

Redeemer Covenant Church Congregational Annual Meeting January 25th, 2026

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DECEMBER 2025

Dear Covenant Family

It is a joy to bring you greetings from Covenant Offices and to share some ministry

highlights from this past year. I continue to be grateful for the ways you welcome me into your congregations and the many moments when the Holy Spirit has shown up in surprising and powerful ways. What a gift to still be amazed by God in our midst.

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

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

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

In this season of Advent, I am deeply aware of how the church continues to respond faithfully to the increasing needs around us. The words of Jesus remain our guide as we love our neighbors, care for those on the margins, and bear witness to the hope of the gospel. **Intimeslikethese, 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

Redeemer Statistics 2025

Baptisms

April 20th Cho, Youngwoo; Jun, Kyeong-min; Shin, Hyunjae*

June 29th Matt Bass Junior

*Attenders of Siloam, baptized during Redeemer's worship

Dedications

Member Weddings

New Members

Jan 26th Asia Crinth Troy Crinth Alicia Cervera; Elizabeth Landi;

May 4th Gideon Thompson Cameron Beard; Kimberly Beard; Joshua

June 1st Hamra; Ava Moore

Sept 28th

Transferred or Dropped Members

Jan 26th (Reported) Nicole Barnett; Randy Clark; Kathy Joiner; Nick Morales; Mike & Stefni Rowe;
Kimmy & Jake Petty; Barb & Scott Taylor; Tony Vivas; Rachel Vivas (Moreno)
Luke & Sharon Lawrence

Sept 28th (Reported) Steve & Lyn Hall

Oct 29th Tre Crume; Megan Crume

Member Deaths

Jan 15th Ann Maxwell

Total Membership as of 1/1/26: 100

Meetings

Jan 26th Congregational Meeting

May 4th Special Congregational Meeting - Roof Repair

June 1st Congregational Meeting

Sept 28th Special Congregational Meeting - Associate Pastor Call

Staff Members

Mark Mohrweis Pastor On Staff All Year

Tre Crume Associate Pastor Resigned June 30th

Michael Nguyen Music Leader On Staff All Year

April Thompson Office Admin Began May (Interim Role)

Caroline Shaffer Associate Pastor Began Sept 28th

2025 Attendance

Month	In-Person (Avg)**	Online (Avg)*	Combined
January	91	6.5	97
February	83	4.5	87
March	93	7	100
April	105	5	107
May	94	6	100
June	78	6	84
July	77	5	82
August	92	8	100
September	88	7	95
October	90	6.5	96.5
November	85	7	92
December	87	4	91
Totals	88.58333333	6.04166667	94.29166667
<i>2024</i>	88	6.5	95
<i>2023</i>	76	5.5	81
<i>2022</i>	71	6	77
<i>2021</i>	57	12	69
<i>2020</i>	36	32	68

2020 figures are from when in person worship resumed post-pandemic (October - December '20)

*Online represents those watching worship live. Others watch later on

**Some weeks missing.

2025 Senior Pastor's Report

25 January 2026

Then they cried out to the Lord in their trouble, and he brought them out of their distress. He stilled the storm to a whisper; the waves of the sea were hushed. They were glad when it grew calm, and he guided them to their desired haven. Psalm 107:28-30

“Distress” in the middle of the storm is an apt phrase to sum up 2025 for me. As you will read about below and hear at our meeting, “storms” – both literal and metaphorical – were part of Redeemer’s ministry in 2025. Thankfully, we survived the storms. I look back on the year with a deep gratitude for God’s mercy and a newfound appreciation for this congregation’s support.

2025 in Review

For 2025, the Leadership Team had identified three goals it wanted to address during the year.

The first goal was related to the composition of the Leadership team (LT). Our Leadership Team has flexibility in size (from 5 to 9 members). This year we held a joint Leadership Team -Nominating Committee to discuss size of the team as well as what types of individuals would be a great fit for the LT. As an LT, we would like to be attentive to composition of our team with regard to gender, race / ethnicity, age, and life stage so that we truly represent Redeemer each time we meet.

The second goal was to build on a great experience we had in 2024 by assisting CFBISD with their *summer enrollment and back to school preparations*. In 2024, we had multiple families from our community receive vaccinations, school supplies, and enrollment guidance for the coming year. Unfortunately, both Pastor Tre AND the CFBISD staff member who oversaw the event both moved on to other positions. We adjusted our plans and were able to hold two events for local students: A summer backpack drive as well as Christmas presents for local students who may not be getting anything.

The final goal is related to the unexpected events of 2025. We had hoped to do *some “communal” upgrades* in our church, especially with our banners in the sanctuary and our prayer room. An unexpected storm (see below) added a big twist to this goal, which became much larger in scope (!)

Holy Spirit “Interruptions” of 2025

While we set our church goals every year, I have found the movement of the Holy Spirit always has a much greater impact on our church than any of our human plans. 2025 was no different, with events and interruptions dramatically changing the shape of our year.

The Three Storms of 2025. During an incredibly difficult two-month stretch, Redeemer dealt with three devastating storms. The first was a literal storm. On March 3rd, extremely high winds destroyed our church roof, and exposed the sanctuary to the elements. This led to damage to our roof, our sanctuary ceiling tile, carpet, and electronics. The second storm took place one month later, in April. Pastor Tre Crume informed me that he had received a call to Newport Covenant Church, in Bellevue, Washington. While personally happy for this ministry opportunity, there was a sadness and shock to saying goodbye to a great pastor and good friend. Finally, in May one more unexpected turn took place for me personally with the sudden departure of our regional Superintendent. As a Midsouth officer (treasurer), I had several additional responsibilities thrust upon me for most of the summer until some stability returned to our conference.

Building Back Stronger. The storms of early 2025 were incredibly difficult. Thankfully, the second half of the year provided a lot of encouragement and rebuilding. In terms of physical rebuilding, we used the damage as an opportunity to upgrade our roof (metal) and update our sanctuary (paint colors, carpet tile, and stage / sound renovations). A dedicated Pastor Search Team worked tirelessly this summer to search for a new youth pastor, welcoming Pastor Caroline in September. While the search took place, our youth volunteers led REACH throughout the summer. Financially, the generosity of Redeemer members and attenders held strong in a year we had to spend much more than we expected.

One bonus this year was the work of April Thompson. She graciously agreed to serve in a temporary role as a facilitator of the search process and an office administrator. I cannot speak highly enough of her work – she was truly a God-send. I am excited the congregation will have the opportunity to drop the “interim” label at our meeting and April will be able to serve long-term in this role.

More than anything, I find myself grateful for all of the individuals who came alongside both myself and Redeemer during a difficult year. As I look back on things, it wasn’t that the problems all went away immediately, but that God provided people to help shoulder the load with me this year.

For 2026 - Who Are Your People?

When we conducted pastor interviews we wanted to follow the same standards that a business or corporation would. Due to the nature of ministry, we needed to ask our candidates personal questions but wanted to avoid sensitive or inappropriate questions. To do so we had to get creative and re-think questions. One of my favorite re-thought questions was this: *“Who are your people?”*

The question sparked wonderful discussions. It was great to see how different individuals talk not only about family but also friends, mentors, pastors, and groups they were part of. It got me thinking about how such an open question speaks to our spiritual lives as well – **“Who are your people?”** Who has God sent your way? Who is God calling you to reach out towards? Who can be welcomed into your circle? This is what we will be asking ourselves in 2026.

Like all years, we on the leadership team have set a number of goals for ourselves and for Redeemer, which I will describe at the meeting itself, but will give a brief overview here:

- *For the Leadership Team:* Continuing to work alongside the nominating committee; performing staff reviews; and using this summer to prepare and discuss “case-studies” to grow as leaders.
- *Cross-Cultural Growth* – While incredibly excited to have Pastor Caroline, acknowledge as a multi-ethnic church we have two white pastors. We would like to continue to pursue a multi-ethnic vision by making sure power is shared and voices are heard in our congregation.
- *Outreach Partnerships* – We think there are opportunities for going deeper with some of our current ministry partners and would like to explore that further.

It is always a privilege to serve as pastor of Redeemer. I know it is cliché to say “I could not have done it without you!” but to everyone at Redeemer in 2025: *I could not have done it without you.* Thanks to everyone for making Redeemer such a wonderful family to be part of.

In Christ,
- Mark

2026 Ministry Report from Redeemer's Leadership Team Chair

Hello!

Writing this report tends to be difficult for me! I don't know why, as being on the Leadership Team (LT) has been one of the most rewarding experiences for me! Reviewing the year is uplifting in many ways - maybe it is good for me to sit down and recount the areas of growth and change the team has made.

Because of the challenges in 2024, we as a team examined the responsibilities that we collectively and individually have in being on the LT. One practice that we do before every meeting is reading the Behavioral Covenant which joyfully and soberly reminds us of how our conduct during meetings and of how we make decisions glorifies God and impacts Redeemer Church. A few members stated that they were taking the reading of the Covenant for granted in the past but now have been awakened to the power of these words. As you can tell, we are ordinary people seeking to do God's will and welcome His growth in us!! If you would like to get a copy of the Behavioral Covenant, please let me know!! Revamping the Missions framework for accepting new missionaries within and outside the ECC was a successful undertaking by Warren Leonhardi and Alex Chao. Although this endeavor started in 2024, it was successfully completed in 2025. A Missions Committee has been established, consisting of 2 LT members and 3 Redeemer members. They meet twice yearly to review any applications. Interviews are set up and the Committee makes decisions for Redeemer, alongside the LT. This involvement of Redeemer members in important decision-making was a goal successfully met!

Looking through my entries, I have such notes as "paint the sanctuary", "new banners" and "replace the carpet!" Little did we know a huge storm in March would take care of these observations! Please pray for the ongoing building projects and their funding!

All for His glory,
Julie Walker, Church Chair

Ministry Report - Jan 2026

2025 Ministry Report from Caroline Shaffer - Associate Pastor of Youth and Discipleship

January 25, 2026

Above all, maintain constant love for one another... Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received... so that God may be glorified in all things through Jesus Christ.” - 1 Peter 4:8-11

A Season of Faithful Stewardship

2025 was defined by a significant transition in Redeemer, but because of the faithful stewardship of this church, it has been a season of growth rather than a season of loss. Following the departure of Tre’, this community embodied the gospel in a tangible way. Specifically in the youth ministry, our youth volunteers did more than just fill a gap; they stepped in with a “constant love” that covered the uncertainty of the transition and prepared the youth to welcome me as their new youth pastor. To witness the body of Christ come together so lovingly and sacrificially has been one of the great joys of my first few months here, and I am confident that it has brought glory to God.

While I am a new chapter in this story, the health of this church, and especially the youth, is a direct testament to the leadership of Mark, the legacy of Tre’, and the tireless devotion of our church volunteers. They each have been excellent stewards of God’s grace, and I am honored to continue a lineage of ministry at Redeemer that values the Word, hospitality, and service so deeply. To our volunteers especially: Thank you for all you have done to serve the Lord, this church, and our youth during 2025.

Throughout a year of change, Redeemer’s constant anchor remained a commitment to deep, biblical inquiry. Within our student ministry, leaders intentionally moved students beyond surface-level faith by studying unfamiliar Bible stories and welcoming complex questions. Following Tre’s leadership in the Spring, our youth volunteers spent the Summer of 2025 guiding students through the *Plot Twist* and *Does the Bible Really Say That?* series. These lessons challenged students to trust God’s sovereignty amidst uncertainty and helped them discern the vital difference between cultural clichés and biblical truth.

In the Fall 2025 semester, the momentum continued with *Spooky Stories of the Bible* and an open-ended *Questions* series. These lessons guided students in exploring the supernatural elements of Scripture and crafted a safe space to ask and answer their own questions about God, life, and the foundations of their faith. Looking back on 2025, it is clear that Reach has truly been a constant home for our students to be fed both spiritually and relationally. My goal for 2026 is to protect that legacy and continue fostering an environment where every student can grow in faith and friendship.

Continuing and Deepening a Faithful Legacy

As Redeemer looks to the future, my goal is to honor our cherished traditions while opening our doors even wider to new friends and families. In accordance with our vision to be a multi-ethnic and multi-generational congregation, I hope to be a part of continuing and deepening a culture where everyone—from the youngest child to the seasoned adult—is invited not just to participate, but to lead.

In the youth group, we have embarked on a year-long journey called *The Thread*. This series allows students to trace the gospel narrative from Genesis to Revelation and see how the

entire biblical narrative is shaped by the good news of Christ's love for all people. By continuing the tradition of shared meals at Reach, we are hopeful that these deep theological truths will be paired with deepening relational roots as well, and that Reach will continue to be a space open to new students and friends. Looking further ahead, we are already in prayer for our 2026 Junior High and Senior High summer trips and anticipate them to be pivotal moments for celebration, spiritual breakthrough, and leadership in the lives of our students.

Likewise, RKO remains steadfast in its mission to "grow lifelong followers of Jesus" through intentional Bible Study, prayer, and worship every Sunday morning. We remain deeply committed to elevating the standard of our children's ministry by equipping excellent teachers, fostering intentional discipleship, and maintaining safe, welcoming environments where every child feels seen, known, and valued. To further embody the "Outreach" at the heart of RKO's identity, we are also excited to host Vacation Bible School in Summer 2026. This community-wide event serves as a vital bridge to our neighbors by inviting families into our church home to experience the joy of the Gospel.

Redeemer's Adult Discipleship is currently furthered through Sunday morning worship and Bible study. I have especially loved participating and leading Adult Bible Study because of the incredible space it provides for deep biblical study and intergenerational discipleship. This is the goal of the Spring Bible Study on 1 Samuel ("Kingdom Living") and will continue to shape the curriculum to come. Beyond the classroom, we are eager to continue cultivating a church culture of hospitality and gospel-focused relationships. Throughout 2026, we plan to expand our small-group gatherings and host more all-church meals, ensuring that our community remains as relationally connected as it is spiritually grounded.

It is a privilege to serve this community, and I look forward to walking alongside each of you as Christ leads us to grow deeper in faith and friendship this coming year.

By God's grace,
Caroline

2025 Worship Ministry Report: Recap & 2026 Goals

As crazy as 2025 was with all the surprises, I'd sum up the praise team with a few words: steady, consistent and **reliable**. This includes volunteer musicians, singers, audio and video technicians. Everyone has a heart to serve and I'm truly grateful for that.

We started the year practicing for "Worship Night" - with the theme of being reflective and more somber as we paired it with Ash Wednesday. God had other plans with the storm and it really made me change a lot of the song choices afterwards. The praise team performed songs that were a little more uplifting in the following months and I believe it helped the congregation during those times.

The most gratifying moments through the year would be being asked to perform at a Redeemer member's quinceanera in our own sanctuary! Keeping with our mission of being multicultural, we were also able to have an english/spanish hispanic heritage month service. And probably the coolest thing was bringing back a Redeemer choir for our Winter Extravaganza! We had guest performances from Siloam and even had some of their students join the praise team on a Sunday morning. In 2026, I want to continue to keep an eye out for potential volunteers and upgrade some technology to help worship run smoother. A big win for early in the year will be the new stage, sound booth and switching out all of the A/V equipment that was sent to us by the insurance company for the storm in 2025. That will help me take stock of what needs to be improved upon. Also, getting situated and familiar with the new stage orientation will be an easy win for early 2026.

With the new sound booth, I'd like to start advocating for more of a mentoring system to train more volunteers for the audio, powerpoint and live stream responsibilities. We're hoping the extra space will allow more people in the booth at the same time to create more opportunities to shadow someone during service. I'm grateful for the consistent volunteers year after year but I want to make sure no one feels "burnt out." Having a larger pool of musicians and A/V volunteers will help with that.

Musically, I'd like to incorporate more traditional hymns to help educate the younger congregation of older songs and also allow the older generation to sing and hear familiar songs. I also want to continue introducing new songs that are theologically sound. We've learned a huge catalog of songs over the last 3-4 years which allows us not to repeat the same songs throughout the year. New songs will help keep things fresh and keep me plugged into what's currently trending in the praise and worship world outside of Redeemer.

We've already implemented small changes to continue keeping Redeemer's mission of being multi-cultural top of mind - this includes adding spanish worship songs to our playlist that plays before worship starts. I'd love to find similar changes we can do throughout 2026 that are easy to implement. This can include adding different languages to the songs we sing during worship and finding more collaboration opportunities with our other 1518 churches. Overall, I will continue to pray and see where the spirit leads me to help lead the congregation.

-Michael Nguyen, Worship Leader

**Redeemer Evangelical Covenant Church
2025 Financial Results and 2026 Proposed Budget**

	2026 Target Budget	2025 Budget	2026 budget v. 2025 budget	2025 Actuals	2026 budget v. 2025 actual
Resources					
Undesignated Contributions	\$ 504,000	\$ 445,000	\$ 59,000	\$ 507,459	\$ (3,459)
Interest income	4,000	4,000	0	4,894	(894)
Rent Contributions	6,000	6,000	0	12,045	(6,045)
Total Resources	\$ 514,000	\$ 455,000	\$ 59,000	\$ 524,398	\$ (10,398)
Disbursements					
<u>Commitment to Christ</u>					
Liturgy	8,940	8,940	0	5,385	3,555
Spiritual Formation	15,870	15,870	0	13,837	2,033
<u>Walking Alongside Each Other</u>					
Spiritual Care & other	6,850	6,850	0	3,258	3,592
ECC tithing	25,200	22,250	2,950	18,741	6,459
MidSouth tithing	15,120	13,356	1,764	12,352	2,768
<u>Commitment Across Cultures</u>					
Racial Reconciliation Ministries	1,500	1,500	0	800	700
World-wide Missions	34,200	34,200	0	32,050	2,150
<u>Walking Alongside our Community</u>					
Outreach Events	1,360	1,360	0	321	1,039
Community Partners	3,600	3,600	0	3,600	0
Ongoing Outreach	3,400	3,400	0	1,555	1,845
<u>Operations</u>					
Administration	19,686	19,686	0	17,426	2,260
Facilities	85,882	81,594	4,288	82,382	3,500
Personnel	292,392	269,475	22,917	273,381	19,011
Total Disbursements	\$ 514,000	\$ 482,081	\$ 31,919	\$ 465,088	\$ 48,912
Net (use) or source of funds	\$ (0)	\$ (27,081)	\$ 27,081	\$ 59,310	\$ (59,310)

Cash position as of 12/30/2025

NCP - Savings	\$ 105,692
Compass Bank - Checking	147,002
Total funds on hand	\$ 252,694

Less designated amounts:

Capital improvement fund	\$ 2,753
Scholarship fund	35,000
Crisis Relief / Benevolence	5,933
Back to School	4,513
Youth	18,330
Sabbatical	6,199
Other	15,529
Total designated funds	88,275
Net funds available	\$ 164,419

Thank you to the 2026 Budget Preparation Team:

Mandy Duncan; Jenessa Franco; Warren Leonhardi;
Tom Muncy; Don Wong

Cash cushion (approx 3 months spending) \$ 129,000

Funds in excess of cushion available to offset

2025 budgeted cash short fall \$ 35,419