

# 2024

## Annual Meeting Book



**EVERGREEN ASSOCIATION**  
—OF AMERICAN BAPTIST CHURCHES USA—  
TRANSLATING OUR UNITY TO THE WORLD

**First Baptist Church**  
**of Salt Lake City**

777 S 1300 E, Salt Lake City, UT 84102

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Website: <https://www.firstbaptist-slc.org/>

**October 10th-12th**

**Thursday Night:** Minister's & Laity Gatherings, 6pm

**Friday:** Plenary Session, Workshops, Ministry Tables and Worship, starting 11am

**Saturday:** Business Meeting, Online Workshops, SLC Experiences, Ministry Tables and Worship starting at 9:15am

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# Evergreen Association of American Baptist Churches

## 2024 Annual Meeting Schedule of Events

### Thursday, October 10th

**6pm**—Ministers' Council Gathering—In Keck Hall @ FBC-SLC. Guest Speaker:

Rev. Meg Biddle, ABHMS & MinistrELife

**6pm**—Laity Gathering—In Parlour @ FBC-SLC. Guest Speaker: Josie Stone, Co-Chair of SLC Interfaith Roundtable.

### Friday, October 11th

**9:30am**—Registration

**11am**—Welcome Plenary

**12pm**—Lunch—Keck Hall

**1:30pm—2:30pm**—First Workshop Session for In Person Attendees

**2:45pm—3:45pm**—Second Workshop Session for In Person Attendees

**4pm—5pm**—Second Workshop Session for In Person Attendees

**5:30pm**—Dinner—Keck Hall

**7pm**—Worship—Proclaimer: Rev. Dr. Hrang Hlei, Associate General Secretary of the Chin Baptist Churches, USA

### Saturday, October 12th

**8:30am**—Continental Breakfast

**9:15am**—Business Session Review

**9:45am**—Caucus Business Breakouts

**11am**—Business Meeting Resumes

**12pm**—Lunch—Keck Hall

**1:30pm—5pm**—Salt Lake City Experiences

**1:30pm—2:30pm**—First Workshop Session for Online Attendees

**2:45pm—3:45pm**—Second Workshop Session for Online Attendees

**4pm—5pm**—Second Workshop Session for Online Attendees

**5:30pm**—Dinner—Keck Hall

**7pm**—Worship—Proclaimer: Rev. Dr. Lauren Lisa Ng, Senior Program Officer of the Berkeley School of Theology

### Sunday, October 13th

The Evergreen Annual Meeting is technically over, but you can worship with one of the Evergreen Congregations in the Salt Lake City Area, including First Baptist Church of Salt Lake City, First Baptist Church of Bountiful, and Murray Baptist Church.

# Welcome from Evergreen & FBC Salt Lake



My personal report does include some details about the work we have been doing but it is really just the highlights. However, reading the entire impact book will give you a more thorough picture of the ministry that has been carried out this year. In the various reports you will read the details of the many ways through which your regional office is seeking to provoke you all to love and good deeds. So, I encourage you to read this document with that question, how does this provoke me to love and good deeds?

- Rev. Doug Avilesbernal, Regional Executive  
Minister, Evergreen Association of ABC

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Welcome to Salt Lake City and greetings from First Baptist Church, a faithful Baptist witness in the Salt Lake Valley for over 140 years. In addition to a thriving congregation, we boast one of the largest Child Development Centers in the city serving over 100 families. It is our prayer that you are made to feel welcome and at home at FBC and in this beautiful city. Salt Lake City is a unique and diverse place, and it is an exciting place to do ministry.

- Rev. Dr. Curtis Price, Senior Pastor, First Baptist Church of Salt Lake City

# Evergreen Chapter, Ministers' Council Gathering

**October 10th, 2024, 6:00pm, FBC Salt Lake City**

Join us as we gather for camaraderie and food, as well as a time of learning. We'll be gathering in Keck Hall at 6pm for a meal and time together. This will be followed by a presentation from Rev. Meg Biddle (bio on page 6), informing us about coming updates to the MinistrELife platform, which was formerly the American Baptist Personnel System, and is now so much more, as well as a bit about what ABHMS is up to this year.

**6pm—Gathering for Dinner and Time Together**—with brief welcome from Evergreen Ministers' Council officers.

**7pm—Guest Speaker Rev. Meg Biddle**—National Coordinator for Leadership Networking, ABHMS



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## Evergreen Laity Gathering

**October 10th, 2024, 6:00pm, FBC Salt Lake City**

At the same time the Ministers gather, the Laity will be gathering also, in the Parlor, for food, for community, and to hear from a great speaker. We are privileged to have Josie Stone, of the Interfaith Roundtable coming to share about the work they are doing in Salt Lake City, and beyond, and a bit about the joys and challenges of Interfaith work.

**6pm—Gathering for Dinner and Time Together**—with brief welcome from Ernestine Robinson, Chair of the Evergreen Executive Board.

**7pm—Guest Speaker Josie Stone**, Co-Chair, Interfaith Roundtable.



Josie Stone is a Registered Nurse and Pediatric Nurse Practitioner and owns a small company working as a Clinical Education Consultant. She was raised in England and taught High School there before moving to the US with her military husband. She has 4 kids that live across the US (1 grandson at the U!) She is a member of the Episcopal Cathedral of St Mark in SLC and involved with many of the Church activities there. She has been associated with the Interfaith

Roundtable for many years and is the immediate past chair. She is immensely dedicated to Interfaith work which has been a lifelong interest.



# Weekend Workshop Schedule—Both Days

## 1:30pm– 2:30pm—Empower & Inspire: Provoking Goodness in Digital Ministry

Rev. Meg Biddle, of *Ministry Mondays with Meg*, conducts regular interviews with changemakers who are ministering beyond the walls of the church, and Rev. Shavon Walker, who streams as jane\_henry on Twitch preparing food for the soul, both physical and spiritual, have online ministries which reach a broad audience. We'll have a conversation where they share a bit about how they got started, what they have learned, how this ministry inspires people, and what it means to serve an audience as diverse and "unseen" as the online community.

**2:45—3:45pm—From Multicultural to Intercultural Churches: A New Call of Faith**—Rev. Dr. Victoria Carr-Ware of Queen Anne Baptist Church, Rev. Dr. Monica Corsaro of Fairview Community Church, and Rev. T. Scott Pegues of First Baptist Denver will lead a workshop for those who want churches to be agents of racial reconciliation and authentic diversity. Through ethnic autobiography and real-world scenarios, we will explore why we must move from multicultural to intercultural churches and ministries that align with God's missional imagination and more closely reflect the diversity of America.

**4pm—5pm—Redeeming the Church: Healing and Reconciliation Between the LGBTQ Community and the Church**—Rev. Dr. Curtis Price, Pastor of First Baptist Salt Lake City will present the findings and insights for his dissertation entitled, "Redeeming the Church: Heal and Reconciliation between the LGBTQ Community and the Church in the Baptist Context". Please join us for this interesting and relevant conversation.

## Workshop Leader Bios



### Rev. Meg Biddle

Rev. Meg Biddle grew up in an Indiana town with no stoplights, called Hope. She graduated from Anderson University (IN) with a bachelor's in organizational leadership and from the Anderson University School of Theology with a Master of Divinity. She is working on her Doctor of Ministry project and dissertation through Central Seminary and plans to graduate next spring. Meg previously served as the pastor of First Baptist Church in Central Square, NY, and Federated Church in Carlinville, IL. She is the National Coordinator for Leadership and Networking and hosts the podcast *Ministry Mondays with Meg* at the American Baptist Home Mission Societies.

### Rev. Shavon Walker

Rev. Shavon Walker (she/her/hers) is the Ministry Associate for Social Media for Evergreen, and a graduate of Berkeley School of Theology. She, like many of her peers, has been acquainted with social media since the 1990s. At the start of the pandemic, she realized that there was a need for a ministry based on social media. To that end, she has given seminars on social media to her

local church, made short videos on TikTok, and currently does a cooking stream with an eye toward pastoral care on Twitch, a real time livestream platform ([twitch.tv/jane\\_henry](https://www.twitch.tv/jane_henry)). She lives with her husband, Jahi, and her cat, Mocha.



### Rev. Dr. Victoria Carr-Ware

Rev. Dr. Victoria Carr-Ware is the Senior Pastor of Queen Anne Baptist Church in Seattle, WA. She is an enthusiastic preacher, counselor, and educator who's committed to radical solidarity and belonging through the work of racial justice, gender justice, and LGBTQIA+ liberation. She is passionate about devel-

# Workshop Leader Bios, Continued

oping emerging leaders in the church, cultivating liberation and social justice, and improving quality of life. Pastor Victoria serves on the boards of Seattle Pacific Seminary, the Seattle Baptist Union and is a member of the Committee on Standards and Ordination of the Evergreen Association of the American Baptist Churches. Prior to QABC, Pastor Victoria served as the Ecumenical and Multifaith Campus Minister at Seattle University and as Associate Pastor at New Beginnings Christian Fellowship where she joyfully “loved on the congregation” and invested in the leadership development of new clergy. Pastor Victoria earned a BA in Psychology and an MA in Educational Psychology from New York University. She earned an M.Div. from Union Theological Seminary in NYC and completed a Doctor of Ministry from Seattle University in June 2022. Pastor Victoria was ordained in September 2013 by the Emmanuel Baptist Church in Clinton Hill, Brooklyn. She and her husband, Michael, have one beautiful son, Nolan, who is the joy of their lives.

## Rev. Dr. Monica Corsaro

Reverend Doctor Monica Corsaro is the Senior Pastor of Fairview Community Church in Costa Mesa, CA. She served diverse communities across the Western US before coming to FCC, leading UMC and DOC congregations. She served a variety of higher education communities and settings. She holds a BS in Political Science from Illinois State University, a MDiv from Iliff School of Theology, and a doctoral degree from Wesley Theological Seminary. Pastor Monica is a strong advocate for social causes, and was Director of Social Justice Ministries for the Church Council of Greater Seattle, and the first-ever chaplain in the Planned Parenthood Federation of America. She is passionate about the intersectionality of process thought and jazz. Rev. Dr. Corsaro can often be seen walking at one of southern California’s many gorgeous green spaces or beaches, or at one of our many coffeeshops enjoying a cup of coffee and good conversation, or a jazz spot grooving to the beat.



## Rev. T. Scott Pegues



T. Scott Pegues received his call to ministry at a very young age, growing up an active church kid in St. Paul, Minnesota. He first lived his call through youth ministry, community building, and a career in human services leadership, health promotion, and public health. Reverend Pegues is now transitioning to serve God’s people through church ministry. He has considered Denver his home since 2001, while working extensively throughout the Midwest. Scott and his daughter joined First Baptist Church of Denver in 2016, and was licensed to Christian Ministry in 2019, and ordained by the church in 2024. The divine presence of authentic love and inclusion called him to this congregation. He currently serves as the Associate Pastor of FBC Denver and also serves on the ABCUSA Board of General Ministries.

## Rev. Dr. Curtis Price

Rev. Dr. Curtis L. Price is a Utah native and has served churches in California and Washington before coming back to Utah in 2010. In 2022 Pastor Curtis received his Doctor of Ministry Degree from the Berkeley School of Theology. His dissertation was entitled “Redeeming the Church: Healing and Reconciliation Between the LGBTQ Community and the Church in the Baptist Context”. Rev. Dr. Price is married to Katy and together they have five wonderful children. He especially enjoys cooking, playing guitar, and singing. He also loves the outdoors and being on the water.



# Friday Schedule with Locations

## All Times Mountain

**9:30am—Registration—Keck Hall**

**11am—Welcome Plenary—Sanctuary**

**12pm—Lunch—Keck Hall**

**1:30pm—5pm—Mission Tables—Keck Hall**

**1:30pm—Empower & Inspire: Provoking Goodness in Digital Ministry—Sanctuary**

**2:45pm—From Multicultural to Intercultural Churches: A New Call of Faith—Sanctuary**

**4pm—Redeeming the Church: Healing and Reconciliation Between the LGBTQ Community and the Church—Sanctuary**

**5:30pm—Dinner—Keck Hall**

**7pm—Worship—Sanctuary**

## Something New: Mission Tables

This year we will have Mission Tables which will be part of the Annual Meeting. The Evergreen churches in and around Salt Lake City do excellent ministry with the homeless. This year, you can help out too! **We'll have tables available all afternoon on Friday and Saturday** which will have different Mission projects you can contribute too, such as helping assemble bag lunches for the unhoused, putting together "Blessing Bags" which will be distributed to the homeless, and weaving waterproof sleeping mats from plastic bags. Each of these tables will have volunteers from local churches who can help you learn the necessary methods to put these different projects together. Please take advantage of these tables during the times between workshops, or if you just need a break from the workshops, or don't feel like participating in one of the Salt Lake City experiences.

## Something New: Salt Lake City Experiences

This year as part of our Annual Meeting we are setting aside time on **Saturday Afternoon** for those who have gathered in person to be able to experience a bit of Salt Lake City for themselves. Below are the two offerings, or, if you prefer, you can head out into the city on your own.

**This is the Place Heritage Park:** *Please note this experience has an additional \$10 Cost.* This Is The Place Heritage Park is comprised of 450-acres and preserves the story of those who settled the western territory. For nearly a century, great efforts have been made to honor the memory of the intrepid settlers and those who came before them. There are over 60 original or replica structures in the Village today and together with costumed interpreters, the epic story of the west is told. This event will be lead by Curtis Price, and will return by 4pm.

**Day Hike the Foothills:** Hike in the beautiful foothills of Salt Lake City where you will enjoy the fall foliage and grand panoramic views of the valley. This will be a moderate to challenging hike led by Michael and Josh Davies, and participants will return by 5pm.



# Friday Night Worship Order of Service

## October 11th, 7pm MDT, First Baptist Church SLC

**Prelude**      *They'll Know We Are Christians by Our Love* ST BRENDAN'S, arr. Lyndell Leatherman

**Call to Worship**      Rev. Dr. Horacio Da Valle

“This Is the Place” by Alan Gaunt

One: This is the place  
and this is the time:  
here and now God waits  
to break into our experience:

**All: To change our minds,  
to change our lives,  
to change our ways;**

One: To make us see the world  
and the whole of life  
in a new light;

**All: To fill us with hope,  
joy, and certainty  
for the future.**

One: This is the place,  
as are all places;  
this is the time,  
as are all times.

**All: O God of this place,  
and every place,  
God of this time,  
and all time,  
here and now,  
we praise you.**

**Hymn**      *Blessed Assurance*

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**Invocation**

Pastor Angeline Lau

**Welcome and Time of Greetings**

Rev. Dr. Curtis Price

**Reflection on Theme: Hebrews 10:24-25**

Rev. Doug Avilesbernal

**Welcoming New Evergreen Churches**

Rev. Doug Avilesbernal

**Call to Giving**

Min. Elle Mills

**Anthem**      *Beautiful City*

Salt Lake Men's Choir

**Prayer Over the Offering**

Rev. Ken Curl

## Intercultural Committee Presentation

**Hymn** *We All Are One in Mission*

**Sacred Reading** Hebrews 10:19-25

**Introduction of Speaker**

**Anthem** *God Help the Outcasts*

**Message**

**Hymn** *We're Marching to Zion*

**Announcements**

**Benediction**

**Sending Song** (Please turn and face the center as we sing this blessing to each other)

Go now in peace,

Never be afraid,

God will go with you,

Each hour of every day.

Go now in faith, steadfast strong and true.

Know God will guide you in all you do.

**Postlude** *Toccata on Build Up Zion's Walls* GREAT DAY (Spiritual), arr. Adolphus Hailstork



## About Tonight's Preacher



**Rev. Dr. Hrang Hlei** is the Associate General Secretary of the Chin Baptist Churches, USA. He was born to Pu Kio Bil and Pi Thla Hnem in 1972 in Hakha, the capital of the Chin state in Burma. He received his Bachelor of Theology (B.Th) Degree in 2000 from Zomi Theological College (ZTC), now Chin Christian Theological Institute (CCIT), Falam. He received his Master of Divinity (M.Div.) Degree in 2004 from Myanmar Institute of Theology (MIT), Insein, Yangon. He received his Master of Arts in Theological Studies (MATS) Degree in 2008 from Princeton Theological Seminary (PTS), Princeton, NJ. He received his Doctor of Philosophy (PhD) Degree in 2015 from Luther Seminary, St. Paul, MN.

He was a visiting scholar with Central Baptist Theological Seminary from June to December of 2014, and became Pastor of Seattle Chin Baptist Church (an Evergreen congregation) in January of 2015, where he served until 2018. He then moved to Indianapolis to serve at the Indiana Chin Baptist Church, where he is the full time Pastor of Congregational Care. He also serves on the Educational Working Committee of the Burma Advisory Group. He married his wife, Pi Tluang Cer Tial in 2004, and they have a son and a daughter.

# Welcoming New Evergreen Churches



## Manantial de Gracia

En el 1982, se organizó la Iglesia Bautista Congregacional de New Britain, CT, bajo el liderazgo del Pastor-fundador, el Rdo. Edwin Ayala. Parte de las Iglesias Bautistas Americanas (American Baptist Churches/ABCUSA) y la Iglesia Unida de Cristo (United Church of Christ/UCC), el ministerio continuó por décadas bajo la gracia de Dios. En el 2010, al mudarse a West Hartford, CT, al lugar de adoración y propiedad de First Church of Christ, la congregación eligió continuar su relación denominacional con la UCC al convertirse en una congregación de *puertas abiertas*—viviendo la bienvenida completa del evangelio. Comenzando en Mayo 1 de 2022, Manantial se mudó a Hamden, CT, Spring Glen Church UCC. Habiéndose desafiado de la ABCUSA en CT, Dios le ha permitido regresar a sus raíces mediante la Asociación Evergreen en el 2024. La misión es: Crear comunidad para formar discípulos de Jesucristo, edificar vidas en amor y justicia, manifestando la gracia completa de Dios.

In 1982, the Congregational Baptist Church of New Britain, CT, was organized under the leadership of the founding Pastor, Rev. Edwin Ayala. Part of the American Baptist Churches (ABCUSA) and the United Church of Christ (UCC), the ministry continued for decades under the grace of God. In 2010, when moving to West Hartford, CT, to the place of worship and property of First Church of Christ, the congregation chose to continue its denominational relationship with the UCC by becoming an open and affirming congregation - living the complete welcome of the gospel. Beginning on May 1, 2022, Manantial moved to Hamden, CT at Spring Glen Church UCC. Having disaffiliated from ABCUSA in CT, God has allowed them to return to their roots through the Evergreen Association in 2024. The mission is: To create community to form disciples of Jesus Christ, build lives in love and justice, manifesting the complete grace of God.



## Comunidad Mesa Abierta

Movidos y movidas por el anhelo de pertenecer a una comunidad de fe que despliega las virtudes de la “koinonia,” que no es otra cosa que vivir en comunidad, un grupo de personas nos encontramos y nos convocamos para iniciar un proyecto que afirme la dignidad de toda persona con el propósito de obedecer mas perfectamente el mandamiento de Jesucristo “unánimes, para que el mundo crea.”

Somos una iglesia, una comunidad de fe, cauce de la gracia Divina por el cual el Espíritu de Cristo realiza su obra, una MESA ABIERTA. de puertas abiertas, incluida, comunitaria, diversa; donde toda persona es bienvenida y afirmada. Somos una congregación para todas las gentes, para todas las comunidades.

Te invitamos a la Mesa Abierta de todos y todas. Donde el pan de amor abunda, donde el vino de la solidaridad nunca acaba, donde el agua de justicia siempre fluye, donde el café de la equidad siempre esta caliente. Te invito a la Mesa a la mesa donde nos sentamos todos y todas.

In August 2023, a group of people in Puerto Rico, moved by a profound longing to belong to a faith community that incarnates the virtues of “koinonia,” which is nothing else than life in community, gathered in San Juan. We came together to birth a project that affirms the dignity of all people, and unanimously agreed to pursue the purpose of following ever closer Jesus’ command to be one, “so that all may believe.”

We are a church, a faith community, a channel for divine grace through which Jesus’ Spirit carries out His work. We are an OPEN TABLE with open doors: inclusive, community-rooted, diverse; a safe haven where all people are welcomed and affirmed. We are a congregation for all persons from all communities.

We invite you to the open table (Mesa Abierta) where the bread of the love of God is abundant, where the wine of solidarity never runs out, where the waters of justice are ever flowing and a resting place where the coffee of equality is always hot. We invite you to the Open Table, where we all come together as one.

# Business Session Agenda

## 09:15 AM Business Session Review

Opening Prayer

Personnel committee recognition

Review of Agenda Common Agenda for Action

- Affirmation of 2024 Minutes
- Approval of 2025 budget
- Approval of Biennial Meeting Proposal
- Affirmation of Comunidad Mesa Abierta
- 2025 Annual Meeting Host—

**09:45 AM Meet in Caucus Groups—**See below for locations

## 11:00 AM Business Session Reconvenes

Caucus Reports/Affirmations of Common Agenda

- Hispanic Caucus (prayer by Euro Caucus)
- Asian Caucus (prayer by Hispanic Caucus)
- Black Caucus (prayer by Asian Caucus)
- Euro Caucus (prayer by Black Caucus)

Treasurer's report 2024

Report of Board of General Ministries - Scott Pegues

Report - Executive Minister Douglas Avilesbernal

Report – Pneuma Initiative

**12:00 PM Adjourn**

## Saturday Schedule with Locations

**8:30am—Continental Breakfast—**Keck Hall

**9:15am—Main Business Session—**Sanctuary

**9:45am—Caucus Breakouts—**Asian Caucus: Young Adult Room, Black Caucus: Parlor, Euro Caucus: Keck Hall, Hispanic Caucus: Library

**11am—Business Session Reconvenes—**Sanctuary

**12pm—Lunch—**Keck Hall

**1:30pm—5pm—Salt Lake City Experiences—***See page 8.*

**1:30pm—5pm—Mission Tables—**Keck Hall. *See page 8.*

**1:30pm—Empower & Inspire: Provoking Goodness in Digital Ministry—**Online (Library)

**2:45pm—TBD—**Online (Library)

**4pm—Redeeming the Church: Healing and Reconciliation Between the LGBTQ Community and the Church—**Online (Library)

**5:30pm—Dinner—**Keck Hall

**7pm—Worship—**Sanctuary

# Regional Executive Minister's Report



**Rev. Doug Avilesbernal**

“And let us consider how to provoke one another to love and good deeds, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day approaching.”

**Hebrews 10:24-25**

“The only way to deal with an unfree world is to become so absolutely free that your very existence is an act of rebellion.”

**Albert Camus**

This year I was gifted time to rest through a sabbatical you all funded. Among the unexpected gifts I received through that time was to experience being provoked to “love and good deeds” regularly. My family spent the entire sabbatical together and our children are young enough that they still want to spend time with their parents. They were therefore provoking me to spend time with them every day most of the day. There were many days that was the last thing I wanted to do. But, as I look back on this time my sense that these three months will stay with all of us for life increases by the day. I did so very many more good things because my children were provoking me to them than I would have even thought about had they not been there. I did not know how much active “love rest” I needed. What a gift it has been and will be to have had the time to rest in the full meaning of that word.

Some highlights of this year:

**Leadership Retreat-** we again had an amazing retreat with over 60 of you attending! We are now moving into a theme rotation we think can work very well for who we are as EBA. This rotation is an every other year check in and support. For example, this year, 2024, our retreat was a check in. The format we used was designed to have all who attended explore their own context and share needs, ideas, etc. We then identified cluster needs and those have informed our support ministries from the office. The leadership cohorts that have been created this year, under the Pneuma initiative, have been shaped by the needs we discovered at our leadership retreat. Our 2025 retreat will be providing support and expertise to our churches as they reach out to their community.

**Staff-** We have almost doubled in the past 7 years! A whole lot of new opportunities have opened up including cooperation, support, perspective, creativity and more. The increase in perspective alone is already benefiting our ministry greatly. As you know we have all caucuses represented in our current staff. Another important benefit has been that we did not have to hire an interim Executive Minister while I was on sabbatical because Rev. Sam and Rev. Paul were able to collaboratively take up the load of my absence. This past year has also been a time to help our staff settle in our new reality. At a time where many ABC regions are dealing with questions about where and what to cut, we have been on a growing trend. With that growth has come a need to revisit everything about how the office functions as it serves all of you. We are still figuring out what it means as we also carry out, create, and execute the ministry work we have been called to. What is certain is that the growth moves us to a place where we can provoke in more spaces and to do so more effectively.

**Churches-** Our ongoing support of churches through pastoral search, conflict engagement, development, envisioning and more has increased. Our office is now able to be present in ways we couldn't have before through our staff additions. We are again welcoming new churches into our family and I pray you all help us welcome, Mesa Abierta and Manantial de Gracia with open arms.

On the whole 2024 has been a year of settling in with a new and bigger staff as well as reviewing and envisioning how we could do ministry with the added remarkable people resources. Thank you for your generosity and ample support.



# Assoc. Exec. Minister of Innovation & Design's Report



Rev. Sam Kim

Pneuma ([ea-abc.org/pneuma](http://ea-abc.org/pneuma)) has continued its work of cultivating ways for our churches to grow and thrive, whether it be through cultivating ministry development, connecting ministries to consultants for focused assistance, or forming cohorts of peer-based learning and encouragement.

In 2024, we focused on forming cohorts from what we listened to at our Leadership Retreat. We took the time to listen to the energy, concerns, and hopes of the Evergreen Association and formed cohorts out of the key themes we discovered. Out of the seven themes that were raised, we were able to form two cohorts that met for six sessions this year. These cohorts were focused on Community Engagement and any church seeking to Change/Grow or Create.

After closing our last meetings last month, the participants shared that the cohorts were important times of listening and learning from each other. They also served as a way of empowering each other and encouraging each other as they processed their challenges and obstacles.

Our learnings and feedback throughout the region have focused the topic of our next Leadership Retreat (Feb. 13-15, 2025) on how Evergreen Churches can grow in Community Engagement. Please make sure to save the date and join us on Vashon Island at Camp Burton.

Next year, we will start a new cycle of cohorts with Community Engagement and Change/Grow/Create for anyone else who is interested in taking advantage of this time together to connect with other people in the region to help discern how God is speaking to your church. It will be in the same format with six sessions meeting on a monthly basis.

In addition, we have two other Cohorts to mention: one is for **Emergent Ministers** (people who are entering or discerning ministry as a vocation). This cohort will be a year-long cohort that helps people consider all the facets of ministry and lean on mentors and peers to help discern how God is calling them to their own unique voice of ministry.

The other cohort we will be starting is one dedicated to **Pastoral Support/Well-Being**. They will meet every quarter with Rev. Morgan Fletcher who will facilitate discussions and reflections about how to engage in holistically healthy ministry leadership while also offering regular individual sessions. We will have more to share about this and will unveil this new cohort at our Leadership Retreat in February.

Our desire for all of our churches is that they thrive in their calling and mission while serving their unique context. We want to help you in this endeavor with all of our energy and resources. Thank you for being a part of this Evergreen Family.

Blessings,

Sam

# Ministry Associate for Social Media's Report



**Min. Shavon Walker**

This year has been mostly focused on church specific tech. The first part of the year focused on digital tools, while the latter half is focusing on disinformation, evaluating church websites and, later, AI. There is still a lot to explore, but my goal is to make sure it's relevant to everyone.

As far as social media, my original focus was sharing information that you sent to us individually. I realized, however, that there was another way. So I'm changing my focus to sharing the events and images that you all have posted on your own. If it's on Instagram, Facebook or Twitter, I'll be retweeting or sharing it for the region. I'm looking forward to seeing what you celebrate!

## Assoc. Exec. Minister of Operations & Administration's Report



**Rev. Paul Schneider**

This past year has been one full of changes for me. In leaving my half time ministry at Burien Community Church, I was able to commit my attention and time more completely to Evergreen, and also have some more time for myself, and my family. This has been a blessing, and one I am deeply grateful for. I appreciate being able to live out more fully my callings in multiple areas, both here in Evergreen and at home.

In addition to fielding the usual day to day operations of the region, including handling all the giving from churches and individuals, in the last year I have completed two administrative reviews with churches in a time of transition, Fairview Community Church, who had recently brought a new pastor on board, and Good Shepherd Baptist Church, who was completing their search process for a pastor. In addition I was able to step up my ability to support our other staff in work with churches, in making regular appearances at different congregations (I was able to preach for an average of two Evergreen Churches a month since January) and also helping with churches who are facing different challenges.

During Pastor Doug's Sabbatical, Pastor Sam and I were able to take on many of the tasks, becoming the primary points of contact during Pastor Doug's well deserved time of rest. This meant a lot more face time with certain congregations and working behind the scenes through some challenging things. That is exactly what we're here for, and though it was not easy, it was a blessing to serve.

I am also pleased to say that I'm part of the MinistrELife Insiders group, which will help shape this vital tool and receive advanced training to make sure we're able to access and develop the best leaders, and connections within our ABC-USA family and beyond.



# Minutes of the 2023 Evergreen Annual Meeting

**Churches Represented:** Burien Community Church, Calvary Baptist Church – Denver, Cambridge Drive Community Church, Chico First Baptist Church, Church of the Covenant, Community Church of Issaquah, Confraternidad Cristiana Ebenezer, CrossWalk Community Church, Fairview Community Church, First Baptist Church Salt Lake City,

First Hispanic Baptist Church Santa Barbara, Fremont Baptist Church, Grace Baptist Church – San Jose, Grace Baptist Church – Tacoma, House of Hope Fellowship, Japanese Baptist Church, Karen Community Church of Greater Seattle, Lakeshore Avenue Baptist Church, Mount Zion Baptist Church, New Beginnings Christian Fellowship, New Walk Christian Church, Olympia First Baptist Church, Panther Lake Community Church, Seattle First Baptist Church, Wedgwood Community Church, Wenatchee Brethren Baptist Church

**Opened at 9:31am** with prayer from Pastor Angeline Lau of Japanese Baptist Church.

**Recognition of Personnel Committee** – Pastor John Armagost recognized the faithful work of the personnel committee, particularly in the creation of the Evergreen Employee Handbook, which was distributed to Evergreen employees this year. The Personnel Committee is Priscilla Bell-Lowe, Liliana Da Valle, Bob Sittig, and Paul Cho.

**Review of Common Agenda** – The common agenda (attached) was reviewed. There were some questions on the budget about annual travel evened out for non-biennial years and also on the obvious deficit that was being presented.

- Affirmation of 2022 Minutes
- Approval of 2024 Budget
- 2024 Annual Meeting Host—First Baptist Church of Salt Lake City
- Introducing Pneuma—Discussion about what that might be for each caucus
- Requesting thoughts on Associated Ministries

**Caucus breakouts** began at 9:50am

**Gathered** again at 11am

## Reports back from Caucuses

**Euro Caucus:** Rev. Dr. Pete Shaw reported. The Euro caucus affirmed the Minutes of the 2022 Annual Business Meeting, the 2024 proposed budget, going to FBC Salt Lake City for the 2024 Annual Meeting, and affirmation of the incoming Evergreen officers.

The Euro caucus recommends that the Executive Committee and possibly task forces help develop budget solutions and the Associated Ministries idea further. Pastor Pete reported that they asked lots of questions, and had good discussion. It was suggested that we want to be thoughtful about how we implement the Associated Ministries, and was pointed that the Rochester region has associated ministries and may be a place for us to get some ideas and information about how that is implemented.

Pastor Pete reported that the caucus is excited overall about the Pneuma Initiative, and have the following question: Does it apply across all caucuses? It may be that the innovation model proposed is not what the other caucuses are looking for. Rather than assume however, the Euro Caucus is asking.

Rev. Dr. Victoria Carr-Ware prayed for the Euro Caucus.

**Hispanic Caucus:** Pastor Susan Hernandez reported. The Hispanic Caucus affirmed the minutes of the 2022 Evergreen Annual Business Meeting, the 2024 proposed budget, going to FBC Salt Lake City for the 2024 Annual Meeting, and affirmation of the incoming Evergreen officers. She also shared they are encouraged by pneuma initiative and excited for opportunities there. Dr. Keith Madsen prayed for the Hispanic Caucus.

**Asian Caucus:** Sandra Lee reported. The Asian Caucus affirmed the minutes of the 2022 Evergreen Annual Business Meeting, the 2024 proposed budget, going to FBC Salt Lake City for the 2024 Annual Meeting, and affirmation of the incoming Evergreen officers. Sandra reported that there was good discussion on the Associated Ministries idea, with questions about what requirements would be, how these ministries would support Evergreen and be supported, and the caucus structure and how these ministries might be included. There was also discussion on the possibility of an Asian Caucus pastor leadership retreat, to help keep them connected with Evergreen, and build the internal relationships within the caucus. Pastor Guadalupe Vasquez prayed for the Asian Caucus.

**Black Caucus:** Stephanie Commandest reported. The Black Caucus affirmed the minutes of the 2022 Evergreen Annual Business Meeting, the 2024 proposed budget, going to FBC Salt Lake City for the 2024 Annual Meeting, and affirmation of the incoming Evergreen officers. The Black Caucus also discussed the Pneuma Initiative, and is looking forward to how that will pan out and move forward, and how they can support the Initiative. They are looking forward to a template on what the Associated Ministries might look like. Pastor Wai Lin Aung prayed for the Black Caucus in Burmese.

**Incoming Officers:** Pastor John introduced and prayed for the incoming officers Chair Ernestine Robinson, Vice Chair Leslie Piacitelli, Budget Office Liliana Da Valle, and also for the Evergreen Staff.

**Treasurers Report:** Pastor Paul filled in for Budget Officer Steve Dun who could not attend. We're quite close to our expectations for income and expense.

**Executive Ministers Report:** Pastor Doug expressed gratitude for the Evergreen Staff (Pastor Sam, Pastor Paul, and Minister Shavon) which allows him to focus on building deeper relationships within Evergreen to engage with one another and the world. The staff is glad to help each church develop and grow, and help in crises and in celebrating successes with you. The Staff also want to keep you all involved with the systems for the decision making. Pastor Doug went over three step process for making our decisions together. 1. Hear the question together. 2. Break into smaller groups (caucuses) to discuss. 3. Come together again, and hear our diversity. This means that we are more than a rubber stamp, but an important part of the process. He reminded us that quorum for us is not the number of people but the presence of our diversity.

**Pastor John closed out** with remarks thanking the staff, and commending all who are at the meeting to continue our important time for fellowship and gathering together.

**Pastor Doug closed us in prayer** at 11:54pm, blessing the meeting, the churches, and the lunch that will follow.



# Proposed Budget for 2025

Approved Budget 2024    Proposed Budget 2025    Increase (Decrease)    % Inc/Dec Notes

## INCOME

### ABC MISSION RECEIPT

ABC Return Percentage	105,405.50	105,406.00	0.50	0%
America for Christ	3,248.03	3,248.00	(0.03)	0%
Region Offering	9,402.21	9,402.00	(0.21)	0%
Annual Meeting Income	8,000.00	7,500.00	(500.00)	-6% A
Event Income	3,000.00	7,000.00	4,000.00	133% B
Fund Raising Event Income	6,000.00	6,000.00	-	0% C
Individual Contributions	26,421.08	26,421.00	(0.08)	0% D
Interest	300.00	300.00	-	0%
Multi-Region Corp. (ABF)	10,000.00	15,000.00	5,000.00	50% D
UBC ANNUAL GIFT #1073	71,696.66	69,495.00	(2,201.66)	-3% E
Oaklake Annual Gift	25,000.00	25,000.00		
Investment Income	117,840.00	179,230.00	61,390.00	52% F
Seattle Baptist Union	60,000.00	30,000.00	(30,000.00)	-50% G

### TOTAL INCOME

446,313.48    484,002.00    37,688.52    8%

## EXPENSES

### PERSONNEL

Exec Min Salary	86,006.20	88,586.40	2,580.20	3% H
Housing	28,635.36	29,494.40	859.04	3% H
Exec Min M&M	18,342.65	18,892.93	550.28	3% H
Exec Min Medical	2,100.00	2,100.00	-	0%
SS Offset	8,232.48	9,033.18	800.70	10% I
Staff Salaries	114,800.00	128,544.00	13,744.00	12% J
SStaff M&M	26,624.00	27,422.72	798.72	3% H
SStaff FICA/Medicare	13,644.80	13,111.48	(533.32)	-4% I
SStaff Medical	34,800.00	37,200.00	2,400.00	7% K
Social Media Contractor	8,812.00	9,076.40	264.40	3%
Bookkeeping Service	12,000.00	16,000.00	4,000.00	33% L
Sabbatical Leave Support	20,000.00	9,000.00	(11,000.00)	0% M
Staff Paid Fam & Med Prem	1,738.64	1,495.24	(243.40)	-14% I

### TOTAL PERSONNEL

375,736.13    389,956.75    14,220.62    4%

### PROGRAM SUPPORT

Staff Travel	35,000.00	44,000.00	9,000.00	26% N
Annual Special Travel	9,000.00	12,000.00	3,000.00	33% O
Continuing Education	1,500.00	1,500.00	-	0%
Resources (books, etc)	500.00	500.00	-	0%
EBA Board Programs	3,000.00	3,000.00	-	0%
Annual Meeting	7,000.00	15,000.00	8,000.00	114% P
Asian Caucus	500.00	500.00	-	0%
Black Caucus	500.00	500.00	-	0%
Euro Caucus	500.00	500.00	-	0%
Hispanic Caucus	500.00	500.00	-	0%
Association Board & Comm.	1,000.00	1,000.00	-	0%
Event Expenses	3,000.00	14,000.00	11,000.00	367% Q
MLK Jr. Celebration		3,000.00		
Leadership Retreat		11,000.00		
Kaleidoscope Collective	1,000.00	1,000.00	-	0%
Denominational Fees	350.00	200.00	(150.00)	-43% R
A.B. Foundation -Multi Re	1,200.00	-	(1,200.00)	-100% S
AB Women (Pacific NW)	350.00	-	(350.00)	-100% S



# Proposed Budget for 2025 (cont.)

	Approved Budget 2024	Proposed Budget 2025	Increase (Decrease)	% Inc/Dec Notes
Church Council Gtr Seattl	1,000.00	1,000.00	-	0%
Faith Action Network	550.00	550.00	-	0%
Event Scholarships	-	3,000.00	3,000.00	100% T
Program Grants	-	3,000.00	3,000.00	100% U
Volunteer Morale Program	-	700.00	700.00	100% V
<b>TOTAL PROGRAM SUPPORT</b>	<b>66,450.00</b>	<b>102,450.00</b>	<b>36,000.00</b>	<b>54%</b>
<b>ADMINISTRATIVE</b>				
Telephone	2,000.00	2,000.00	-	0%
Cell Phone	3,250.00	3,250.00	-	0%
DSL	1,500.00	1,500.00	-	0%
Office Rental--WBC	6,480.00	6,540.00	60.00	1% W
Bulk	860.00	860.00	-	0%
Postage	500.00	500.00	-	0%
Office Supplies	1,500.00	1,500.00	-	0% X
Long Term Office Expenses	-	1,000.00	1,000.00	100% Y
Copier Lease	5,000.00	5,500.00	500.00	10% D
Software	3,000.00	3,000.00	-	0%
Video Conferencing	600.00	600.00	-	0% Z
Computer Hardware	3,000.00	3,000.00	-	0%
Insurance-Liability	1,350.00	1,350.00	-	0%
Labor and Industries	1,500.00	1,500.00	-	0%
Legal Fees	500.00	500.00	-	0%
Audit	10,500.00	7,500.00	(3,000.00)	-29% AA
Subscriptions&Memberships	400.00	400.00	-	0% BB
Finance Charges	400.00	400.00	-	0%
Bank Service Fees	250.00	250.00	-	0%
<b>TOTAL ADMINISTRATIVE</b>	<b>42,590.00</b>	<b>41,150.00</b>	<b>(1,440.00)</b>	<b>-3%</b>
<b>TOTAL EXPENSES</b>	<b>484,776.13</b>	<b>533,556.75</b>	<b>48,780.62</b>	<b>10%</b>
<b>EXCESS INCOME/EXPENSE</b>	<b>-38,462.65</b>	<b>-49,554.75</b>	<b>(11,092.10)</b>	

## Notes on Proposed Budget

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|---|---|
| <p>A. Increasing Annual Meeting Registration</p> <p>B. Adding Registration for Leadership Retreat</p> <p>C. Restore Taste of Evergreen &amp; "Concert/Lecture Events on Zoom"</p> <p>D. Based on Budget vs. Actuals through 08/24</p> <p>E. Twice total intrerest accrued as of 6/30/24</p> <p>F. Increase still does not exceed growth</p> <p>G. Seattle Baptist Union scheduled grant decrease, only \$45K actually rec'd 2024</p> <p>H. 3% COLA</p> <p>I. Updated Formula</p> <p>J. 3% COLA, Pneuma not covering \$10K of Paul's Salary this year, still covering half of Sam's Salary</p> <p>K. Increased per request and approved by Executive Committee</p> <p>L. Recommended per MacQuigg, based on YTD Actuals</p> <p>M. No Sabbaticals 2025, purchasing CDs to defray costs.</p> | <p>N. Up about 30% as of 08/24, less Volunteer Morale</p> <p>O. Evergreen Annual Meeting and Biennial</p> <p>P. Costs continue to increase on hotels, travel, and food</p> <p>Q. Based on 2024 Actual Costs</p> <p>R. \$99 in 2023, \$150 to date 2024</p> <p>S. No expense here in 2023 or 2024 to date</p> <p>T. Needed scholarships for various events</p> <p>U. Grants to be approved by the Executive Committee for various programs</p> <p>V. Monthly Donuts, plus End of Year Luncheon</p> <p>W. \$5 increase per month each calendar year</p> <p>X. Furniture &amp; 1x expenses are why we're over this year.</p> <p>Y. This would cover furniture, etc.</p> <p>Z. Hold - Overage in 2024 was one time tech purchase</p> <p>AA. New Audit Rate using National Auditor through ABC-USA for three years</p> <p>BB. Hold - Artificially high 2024 due to 3 year subscription</p> |
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# Evergreen Association of American Baptist Churches

## Balance Sheet

As of September 30, 2024

	01 - General Fund	02 - Endowment Fund	03 - Mission Funds	04 - Ministry Fund	05 - Pneuma	6 - Sabbatical Support	TOTAL
<b>ASSETS</b>							
<b>Current Assets</b>							
<b>Bank Accounts</b>							
CC Credit Union	583.76						583.76
CCCU Min Council Checking				1,309.83			1,309.83
CCCU Min. Council Savings				696.61			696.61
Home Street Checking	3,754.97						3,754.97
Home Street Money Market - 4025	25,562.16	0.00	0.00				25,562.16
Home Street Savings Mission Account - 6661	0.00	0.00	16,417.59				16,417.59
<b>Total Bank Accounts</b>	<b>\$ 29,900.89</b>	<b>\$ 0.00</b>	<b>\$ 16,417.59</b>	<b>\$ 2,006.44</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 48,324.92</b>
<b>Accounts Receivable</b>							
Accounts Receivable (A/R)	-11,250.00						-11,250.00
<b>Total Accounts Receivable</b>	<b>-\$ 11,250.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 11,250.00</b>
<b>Other Current Assets</b>							
1187 AB Foundation Investment		0.00					0.00
1073 UBC-Seattle Endowment	0.00	1,394,440.12					1,394,440.12
1187 - Endowment Fund		576,422.57					576,422.57
1317 - Pullman Blended Fund		222,946.17					222,946.17
1683 - Haiti Mission Fund		0.00					0.00
1725 - Roger Williams Fund		35,036.12					35,036.12
1812 - Clergy Misconduct Prevention Fund		10,850.35					10,850.35
1824 - Pneuma) AB Foundation		0.00			788,427.86		788,427.86
1856 - MVCC Legacy Fund		175,387.03					175,387.03
<b>Total 1187 AB Foundation Investment</b>	<b>\$ 0.00</b>	<b>\$ 2,415,082.36</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 788,427.86</b>	<b>\$ 0.00</b>	<b>\$ 3,203,510.22</b>
<b>Total Current Assets</b>	<b>\$ 18,650.89</b>	<b>\$ 2,415,082.36</b>	<b>\$ 16,417.59</b>	<b>\$ 2,006.44</b>	<b>\$ 788,427.86</b>	<b>\$ 0.00</b>	<b>\$ 3,240,585.14</b>
<b>Other Assets</b>							
Due from Confraternidad Cristiana Ebenezer		25,000.00					25,000.00
Due from Queen Anne Baptist Church		100,000.00					100,000.00
Due from Washington Baptist Convention		249,242.09			1,204,950.00		1,454,192.09
<b>Total Other Assets</b>	<b>\$ 0.00</b>	<b>\$ 374,242.09</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 1,204,950.00</b>	<b>\$ 0.00</b>	<b>\$ 1,579,192.09</b>
<b>TOTAL ASSETS</b>	<b>\$ 18,650.89</b>	<b>\$ 2,789,324.45</b>	<b>\$ 16,417.59</b>	<b>\$ 2,006.44</b>	<b>\$ 1,993,377.86</b>	<b>\$ 0.00</b>	<b>\$ 4,819,777.23</b>

<b>LIABILITIES AND EQUITY</b>									
<b>Liabilities</b>									
<b>Current Liabilities</b>									
<b>Accounts Payable</b>									
Accounts Payable (A/P)		8,149.61	0.00	0.00					8,149.61
Total Accounts Payable	\$	8,149.61	\$	0.00	\$	0.00	\$	0.00	\$ 8,149.61
<b>Credit Cards</b>									
<b>American Express</b>									
American Express		38.56							38.56
<b>Citi-6596</b>									
Citi-6596		404.75							404.75
Total Credit Cards	\$	443.31	\$	0.00	\$	0.00	\$	0.00	\$ 443.31
<b>Other Current Liabilities</b>									
AB Men Payable		180.96							180.96
Burien Community Rental		2,000.00							2,000.00
Ministerial Standard Fund		250.00							250.00
Mission Receipt Payable		0.00	0.00	-5,852.01					-5,852.01
Morgan Valley Pass-Through Fund			174,580.62						174,580.62
Payroll Liabilities		0.00							0.00
Federal Taxes (941/944)		3,889.82							3,889.82
WA Paid Family and Medical Leave Tax		802.02							802.02
WA SUI Employer		0.00							0.00
WA Workers Compensation		508.86							508.86
Total Payroll Liabilities	\$	5,200.70	\$	0.00	\$	0.00	\$	0.00	\$ 5,200.70
Specifics Payable		122.05							122.05
Venezuela Church Support		100.00							100.00
Total Other Current Liabilities	\$	7,853.71	\$	174,580.62	\$	5,852.01	\$	0.00	\$ 176,582.32
Total Current Liabilities	\$	16,446.63	\$	174,580.62	\$	5,852.01	\$	0.00	\$ 185,175.24
Total Liabilities	\$	16,446.63	\$	174,580.62	\$	5,852.01	\$	0.00	\$ 185,175.24
<b>Equity</b>									
ABCUSA Grant Income		6,058.04							6,058.04
Book Project		211.41							211.41
Burmese Refugees		4,844.72							4,844.72
EA Haiti School Fund Equity		1,235.00							1,235.00
Euro Caucus Privilege Tra		18,122.04							18,122.04
Haiti School Project		39,767.04							39,767.04
Interfund Due to / Due from		-5,446.51	2,806,693.01	33,375.95	-16,728.96	2,020,347.29	-13,698.55	4,824,542.23	
Minister's Council Dues		1,445.00							1,445.00
New Church Development		0.00				15,690.49			15,690.49



Expenses								
5131 Exec Min Medical	1,575.00	1,575.00	0.00	100.00%	1,575.00	1,575.00	0.00	100.00%
5131 SStaff Medical	26,100.00	26,100.00	0.00	100.00%	26,100.00	26,100.00	0.00	100.00%
5262 Staff M&M	19,967.94	19,968.03	-0.09	100.00%	19,967.94	19,968.03	-0.09	100.00%
5275 - WebDesign/Master	23.13	562.50	-539.37	4.11%	23.13	562.50	-539.37	4.11%
5310 Staff Travel	32,366.71	26,250.03	6,116.68	123.30%	32,366.71	26,250.03	6,116.68	123.30%
5310-001 Annual Special Travel	1,835.66	9,000.00	-7,164.34	20.40%	1,835.66	9,000.00	-7,164.34	20.40%
5311 Continuing Education	1,500.00	1,125.00	375.00	133.33%	1,500.00	1,125.00	375.00	133.33%
5312 Resources (books, etc)	510.56	375.03	135.53	136.14%	510.56	375.03	135.53	136.14%
5501-001 Annual Meeting	1,401.39	4,000.00	-2,598.61	35.03%	1,401.39	4,000.00	-2,598.61	35.03%
5501-002 Asian Caucus	83.48	375.03	-291.55	22.26%	83.48	375.03	-291.55	22.26%
5501-003 Black Caucus	150.00	375.03	-225.03	40.00%	150.00	375.03	-225.03	40.00%
5501-004 Euro Caucus		375.03	-375.03	0.00%	0.00	375.03	-375.03	0.00%
5501-005 Hispanic Caucus		375.03	-375.03	0.00%	0.00	375.03	-375.03	0.00%
5503 Association Board & Comm.		749.97	-749.97	0.00%	0.00	749.97	-749.97	0.00%
5507 Event Expenses	2,750.78	0.00	2,750.78		2,750.78	0.00	2,750.78	
Leadership Retreat	10,527.28		10,527.28		10,527.28	0.00	10,527.28	
MLK Jr. Day Celebration	2,437.00		2,437.00		2,437.00	0.00	2,437.00	
Total 5507 Event Expenses	\$ 15,715.06	\$ 0.00	\$ 15,715.06		\$ 15,715.06	\$ 0.00	\$ 15,715.06	
5508 Kaleidoscope Collective		749.97	-749.97	0.00%	0.00	749.97	-749.97	0.00%
6001 Denominational Fees	150.00	262.53	-112.53	57.14%	150.00	262.53	-112.53	57.14%
6360 Telephone	1,398.29	1,500.03	-101.74	93.22%	1,398.29	1,500.03	-101.74	93.22%
6361 Cell Phone	2,698.89	2,437.47	261.42	110.73%	2,698.89	2,437.47	261.42	110.73%
6391 Bulk Mail Postage	800.00	645.03	154.97	124.03%	800.00	645.03	154.97	124.03%
6392 Postage	228.10	375.03	-146.93	60.82%	228.10	375.03	-146.93	60.82%
6430 Office Supplies	2,732.31	1,125.00	1,607.31	242.87%	2,732.31	1,125.00	1,607.31	242.87%
6452 Software	1,797.39	2,250.00	-452.61	79.88%	1,797.39	2,250.00	-452.61	79.88%
6453 Video Conferencing	1,148.66	600.00	548.66	191.44%	1,148.66	600.00	548.66	191.44%
6454 Computer Hardware	2,325.73	3,000.00	-674.27	77.52%	2,325.73	3,000.00	-674.27	77.52%
6900 Subscriptions&Memberships	540.43	299.97	240.46	180.16%	540.43	299.97	240.46	180.16%
6910 Finance Charges		299.97	-299.97	0.00%	0.00	299.97	-299.97	0.00%
6920 Miscellaneous	2,595.00		2,595.00		2,595.00	0.00	2,595.00	
6930 Bank Charges	35.00		35.00		35.00	0.00	35.00	
A.B. Foundation -Multi Re		900.00	-900.00	0.00%	0.00	900.00	-900.00	0.00%
ABWomen (Pacific NW)		262.53	-262.53	0.00%	0.00	262.53	-262.53	0.00%
Advertising & Marketing	209.99		209.99		209.99	0.00	209.99	
Audit		7,875.00	-7,875.00	0.00%	0.00	7,875.00	-7,875.00	0.00%



Bookkeeping Service	15,110.09	9,000.00	6,110.09	167.89%	15,110.09	9,000.00	6,110.09	167.89%
Bulk		645.03	-645.03	0.00%	0.00	645.03	-645.03	0.00%
Church Council Gtr Seattl	1,045.00	749.97	295.03	139.34%	1,045.00	749.97	295.03	139.34%
Copier Lease	4,094.61	3,750.03	344.58	109.19%	4,094.61	3,750.03	344.58	109.19%
DSL / Internet	1,681.20	1,125.00	556.20	149.44%	1,681.20	1,125.00	556.20	149.44%
EBA Board Programs	121.49	2,250.00	-2,128.51	5.40%	121.49	2,250.00	-2,128.51	5.40%
Exec Min M&M	14,744.79	14,177.79	567.00	104.00%	14,744.79	14,177.79	567.00	104.00%
Exec Min Salary	64,504.62	64,504.62	0.00	100.00%	64,504.62	64,504.62	0.00	100.00%
Faith Action Network		412.47	-412.47	0.00%	0.00	412.47	-412.47	0.00%
Housing	21,476.52	21,476.52	0.00	100.00%	21,476.52	21,476.52	0.00	100.00%
Insurance-Liability	0.00	0.00	0.00		0.00	0.00	0.00	
Interest Paid	57.00		57.00		57.00	0.00	57.00	
Labor and Industries	977.48	1,125.00	-147.52	86.89%	977.48	1,125.00	-147.52	86.89%
Legal Fees	5,725.10	375.03	5,350.07	1526.57%	5,725.10	375.03	5,350.07	1526.57%
Office Rental--WBC	5,395.00	4,860.00	535.00	111.01%	5,395.00	4,860.00	535.00	111.01%
Repairs & Maintenance	339.08		339.08		339.08	0.00	339.08	
Sabbatical Leave Support	20,451.87	19,999.99	451.88	102.26%	20,451.87	19,999.99	451.88	102.26%
Social Media Specialist	6,084.00	6,084.00	0.00	100.00%	6,084.00	6,084.00	0.00	100.00%
SS Offset	6,174.36	6,174.36	0.00	100.00%	6,174.36	6,174.36	0.00	100.00%
SSStaff FICA/Medicare	12,365.30	10,233.63	2,131.67	120.83%	12,365.30	10,233.63	2,131.67	120.83%
Staff Meetings and Morale	180.00		180.00		180.00	0.00	180.00	
Staff Salaries	90,400.12	86,100.03	4,300.09	104.99%	90,400.12	86,100.03	4,300.09	104.99%
Taxes & Licenses	40.00		40.00		40.00	0.00	40.00	
UBC Endowment Fund		7,499.97	-7,499.97	0.00%	0.00	7,499.97	-7,499.97	0.00%
Total Expenses	\$ 388,856.35	\$ 374,331.65	\$ 14,524.70	103.88%	\$ 388,856.35	\$ 374,331.65	\$ 14,524.70	103.88%
Excess (Deficit) of Revenue less Expenses	-\$245,737.25	-\$211,999.02	-\$33,738.23	-16%	-\$245,737.25	-\$211,999.02	-\$33,738.23	-16%
Other Income								
ABF Fund Drawdowns	91,328.02	0.00	91,328.02		91,328.02	0.00	91,328.02	
Investment Income		0.00	0.00		0.00	0.00	0.00	
Oak Lake Annual Gift	25,570.44	25,000.00	570.44	102.28%	25,570.44	25,000.00	570.44	102.28%
UBC Annual Gift Income	71,610.22	71,696.66	-86.44	99.88%	71,610.22	71,696.66	-86.44	99.88%
Total Other Income	\$ 188,508.68	\$ 96,696.66	\$ 91,812.02	194.95%	\$ 188,508.68	\$ 96,696.66	\$ 91,812.02	194.95%
Other Expenses								
Other Miscellaneous Expense	198.00		198.00		198.00	0.00	198.00	
Reimbursements ZBA	0.00		0.00		0.00	0.00	0.00	
Total Other Expenses	\$ 198.00	\$ 0.00	\$ 198.00		\$ 198.00	\$ 0.00	\$ 198.00	
Net Other Income	\$ 188,310.68	\$ 96,696.66	\$ 91,614.02	194.74%	\$ 188,310.68	\$ 96,696.66	\$ 91,614.02	194.74%
Net Income	-\$ 57,426.57	-\$115,302.36	\$ 57,875.79	49.81%	-\$ 57,426.57	-\$115,302.36	\$ 57,875.79	49.81%

# A Look at Our Funds in ABF and with WBC

Fund #	Fund Name	6/30/24 Balance	Gain from Jan 1 to Jun 30	Notes
1073	University Baptist Endowment	\$1,429,187.79	\$70,115.48	
1187	Evergreen Endowment	\$590,975.18	\$14,487.12	
1317	Pullman Blended	\$239,000.08	(\$54,416.32)	Sabbatical Drawdown & Lopez Salary Guarantee
1683	Haiti Mission Fund	\$1,177.85	\$57.78	Now Zero - Pulled for Mabudigas
1725	Roger Williams Fund	\$35,036.12	\$1,718.88	Restricted Use
1812	Clergy Misconduct Prevention	\$10,670.20	\$215.96	Restricted Use
1824	Pneuma (Building Bridges) Fund	\$788,427.86	\$1,033.37	After Annual Drawdown of \$40K
1856	Morgan Valley Legacy Fund	\$175,387.03	(\$75,078.32)	Growth, less \$88K Sent to Camp Utaba

## Funds with WBC

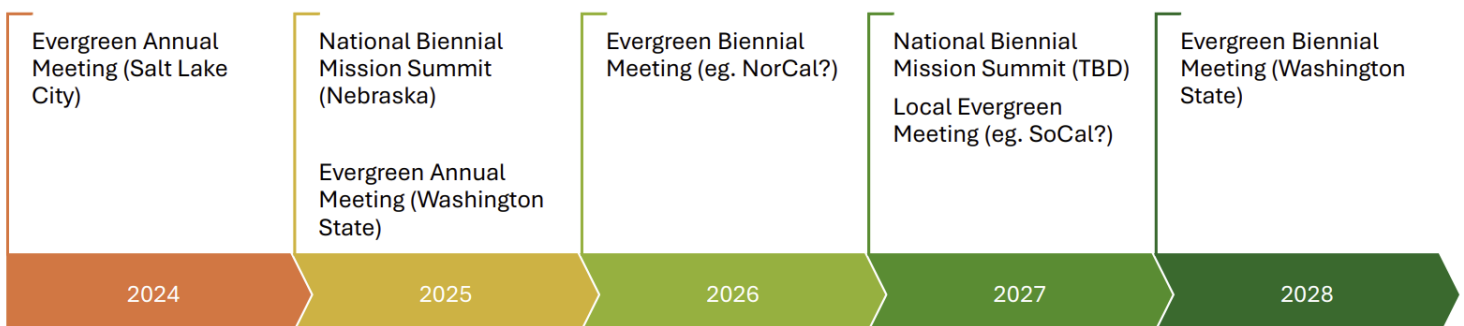
As of 9/25/24

Pneuma Portion	\$1,204,430.44	\$4,430.44	After Annual Drawdown of \$69K
Unrestricted	\$254,615.29	\$5,373.20	

## Evergreen Biennial Meeting Proposal

As a way to encourage participation by all churches, and also help out with church travel budgets, we are recommending that we meet in person every other year (starting in 2026). We will meet every even year, and the ABC-USA Biennial Mission Summit is every odd year. On the years we do not have a full meeting we will have a local gathering, which will have no business, just community and learning. This way churches, pastors, and laity can focus their travel budgets on these key meetings. On the years we do not meet in person, we will still have an Annual Business Meeting the second Saturday of October using Zoom.

## Evergreen Biennial Meeting Proposal



# Saturday Night Worship Order of Service

## October 12, 7pm MDT, First Baptist Church SLC

<b>Prelude</b>	<i>Closer Walk with Thee</i>	FBC Praise Band
<b>Call to Worship</b>		Rev. Shavon Walker
One: Let us praise God		
<b>All: Let us praise the one who filled the earth with blessing</b>		
One: Let us sing to the creator who has filled our lives with joy.		
<b>All: Sorrows befall us;</b>		
One: Trouble besiege us;		
<b>All: The prophets of God disturb us,</b>		
One: Yet we live supported by God's love.		
<b>Invocation</b>		Rev. Dr. Angie Barker-Jackson
<b>Song</b>	<i>Up Above My Head</i>	FBC Praise Band
	See Insert	
<b>Welcome &amp; Time of Greetings</b>		Christopher Nelson
<b>Reflection on Theme:</b>		Rev. Doug Avilesbernal
<b>Greetings</b>		Rev. Dr. Robin Stoops
<b>Call to Giving</b>		Rev. Dr. Liliana Da Valle
<b>Offertory</b>	<i>Healer of My Soul</i>	
<b>Prayer</b>		Rev. Dr. Victoria Carr-Ware
<b>Sacred Reading</b>	Hebrews 10:24-25	Rev. Nicole Iaquinto
<b>Song</b>	<i>Rain Down</i>	FBC Praise Band
	See Insert	
<b>Introduction of Speaker</b>		Rev. Sam Kim
<b>Anthem:</b>	<i>For Everyone Born</i>	Evergreen Mass Choir
<b>Message</b>		Rev. Dr. Lauren Lisa Ng
<b>Communion Invitation</b>		
<b>Song</b>	<i>Welcome Table</i>	FBC Praise Band
<b>Communion</b>		Evergreen Staff
<b>Song</b>	<i>House of God Forever</i>	
	See Insert	



**Announcements**

Rev. Paul Schneider

**Benediction**

Rev. Dr. Lauren Lisa Ng

**Postlude**

*Be Thou My Vision*

Andrew Braley



## About Tonight's Preacher



Rev. Dr. Lauren Lisa Ng is the Senior Program Officer for the Thriving Congregations Initiative to serve Asian American and Pacific Islander (AAPI) churches with the Berkeley School of Theology. She has a distinct passion for fresh, alternative, and entrepreneurial models of ministry and the emerging leaders who pursue them. She completed her Doctor of Ministry in Creative Leadership at Central Baptist Theological Seminary. She earned her Master of Divinity from the Berkeley School of Theology and was ordained in 2005. Rev. Ng earned her BA in English and Creative Writing from Oberlin College. Her 20+ years of professional experience also include serving as the Director of Leadership Empowerment for the American Baptist Home Mission Society, serving on development staff with International Ministries,

an advisor for American Baptist Women in Ministry, a board member of ABHMS, a trustee of Bacone College. She also served five years as associate pastor at First Chinese Baptist Church in San Francisco. Lauren is also a creative artist as a poet (her work can be found at [www.laurenlisang.com](http://www.laurenlisang.com)); and as the songwriter, vocalist and bass player for her band, [Whisperfight](#). She prides herself on finding the best vegan food wherever she goes. Lauren lives in Northern California with her husband Daniel, and together they have three children ages 18, 16, and 13, and a minigoldendoodle named Mochi.

# Shuttle Schedule Information

We are grateful for First Baptist Church of Salt Lake City making their shuttles available! We will have dedicated shuttle service which will run in the mornings and evenings between the hotel (see below) and the Church. The Shuttles will also help with transportation to the Salt Lake City Experiences. The Shuttle will be making 3 trips back and forth at the following times:

**Thursday:** 5:45pm—Hotel to Church, 8pm—Church to Hotel (only one trip each way)

**Friday:** 9am—10:45am Hotel to Church, 8:30pm—9:15pm Church to Hotel

**Saturday:** 8am—9:00am Hotel to Church, 8:30pm—9:15pm Church to Hotel

## Public Transportation Information

Salt Lake City has a fantastic rail and bus system that runs around the hotel. You are welcome to take a bus or take a short walk to the TRAX University South Campus Station to travel into downtown Salt Lake City. More information about the bus and rail system can be found here: <https://www.rideuta.com/rider-tools/schedules-and-maps> or by downloading the Transit app (<https://transitapp.com/>).

## Hotel Information



For those coming in from out of town, we are staying at the Salt Lake City Marriott University Park, located at 480 Wakara Way, Salt Lake City, UT 84108. There is a discounted rate for those who registered with the Evergreen Room Block. In addition to excellent rooms, a fitness center and on-site parking, The hotel is just under two miles away (and even a bit less than that walking) from the First Baptist Church of Salt Lake City, and less than a mile walking to the TRAX University South Campus Station.

To walk to the church from the Salt Lake City Marriott University Park, head right out the front doors of the Marriott, and follow Wakara Way southwest until you cross Foothill and continue onto Hall Street. Then turn left onto Wahlen Way, and then left on Valdez Drive. Follow Valdez south until you reach East Sunnyside, then turn right. Continue until about a block after East Sunnyside becomes 800 Street, and the church will be on your right.

To walk to the TRAX University South Campus Station from Salt Lake City Marriott University Park, head right out the front doors of the Marriott, and follow Wakara Way southwest. Turn right on Foothill Drive, then right on Mario Capecchi Drive. Turn left and cut through the parking lot past the Madsen Health Facility, until you reach East Research Road. Turn left on East Research Road, then right on S 1800 East. Follow that road northeast until you reach South Campus Drive, then turn left. The station will be on the right.



# Special Thanks to organizations that joined us for our Annual Meeting



AMERICAN BAPTIST CHURCHES USA  
*Serving as the hands and feet of Christ*



American Baptist Home Mission Societies

ministr@life

ABHMS CENTER FOR  
CONTINUOUS LEARNING



## Thanks to all the Volunteers, Staff, and everyone else who made the Annual Meeting possible!

### First Baptist Church of Salt Lake City Volunteers & Staff

Rev. Curtis Price—Pastor  
Emily Braley—Coordinator Extraordinaire  
Andrew Braley—DO and Band Leader  
Michael Davies—Hike Leader, Livestream  
Josh Davies—Hike Leader, Band Member  
Eric Canfield—Band Member  
Chris Nelson—Band Member  
Terry Gillman—Livestream  
Dennis McCracken—Office Admin & Meals  
Russel Moore—Kitchen Team  
Jenny Smullin—Driver  
Esther McCarty—Mission Tables  
Glenda McNulty—Meal Crew  
Julia Watson—Kitchen Team  
Courtney Moser—Driver  
Kelly Byrnes—Jack of all Trades  
Shirley Rogers—Volunteer  
Fred Smullin—Church Guide  
Bill Smith—Driver  
Pat Ditton—Mission Tables Lead  
Beth Bruce—Evergreen Mass Choir Director

### Evergreen Association Volunteers & Special Guests

Volunteers from Evergreen: Stephanie Com-  
mandest, Patrick Green, Tim Phillips, Leslie  
Piacitelli, Ernestine Robinson, Jackie Williams

Translators: Erick Lopez, Español; Lwan May  
Oo, Burmese

### 2024 Annual Meeting Planning Committee

Leslie Piacitelli, Doug Avilesbernal, Curtis  
Price, Emily Braley, T. Scott Pegues, Paul  
Schneider

### 2024 Budget Committee

Doug Avilesbernal, Liliana Da Valle, Robert  
Simmons, Leslie Piacitelli, Jerome Polite, Paul  
Schneider

For anyone we missed, we are sorry and we  
appreciate your work!



## Save These Dates!



**Evergreen Advent Devotional** – Sun Dec 1 – Tue Dec 24, 2024

**Christmas** – Wed Dec 25, 2024

**Epiphany** – Mon Jan 6, 2025

**Martin Luther King Jr Celebration** – Mon Jan 20, 2025

**Evergreen Leadership Retreat** – Thu Feb 13 – Sat Feb 15, 2025

**Ash Wednesday** – Wed Mar 5, 2025

**Lent** – Wed Mar 5 – Thu Apr 17, 2025

**Good Friday** – Fri Apr 18, 2025

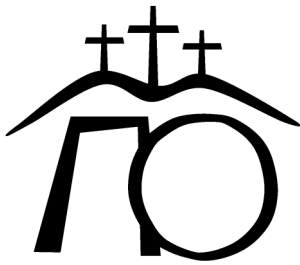
**Easter** – Sun Apr 20, 2025

**Pentecost** – Sun Jun 8, 2025

**All Evergreen Backpacking Trip** – Thu Jun

19 – Sun Jun 22, 2025 (to be confirmed)

(See page 31)



**ABC Biennial Mission Summit in Omaha, Nebraska** – Thu Jul 3 –  
Sun Jul 6, 2025



**Taste of Evergreen** – Keep an eye out for late July!

**Evergreen Clergy Backpacking Trip** – Late August (See page 31)

**Evergreen Annual Meeting** – Thu Oct 9 – Sat Oct 11 (Sun Oct 12), 2025



## All Evergreen Backpacking Trip

Take some time for a 4-day trip on the North Fork Sauk Trail where you can detach from technology, take a break from the hustle and bustle of every-day life, and connect with the divine in a way that is unique to the wilderness. Days will include times of silence, guided conversation, amazing views, and hiking and camping. This is a trip that will be meaningful for those with little (or no) wilderness experience or those with a lot.

**When: June 19-22, 2025**

## Evergreen Clergy Backpacking Trip

This trip, exclusively for Evergreen affiliated clergy persons of all kinds, will be a 4-day trip in Olympic National Park. It will be a time to detach from technology, to be in community with other Clergy, and take a break from the every-day business of running a church or ministry. Those who went in 2023 say that the trip was transformative, and the chance to be able to seek the divine outside the church, in the wilderness, was a blessing. Days will include times of silence, guided conversation, amazing views, and hiking and camping. This is a trip that will be meaningful for those with little (or no) wilderness experience or those with a lot.

**When: Late August, 2025**

- Costs cover, food, group gear (stoves, first aid kit, etc.), and trip leadership. Some partial scholarships may be available. This is a continuing education worthy event.
- Group size is normally between 4-7 people, not including me.
- Spiritual component includes times of silence for reflection, guiding questions, and good conversation
- Overall cost of trips is \$800 a person – this includes food for the trip itself and group gear. It does not include transportation to and from the trail. As a group we can work out the logistics for transportation
- If participants need gear (backpacks, tents, or other) we have some I can rent or can work the individual to find good rental options.

About the leader from the website ([www.wildernessjourneys.org](http://www.wildernessjourneys.org)):

Jonathan Malone is a minister, hiker, musician, husband, father, and slightly crazy. For a number of years he has been leading groups of youth and adults into the wilderness.

Jonathan was a Boy Scout, is a 46er (Adirondacks), a 48er (White Mountains), and has thru-hiked a number of trails including 700 miles of the Appalachian trail. He is an ordained American Baptist pastor, certified Wilderness First Responder through NOLS, is trained in Mental Health First Aid (for adults), has a PhD in theology, and spends countless weeks, days, and hours in the wilderness trying to find God. He keeps looking and welcomes you to join him.



# Evergreen Association

## Mission Statement

Being a culturally diverse people who are one in Christ  
and who value the liberties of our American Baptist  
heritage, the Evergreen Association of American Baptist Churches will  
build bridges between communities;  
provide resources to equip member churches to share Christ and teach  
God's Word;  
and translate our unity to the world.



### EVERGREEN ASSOCIATION OF AMERICAN BAPTIST CHURCHES

Rev. Doug Avilesbernal  
Executive Minister

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Email: [doug@ea-abc.org](mailto:doug@ea-abc.org)

[www.ea-abc.org](http://www.ea-abc.org)

