More than \$45 million in loans were provided to more than 40 projects
- Added a Financial Training seminar for church financial leaders and have been in dialogue on two new lending programs for seminary students and community development projects
- Launched new website and refreshed branding
- Sample projects

**Grace Place, Berthoud, CO**—assisted in relocation and construction of new facility as well as selling of four other properties

**La Bolt, SD**—small rural church with fresh vision for community

**Quest, Seattle, WA**—assisted in bridge financing for large relocation project

**New Community, Chicago, IL**—worked to acquire and finance a permanent facility

**River City, Chicago, IL**—re-purposed old warehouse space into worship and community space



# COVENANT TRUST COMPANY

Ann P. Wiesbrock, President



Covenant Trust Company (CTC) is the Covenant-owned trust company providing asset management, trustee and estate planning services to the members, friends, and institutions of the ECC. Our mission is to

faithfully empower generosity through excellent money management.

CTC believes that stewardship and generosity are central to the Christian life. We also know that managing financial resources takes time, expertise, and discipline. For our busy clients, we are there to relieve the burden of managing their assets so they can focus on what is important to them.

There is freedom that can come with biblically based money management and God-honoring estate planning. CTC, through our financial services representatives across the country, serve our clients—individuals, the local church, conferences, camps and Covenant Retirement Communities campuses—by providing a safe place to have open conversations about money. We provide educational seminars to keep our constituency current on giving opportunities, economic and investing updates, changes in tax laws, and other timely financial subjects.

In 2015 CTC and its sister organization, Covenant Estate Planning Services (along with the ECC), successfully participated in the Lilly Endowment grant application process. The grant will allow the Covenant to do an in-depth examination of the economic challenges facing pastoral leaders. Through survey results from the Covenant pastoral community and focus groups held in every conference, CTC gained significant insight into the types of financial challenges that impede effective ministry and possible ideas to address them.

- Assets under management at the end of 2015 totaled \$690 million, including \$125 million in IRAs
- Approximately 400 new accounts were opened
- Distributions to Covenant ministries, including local churches and camps, totaled more than \$6.5 million
- Endowment grant program, is in its second year of providing a personal financial coach to incoming NPTS students

# FISCAL YEAR-IN-REVIEW



The Finance team is responsible for delivering effective financial strategies and daily operations for all mission priorities served under the Covenant Mission and Ministry budget. In addition, the team gives leadership to a

comprehensive set of benefits delivered under the Covenant Pension Plan, the ECC Lay Pension Plan, and Bethany Benefits medical and broader insurance programs. The team actively participates as part of a nationwide Church Benefits Association (CBA) - allowing the ECC to benefit from the best practices and scale of larger denominations.

Increasingly, the Finance team is focused on enterprise-wide risk management strategies, while also imagining new pathways to deliver greater stewardship of resources across the wide spectrum of ECC affiliates. Our common focus is to serve local and denominational ministries with the highest level of benefits and service. We are blessed to be able to use our gifts to further God's work in the world.

## **FISCAL YEAR IN REVIEW**

We cared for the overall stewardship of God's resources deployed in our global ministries, as they respond to the Great Commission and Great Commandment. As chief stewards of the Covenant's finances, we view ourselves as mission builders—building the mission "structures" that support effective ministry.

As of the end of the 2015 fiscal year (January 31, 2016), all of our bills are paid, we are not availing ourselves of any line of credit, and we ended the year with a very modest surplus of income to expense (\$48k). Expenses were held well under budget. However, there are a few macro themes of particular importance.

# **CHURCH GIVING**

Representing ~55% of our primary funding, church giving to our base Mission budget rose ~2.4%. While we have saved costs through the reorganization and we continue to conscientiously manage expenses, increased financial partnership from our churches is essential to advancing and strengthening our mission in the world and services for our congregations.



# **OUR FOCUS** IS TO SERVE COVENANT MINISTRIES WITH THE HIGHEST LEVEL OF RESOURCES, BENEFITS, AND SERVICES.

## **PENSION & BENEFITS**

Both the Covenant pension plan and health insurance programs continue to be stable. The Covenant pension remains over 95% funded. And, a move to the faith-based GuideStone as our new 403b(9) vendor will help provide more customized long-term benefits to both pastors and lay church staff.

2016 Bethany Benefits medical rates have increased by 2%. With the effect of a premium holiday in 2015, participants in the last three years enjoyed an effective rate increase of 0%—far below any measure of broader market plan trends.

We have also moved aggressively to provide resourcing for congregations in the hope of seeing local ministry flourish.

# Paul A. Hawkinson

Executive Director of Finance, Treasurer, and Director of Pensions

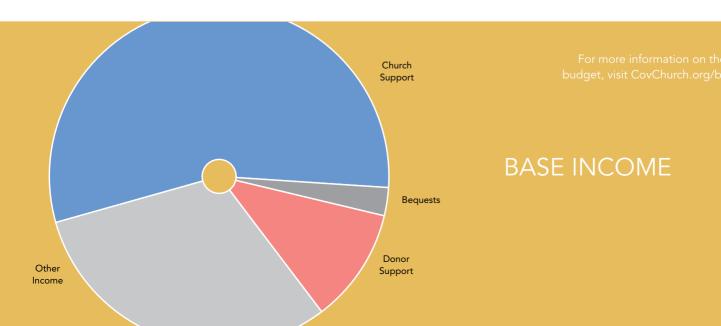
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# 2015 Financial Highlights

- Alongside National Covenant Properties, we developed a subsidized online giving platform that offers local churches/conferences world-class stewardship for their own ministries
- Redeveloped pastoral compensation resourcing for local churches/conferences
- Implemented the GuideStone 403b(9) retirement program in a manner that offers a turnkey, flexible path for pastors and lay workers to save for retirement
- Retained modest increase in Bethany Benefit coverage rates
- Led multiple seminars/offerings for pastors and lay leaders on finance/investing
- Launched Dolton (IL) affordable housing project in conjunction with LMDJ, NCP, Central Conference, and a local church (New Zion Covenant)
- Multifaceted collaboration with all ECC affiliates on re-imagining future financial and risk management strategies

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 Prepped for launch of the \$1 million Lilly Endowment Grant for increasing the financial health of pastors and lay leaders





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# Thomas M. Sprague

