



DeerGrove Covenant Church

25 Years Strong

DeerGrove Covenant Church

2024 Annual Meeting

Sunday February 2, 2025

Meeting Materials

DeerGrove Covenant Church Annual Meeting Agenda

Sunday, February 2, 2025

Opening and Welcome

- Declare a Quorum – *looking for at least 21 members present.*
- Opening Prayer for the Annual Meeting
- Congregational reading of the relational Covenant

Presentation of the 2024 Minutes

- Vote to Approve 2024 Minutes

Leadership Team Chair Report

- Chair Report
- Attendance Report
- Membership Report

Properties Team Report

Welcome and Outreach Team Report

Finance Team Report

- 2024 Financial Report
- 2025 Budget Presentation
- Vote on 2025 Budget

Nominating Committee

- Leadership Team: Mike Drake - 2 year term
- Pastoral Relations Committee: Byron Amundsen
- Nominating Committee: Brenda Welker & John Jaderholm
- Vote for the nominations

Thank You to outgoing Leadership Team and PRC Committee members

- Mark Johnson

Any Other Business

Closing Prayer

Adjournment



DEERGROVE COVENANT CHURCH 2023 ANNUAL MEETING NOTES

FEBRUARY 4, 2024

Leadership Team Members in Attendance: Lorin Michael, Kyle Stroner, Dave Green, Mark Johnson, Mark De La Paz, Cara Yavaliollah, Pastor Taylor Sexton

Absent: none

Topic	Discussion/Conclusion	Action/ Follow up
Welcome/ Prayer	<ul style="list-style-type: none"> • Lorin welcomed everyone to the 2023 Annual Meeting and after him and Dave counted members announced that over 20 members were present and we had a quorum to proceed. He then went over the agenda for the meeting. • Pastor Taylor led us in reading the DeerGrove Relational Covenant together. • Lorin opened the meeting in prayer. 	
Approvals	<ul style="list-style-type: none"> • Minutes from last year’s meeting: Lorin made a motion to accept the 2022 Annual Meeting Notes. John Jaderholm seconded the motion, and the minutes were accepted. 	
Chair Report (Lorin Michael)	<ul style="list-style-type: none"> • Lorin shared his reflections on 2022 • Membership report: membership stayed the same at 54 individuals. Average attendance was 51 people. Peak attendance dates included 85 for the Christmas Program • Lorin invited Barbara Fisk up to give an update on missionary work by DeerGrove <ul style="list-style-type: none"> ◦ POC, Joel and Kim Delp, Loren and Kensey Ledebuhr, Phillip and Stephanie Voland • Lorin called for volunteers using 1 Corinthians 12 then thanked the Pastoral staff • Lorin shared various stats about online viewership and exposure that we maintained throughout the year <p>QUESTIONS</p> <ul style="list-style-type: none"> • Carol J asked if January sermons are up yet and if she can see them somewhere else besides facebook <ul style="list-style-type: none"> ◦ Answered - Lorin said he was running behind on posting January sermons, but would do that soon and that Facebook was our only platform currently 	

**Ministry
Staff
Reports**

Pastor Taylor Sexton (PT)

- PT opened with reading Eph. 3:20-21 with the congregation
 - God has done immeasurably more in this church and pray that he continues our trajectory this year
- PT reflected on the core values he laid out last year for our church
 - Loving community
 - PT thanked the church for living into this
 - PT highlighted wed. small group, intergenerational Sundays, and sabbath Sundays
 - To be formed
 - PT highlighted christian formation classes and see the generous spirit God has given this church
 - To be on mission
 - The whole church is chipping in with volunteering
- PT then thanked various members of the church
 - Jinny Koide for everything she does, seen and unseen
 - Kids min. Team for their steadfast spirits of service
 - Pastor Rick for his care and service for our church
- PT looks forward to this year and wants to put an emphasis on increasing congregational numbers and outline a three pronged goal for achieved this
 - Invitation
 - Marketing
 - Community oriented
- PT then thanked the congregation for their support and closed in reading Eph. 3:20-21 again

Pastor Rick Fisk (PR)

- PR is pleased to be apart of the staff team this past year and was encouraged by the church becoming a bi-vocational church (one where many volunteers step up and fill roles)
- Responsibilities
 - Congregational care
 - PR enjoyed having much less committee work this year
 - Small groups/life groups
 - Christian formation classes
 - PR appreciated Bridget's and Mark's participation with leading CF.
 - Stepped back from preaching this past year which was felt as a good thing.

	<ul style="list-style-type: none"> ● PR shared about his love for the Tuesday night prayer meeting and how he feels the tension between not wanting to go and feeling so blessed when he does. PR encouraged other to join if they felt that desire ● PR closed with psalm 122:1 <p>Kids' Ministry Team (Alison Tealdi)</p> <ul style="list-style-type: none"> ● Week to week lessons were prioritized to be more about learning and play and not just play ● Kids were taught stories about the bible and shown how they tie to the larger redemption story ● Events this year included <ul style="list-style-type: none"> ○ movie nights, easter egg hunt, park meetups, kids received bibles, trunk or treat, december family night, christmas program ● The team added service opportunities like school supply drive and blessing bags ● Average attendance was 16 kids with a peak around 20 ● Future plans for the ministry <ul style="list-style-type: none"> ○ Another classroom to split older kids up into their own age group ○ Room refresh of the nursery <p>Prayer for Staff</p> <ul style="list-style-type: none"> ● Dave Green prayed for the staff. 	
<p>Stewardship</p>	<p>Financial Report (Mike Tealdi)</p> <ul style="list-style-type: none"> ● DeerGrove is in a much better financial position this year <ul style="list-style-type: none"> ○ Giving was above budget and spending was below budget ● Mike then gave a financial summary with different markers which included <ul style="list-style-type: none"> ○ Average giving units - 32 ○ Overall giving decreased \$16,411 from previous year ○ Giving level is still below per-pandemic level ○ Had a significant one time gift in July and kept giving above expenses the rest of the year ○ Cash reserve increased \$71,848 this year which brought our total to \$178,596 ● Mike thanked the church for their continued support and pointed out that in Feb. 2020 our cash reserve was \$1,671 <p>QUESTIONS</p> <ul style="list-style-type: none"> ● Judy asked about some financial specifics ● Denise asked about restricted funds and regular audits <ul style="list-style-type: none"> ○ Answered - restricted funds would have to be brought back to the donors to ask for re-allocation. Periodic audits are down at the church, but not by an outside firm ● Kait asked if the mortgage payment was getting reduced 	

	<ul style="list-style-type: none"> ○ Answered - mortgage payment did get reduced for a time during the pandemic, but will be increasing in the near future <p>Budget for 2023 (Dan Palmquist)</p> <ul style="list-style-type: none"> ● The budgeting team aggregates numbers for other ministry requests rather than making the numbers they think work best ● The team is budgeting this upcoming year by assuming giving will be the same as last year ● DeerGrove received an employee retention credit of \$13,130 ● Dan went through the different lines of the budget ● Dan reflected on how different it is now with all the extra income the church has <p>QUESTIONS/COMMENTS</p> <ul style="list-style-type: none"> ● Jinny wanted to thank the finance team for all their hard work ● Lorin mentioned LT is getting quotes on some church upkeep things like lighting, carpet, signage, etc... <p>2023 Budget Vote</p> <ul style="list-style-type: none"> ● LT recommended a motion to accept the 2024 budget, Byron seconded. Motion Carried 	
<p>Nominating Committee</p>	<p>Kyle Stroner presented an update from the Nominating Committee</p> <ul style="list-style-type: none"> ● On the ballot for Leadership Team: <ul style="list-style-type: none"> ○ Eileen Magnusen - 1st 2 year term ○ Kait Berger - 1st 2 year term ○ Chris Killinger - 1st 2 year term ● Pastoral Relations Committee <ul style="list-style-type: none"> ○ Denise Green ○ Deborah Inman ● A motion was made for one vote to approve all of the proposed new LT and pastoral relations committee by Byron Admunson and seconded by Donna Michael ● Motion was approved ● Lorin thanked the members of the outgoing teams ● Pastor Taylor thanked lorin for his energy and faithfulness while serving this church on LT for 5 years as well as Donna for her support <ul style="list-style-type: none"> ○ Taylor prayed for Lorin and Donna <p>Prayer for new leaders</p> <ul style="list-style-type: none"> ● Kyle Stroner prayed for the new leaders. 	
<p>Other Business</p>	<ul style="list-style-type: none"> ● Judy asked how many people drank tea for hospitality ● Byron asked for a motion to make a clear project of donations for Ben and Kait for their adoption <ul style="list-style-type: none"> ○ Allison seconded, so moved ● Bryon asked about more thought on a door in the back for better exit and safety 	

	<ul style="list-style-type: none">○ Lorin talked about the thought that LT has put into decision to not move forward with a door yet● Denise shared some thoughts of encouragement to the church about the generosity and spirit of our church. Denise also thanked Pastor Talyor● Lorin thanked Dick and Donna for tech support <p>Closing Prayer</p> <ul style="list-style-type: none">● Pastor Taylor gave closing prayer	
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DECEMBER 2024

Greetings Covenant Family,

I pray this finds you in a spirit of anticipation in this Advent season. As the year draws to a close, it is important to pause and reflect on the many things that God has done and is doing, and this annual letter helps me to be intentional about that pause. There is so much to rejoice over this year.

First and foremost, thank you for your prayers! When I visit your church or you send me a note, it really does mean the world to me that you are praying. I could not do the work of the church without these sustaining prayers. Second, thank you for inviting me to be part of your church services and celebrations. I love connecting with you and am so inspired by how you are responding to God's call in your local context. Your creativity as you care for your communities is encouraging and fills me with hope. Over the last year I have had the opportunity to participate in 17 local worship services and anniversary celebrations, attend four regional conference gatherings, and attend three international events. I have seen firsthand the movement of the Holy Spirit around the Covenant's multiethnic mosaic!

Additionally, I was grateful for the opportunity to engage with our students and student leaders this summer at Unite East and Unite West. What a beautiful experience to see the commitment of students and to enjoy worshiping with them. I left with a sense of great hopefulness for this generation. Thank you for sending your students to this impactful experience.

Looking forward, I am excited to invite you to Orlando, Florida, for Gather 2025. We will be celebrating 140 years of ministry as the Covenant Church, and I have invited Covenant presidents from around world to celebrate with us. What a joyful event this will be to celebrate all that God has been doing in, around, and through our collective mission. I hope that you will consider attending this celebration in June, either as a delegate from your church or as a general conference attendee. This is a unique opportunity to be able to bear witness to the global kingdom of God and to learn from leaders around the world in person. For the latest details and updates, visit covchurch.org/gather.

For God's glory and neighbor's good,

Tammy Swanson-Draheim, PRESIDENT, EVANGELICAL COVENANT CHURCH



CENTRAL CONFERENCE OF THE EVANGELICAL COVENANT CHURCH

January 2025

“For I know the plans I have for you,” declares the Lord, “plans to prosper you and not to harm you, plans to give you hope and a future. Then you will call on me and come and pray to me, and I will listen to you. You will seek me and find me when you seek me with all your heart.”

Jeremiah 29:11-13

Happy New Year Central Conference! Can we say that God has been good to his people? Whether 2024 felt like a great year or not, we testify that we are still standing in the grace of the Living God and holding on to his promises in 2025.

Jeremiah 29:11-13, is often used to cast a vision for good things to come. The Lord knows the plans he has for us! However, that is not the whole purpose of this scripture. The Lord also asks us to invest in the land, to make a commitment to be a local agent of change and transformation that goes beyond the walls of our church. How will people know Christ if not through his hands and feet on the earth? That includes you.

We can see in the rear-view mirror all the residue of the pandemic, which just five years ago changed our lives. As we continue to serve and minister in this new normal, can the church retain its relevancy?

Yes, the Central Conference will continue to plant churches, to consider church adoptions, and to seek other partnerships. However, our focus will be on equipping the local church for the task of seeking the lost, discipling the new believers, and baptizing them in the name of the Father, Son and Holy Spirit. The hope of the world is through the local church living out its purpose in Christ Jesus. More details on equipping the local church will be shared at the Central Conference Annual Meeting in May 2025.

This year, the Central Conference is planning to hold the conference annual gathering, Celebration 2025, as an in-person event. **Please save the dates: Thursday, May 1 – Saturday, May 3, 2025, at Libertyville Covenant Church, in Libertyville, IL.** We hope Covenant church members can make it to this very special event as delegates and guests. We will gather to do Central Conference business, moving mission forward together in our conference. You are also invited to attend the evening worship services on Thursday, May 1, and Friday, May 2, which are open to all Covenanters in the area.

At Celebration 2025 we are committed to sharing the good news coming from local Covenant churches in our conference. Great ministry is happening all around the Central Conference! More details will be sent to your church shortly, but you may also visit our website at www.centralconf.org/celebration for updates.

Here are just a few things we accomplished together in 2024:

- We held several training events in 2024, co-sponsored by the conference and several Covenant ministries, including: Church Chair training; Worship Leaders' training (in Spanish); Church Finance and Real Estate training; and a Leadership Model workshop. We will offer more training events in 2025. More information will be made available at Celebration 2025.
- The Central Conference staff helped over 70 local Covenant pastors obtain their Evangelical Covenant

Church (ECC) credentials, including ministers seeking ministerial licenses.

- We also walked alongside nine Covenant ministers from our conference as they went through the ECC ordination process. These local ministers were ordained at the Covenant Annual Meeting (Gather). We are currently walking alongside another group of ministers preparing to be ordained in the summer of 2025.
- Generous gifts from Central Conference Covenant churches and individual donors provided scholarships for 55 Central Conference participants to attend Unite 2024, the Covenant youth event that gathered youth from around our denomination.
- Steve Burger, the Central Conference children and youth coordinator, worked tirelessly to make sure over 300 students from our conference attended Unite 2024, including organizing transportation for many of the Central Conference participants. Steve also helped coordinate monthly gatherings for conference children and youth ministers and workers.
- We continue to walk with churches in the Central Conference that are seeking interim / transitional pastors, and we offer coaching to these ministers as they step into these roles.
- The conference staff assisted three churches in 2024 with finding interim and transitional pastors. The staff is currently assisting three additional churches with finding interim and transitional pastors.
- Currently there are two Central Conference churches seeking lead pastors. The conference staff is walking alongside these churches' pastoral search committees. Four churches completed their search process in 2024 and have called new lead pastors.
- We continue to walk alongside three church plants, with the possibility of adding two church plants to our conference in 2025.
- We continue to assist local churches as they look for information and resources that develop their ministries. This includes the pHCheck, which is a church assessment tool, as well as, Vitality workshops, Leadership Team discernment, and Living Legacy coaching. The conference staff is available to answer any questions you have about resources for your local church.
- We welcomed Anthony Thomas and Karen Palmberg to the Central Conference staff and are thrilled to have them as part of our team, as they bring much wisdom and experience to their roles. • The Central Conference staff is just an email or phone call away. Feel free to contact the Central Conference office at info@centralconf.org or at 773-267-3060.

Please know that we cannot do ministry without your prayers and financial partnership. We are empowered by the local Covenant churches in our conference to move mission forward. However, we cannot continue to plant, strengthen, and equip churches without your support. You may find more information on donating to the Central Conference at our website: www.centralconf.org (click on the "Contribute" option).

Finally, we thank you, the local Covenant churches that are giving to the Central Conference from church budgets at 3.5% of the local church giving. If you have been unable to do so before, we invite you to become a financial partner with the ministries of the Central Conference now. We also invite you to consider contributing additional funds, as the Holy Spirit leads you.

Believing in God's promise that he continues to walk with us, providing us hope and a future.



Rev. Dr. Danny Martinez
Superintendent of the Central Conference of the ECC



Report to the Annual Meeting - Mark Johnson & Chris Killinger, Church Co-Chair Report
February 2025

“We who are strong ought to bear with the failings of the weak and not to please ourselves. Each of us should please our neighbors for their good, to build them up.”

Romans 15:1-2 NIV

These words from the Apostle Paul reflect an important aspect of DeerGrove Covenant Church’s growth in 2024, that of reaching out to each other and making a difference in our community. There are many indicators of congregational health. These include weekly Bible studies, prayer focus, meaningful corporate worship, visitation, numerical growth, financial commitment, volunteerism, small group ministries, a strong Sunday School program for all and a diverse age group makeup. In all of these, we have a good story to tell in 2024. There are too many people to thank for bringing us to the place we find ourselves as most members are involved in one way or another, but we would be remiss if our staff is not mentioned. Throughout the year, Pastor Taylor, Pastor Rick, Angie and Kara have used their gifts to lead, guide and direct us. Thank you for filling our spirit and loving us.

Our Leadership Team has been pleased to represent you, as together, we navigate a broken world that yearns for meaning. A question that should regularly be asked is “Will we be missed if DeerGrove no longer existed?” We continue to grow our involvement in organizations that feed the world, clothe the needy, support the homeless and meet with community businesses. Through our active Worship and Outreach team, their creativity has opened new doors to stay in touch with those who surround our building’s footprint. It was exciting to read the results of the Service and Outreach Survey, in which the spirit of serving and DeerGrove opportunities were highly rated by most respondents.

Our property has seen improvements, including new sanctuary carpet and lighting, making for a more welcoming environment for attendees. Numerical growth of our staff included a part-time Children’s Minister and Administrative Coordinator. Neither the property improvements nor staff growth could have happened without the healthy financial giving you have contributed to.

Certainly, there is more to be done but we trust in a God who will continue to direct us through the Holy Spirit to blaze new paths that grow our spirit and open people's hearts to the Good News.

Together in the Mission,

Mark Johnson/Chris Killinger

Co-Chairpersons

"May the God who gives endurance and encouragement give you the same attitude of mind toward each other that Christ Jesus had, so that with one mind and one voice you may glorify the God and Father of our Lord Jesus Christ."

Romans 15:5-6 NIV

DeerGrove Covenant Church 2024 Membership Report

Membership Report, 2024

Active Members, 12/31/2023	54	New Members:	Lauren Drake
New Members, 2024	5		Mike Drake
Reductions, 2024	3		Lisa Kim
			Pete Kim
Active Members, 12/31/2024	56	Reductions:	Kara Sexton
			Maria McClurkin, moved to N. Carolina
			Martha Evans, moved to inactive
			Kristi Bizeau, moved to inactive

DeerGrove Covenant Church Attendance Report			
Average by Month			
January		62	
February		63	
March		69	
April		56	
May		63	
June		59	
July		53	
August		67	
September		56	
October		59	
November		75	
December		70	
Average		63	
Highest Attendance Sunday		102	12/15/2024

Notable points from 2024:

- Largest attendance was 102 for the Christmas Program (*attendance was not taken for the Christmas Eve-eve service*)
- Average attendance hovered around 60-61 most of the year, but took an uptick toward the end of the year, finishing with an average closer to 65
- Compare to last year where ended the year at about 50 on average, this year our average was 63.

Report to the Annual Meeting
Pastor Taylor Sexton
February 2, 2025

Dear DeerGrove Members and friends,

It is with a grateful and humble heart that I write this letter for our 2024 annual meeting. 2024 was my second full year of serving as your lead pastor. During my time serving in this role, I have greatly appreciated all of your prayers, encouragement, and support. It truly is a joy and privilege to be your pastor and friend.

In 2024 I was able to sit with many of you in times of great joy and in times of deep grief. I have joined you in prayers of thanksgiving, intercession, and healing for you, your loved ones, our community, and our world. Please know that I consider it an honor and privilege to walk alongside you and provide support to you in every season of life. I hope that through it all, I have been able to point you to the many promises of God to always love us, always draw near to us in our times of need and to always provide for us enough for the day.

When I reflect back on 2024 at DeerGrove, the Holy Spirit brings many things to mind. I am reminded of moments of deep and meaningful worship on Sunday mornings. I am reminded of the joy that our kids lead us to when they dance and sing to the Lord at the front of the church. I am reminded of the many good works that God prepared for us this year like: serving at Feed My Starving Children, sponsoring children through our continued partnership with Covenant Kids Congo, beginning a new community partnership with Journeys/The Road Home, and providing clothing for our community at the POC. I am reminded of the radical hospitality of Christ we all seek to reflect to everyone who comes through our doors on Sunday morning. I am reminded of the fun we had together on Sabbath Sundays and at Fall Kick-off. Finally, I am reminded of the many new friends that found DeerGrove to be a place where they could worship God and find meaningful community. Our church family has so much to be grateful for.

I am happy to report that together, we achieved many of the goals we set forth at our 2024 annual meeting. One of our primary goals was to expand our staff in the areas of children ministry and administration. After much prayer and waiting, God provided two faithful and passionate people to fill these roles. We hired Angie Do as our Children's Ministry Director and Kara Sexton as our Church Administrator. Each has brought great leadership and care to their roles and I believe we can all see the fruit of their work. In 2024, we also set the goal of church growth. Through personal invitations, a strong online presence, and community outreach DeerGrove saw increased weekly attendance, membership, and visitors. Praise God! Finally, we set the goal of being a church that was community facing and rooted in serving the least of these. Through the tireless work of the Welcome & Outreach Team and your generosity with your time, talents, and treasures we made a huge impact for the Kingdom of God in our community and world.

Thank you for the way you serve and love our church and community. May we all continue to receive and be guided by the wisdom and unending love of God.

Pastor Taylor

Report to the Annual Meeting
Angie Do: Children Ministry Director
February 2nd, 2025

First of all, I thank God for DeerGrove! The time spent here for the past six months or so has been full of love, grace, and fun. Abundant love and support have been poured out on me from the moment I walked into DeerGrove. Thank you!

Special thanks to Jen, Gretchen, and Allison who set up everything that I am doing. I am basically continuing their legacy. We are also blessed with faithful parents who want their children to learn and grow in faith and many gifted volunteers offering their time and talent.

Area of Responsibility:

Coordinate and Lead Children Ministry

This includes recruiting volunteers, planning and coordinating family events, and preparing Sunday School lesson plans. We have 12 families with 26 kids and around 19 volunteers serving the ministry.

Changes made in 2024 are kids praise during Sunday School, Kids Choir, two classes, monthly birthday celebration and weekly Family Ministry Connection email to parents. We continue with The Gospel Project as our curriculum. I like this because every lesson points to and connects with Jesus.

Highlights of our past events

We had a few Family Park Meet-Ups, Family Movie Night (8/10), Trunk or Treat (10/27), Parents Night-Out/Kids PJ Party (11/6), Kids Choir, Advent Daily Reading with Advent Calendar, and Christmas Program.

Lastly, I would like to add that it has been a huge blessing being here for me not only because of the community, but also because I have witnessed the work of the Holy Spirit at DeerGrove. When I was thinking about forming a kids' praise team, and pondering to whom I should talk, Kara approached me with an idea of a Kids Choir! While preparing for the Christmas program, I was hoping for someone who can help with fitting and fixing costumes. Then, Julie showed up in the Kids Room wanting to measure some of the kids for costumes. These are only two recent events, and the list can go on. I praise the Lord for being with us and paying attention to us!

With an amazing Children Ministry team, support from Pastor Taylor, and Pastor Rick, I am excited to see what God would do in the upcoming year!

Angie Do

DeerGrove Covenant Church

Annual Report 2024

Rick Fisk – Assistant Pastor, Congregational Care

Congregational Care

- In coordination with Pastor Taylor and Angie, I am responsible for responding to, or reaching out to, people who need prayer, a listening ear, or someone to walk with them through a period of their life's journey.
- I am the staff liaison to the Welcome and Outreach Team and the DeerGrove nominating committee.
- I am an informal mentor for people leading Christian formation classes, many of the small group leaders, some people serving on church committees.
- I assist with Sunday services.
- I attend weekly staff meeting.

Small Groups

I work with all the small groups at DeerGrove. My actual responsibility varies based upon how the group was formed and if, or when a group needs help recruiting leaders. I also am available to assist groups in selecting curriculum. The following are the small group offerings at DeerGrove:

Adult Christian Formation Class

Wednesday Night Study

Women's Bible Study – Thursdays

Women's Bible Study – Two Tuesday nights a month

Men's Group

J – Walkers

The Gathering

My deepest thanks to the leaders of each of these groups. A DeerGrove Life Groups' sheet, containing details for each group, is available at the welcome table in the Church lobby.

Thank you for the opportunity to serve DeerGrove as your assistant pastor. You are such a generous and caring congregation.

“And this is his command: to believe in the name of his Son, Jesus Christ, and to love one another as he commanded us. Those who obey his commands live in him, and he in them. And this is how we know that he lives in us: We know it by the Spirit he gave us.” 1 John 3:24

Respectfully Submitted,

Rick Fisk

Welcome & Outreach Team Report 2024 Annual Meeting

Greetings on behalf of DeerGrove's Welcome & Outreach Team. For those who may not know, the Welcome & Outreach Team was started in early 2022 with the original intent of creating a welcoming environment for DeerGrove. The team's initial activities included development of a new church website, implementing regular social media postings on Instagram and Facebook, preparing welcome bags to share with visitors to the church, and assigning a welcome team member to each Sunday.

The team quickly expanded to include "outreach" as part of the mission. In 2024, in addition to "welcoming", the activities of the Welcome & Outreach Team were focused on communication / public exposure and service / congregational community events. Specifics included:

Communication / Public Exposure – weekly posts to Instagram and Facebook, regular "life of the church" website updates, website additions for changes in church staffing and to include DeerGrove's core values, street signs at Easter and Christmas, welcome signs for the church entrance, Easter Egg Hunt communication with the Village of Palatine and three elementary schools, the addition of DeerGrove to the Palatine Historical Society Website, advertisement in the Palatine Chamber of Commerce Community Guide & Business Directory, and representation of DeerGrove with a booth at the annual Palatine Chamber of Commerce Business Expo.

Service / Congregational Community Events – Photo's community lunch & fundraiser for Feed My Starving Children (FMSC), two opportunities to serve at FMSC in Schaumburg, the Global 6K raising over \$6,800 for clean water in Congo, served weekly at Partners for Our Communities (POC) clothing closet, distributed more than a dozen welcome bags to first time DeerGrove visitors, prepared /served a meal for Journeys / The Road Home, hosted a POC teen night pizza party, arranged a speaker from Journeys to share during a Sunday service, community preparation of eight Thanksgiving Baskets for under-resourced families in Palatine, and the Covenant World Relief & Development (CWRD) Soup Fest.

Please join me in extending a big thank you to the 2024 Welcome & Outreach Team which included Judy Amundsen, Pastor Rick Fisk, Lisa Kim, Pete Kim, and Brenda Welker. This team works closely with Barbara Fisk who leads weekly serving at the POC community clothing closet and with Ann Johnson who coordinates the activities of the annual CWRD Soup Fest. Thank you to all for the countless hours you devote to making DeerGrove a welcoming environment and to providing opportunities for our church to be known in the community!

At the start of 2025, the Welcome & Outreach Team is excited to now have a DeerGrove member represent the church at regular meetings of the Palatine Chamber of Commerce. Mark Johnson has graciously agreed to serve in this capacity – thank you Mark! We also look forward to opening the doors of DeerGrove for "summer suppers" when we will prepare and serve a few meals for those in need. Look for more about this unique opportunity in the coming months. Additionally, the team has been talking with local elementary schools about providing welcome bags to children / families moving into the Palatine area. The team has approval to pilot this program at Carl Sandburg elementary school.

As always, we welcome your ideas for additional ways to provide outreach opportunities and to expand DeerGrove's footprint in Palatine. Please reach out to a team member with ideas and / or to join the team!

Lovingly Shared,

Jinny Koide

Welcome & Outreach Team Chair

Romans 12:13 "When God's people are in need, be ready to help them. Always be eager to practice hospitality."

**DeerGrove Covenant Church
2025 Budget**

	2024				2025	Increase/Decrease	
	2024 Actual	2024 Budget	Under/Over Budget	% of Budget	2025 Budget	From 2024 Actual	From 2024 Budget
Income							
Donations			\$0				
4000 General - Tithes & Offerings							
4205 Building Fund/Mortgage	\$220,424	\$192,400	\$28,024	115%	\$199,948	-9%	4%
4205 Building Fund/Mortgage	\$99,492	\$99,600	-\$108	100%	\$120,052	21%	21%
Total Donations	\$319,916	\$292,000	\$27,916	110%	\$320,000		
Other Primary Income							
4012 Interest Income	\$748		\$748		\$6,720		
4015 CC Cashback Rewards	\$105		\$105				
Total Other Primary Income	\$853	\$0	\$853		\$6,720		
Total Income	\$320,770	\$292,000	\$28,770	110%	\$326,720		
Expenses							
<i>Administration: Casualty Insurance, Office supplies, Equipment, Phone, Postage, Printing, & Hosting</i>	\$16,576	\$15,750	\$826	105%	\$18,190	10%	15%
<i>Staff: Compensation, benefits and expenses for Lead Pastor, Associate Pastor, proposed Children's Ministry Director and Administrative Assistant</i>	\$74,204	\$88,809	-\$14,605	84%	\$92,048	24%	4%
<i>Ministry Partnerships: Links DeerGrove to ministries beyond ourselves.</i>	\$26,176	\$23,700	\$2,476	110%	\$29,245	12%	23%
<i>Facility Usage: Utilities, & Maintenance</i>	\$52,690	\$40,990	\$11,700	129%	\$33,047	-37%	-19%
<i>Building Fund: Mortgage Payments</i>	\$99,492	\$99,600	-\$108	100%	\$120,052	21%	21%
<i>Spiritual Growth and Nurture: Materials and supplies for nursery through adult, Discipleship, Training, Worship, Fellowship. Does not include staff expense.</i>	\$12,347	\$16,355	-\$4,008	75%	\$19,390	57%	19%
Total Expenses	\$281,484	\$285,204	-\$3,720	99%	\$311,972		
Net Operating Income	\$39,286	\$6,796	\$32,490		\$14,748		