

2025

Annual Gathering Impact Book



EVERGREEN ASSOCIATION

—OF AMERICAN BAPTIST CHURCHES USA—

TRANSLATING OUR UNITY TO THE WORLD

Olympia First Baptist Church

904 Washington St SE, Olympia, WA 98501

Phone: (360) 357-3881

Website: <https://fbcolympia.org/>

October 9th-11th

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

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

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

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Evergreen Association of American Baptist Churches

2025 Annual Gathering Schedule of Events

Thursday, October 9th

6pm—Ministers' Council Gathering—In Fireside Room @ Oly FBC. Guest Speaker: Medard Ngueta, World Relief Western Washington Executive Director

6pm—Laity Gathering—In Fellowship Hall @ Oly FBC. Event Leader: Leslie Picitelli, Evergreen Vice-Chair

Friday, October 10th

9:00am—Registration

10:30am—Welcome Plenary

11:30am—Lunch—Fellowship Hall

1pm—2:15pm—First Workshop Session for In Person Attendees

2:30pm—3:45pm—Second Workshop Session for In Person Attendees

4pm—5:15pm—Third Workshop Session for In Person Attendees

5:30pm—Dinner—Fellowship Hall

7pm—Worship—Proclaimer: Rev. Dr. Gina Jacobs-Strain, General Secretary of the American Baptist Churches—USA

Saturday, October 11th

8:30am—Breakfast

10am—Business Session Review

10:30am—Caucus Business Breakouts

11:15am—Business Meeting Resumes

12pm—Lunch—Fellowship Hall

1pm—5:15pm—Olympia Experiences

1pm—2:15pm—First Workshop Session for Online Attendees

2:30pm—3:45pm—Second Workshop Session for Online Attendees

4pm—5:15pm—Third Workshop Session for Online Attendees

5:30pm—Dinner—Fellowship Hall

7pm—Worship—Proclaimer: Rev. Dr. Angela Barker-Jackson, VP of Institutional Advancement for the Berkeley School of Theology

Sunday, October 12th

The Evergreen Annual Meeting is technically over, but you can worship with one of the Evergreen Congregations in the Western Washington, including our host, Olympia First Baptist Church, or churches farther north!

Welcome from Evergreen & Olympia FBC



Welcome to our Annual Gathering!

Our theme from this year comes from the end of the 19th chapter of Leviticus. Our passage is from the 34th verse with the previous 33 verses outlining what moral holiness is and what it looks like lived out. Yes, how we treat the stranger, those who we do not know, who cannot do anything for us, is part of moral holiness. God does not make exceptions, nor does God ignore right conduct. There is simply no room for cruelty, abuse, hate or anything else that oppresses the stranger. We are glad you have joined us and are looking forward to hearing about all the good you came across as we gather. May this brief time help you leave with fewer strangers, lots of encouragement and energy to share what you have learned when you get home.

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



Welcome, sisters and brothers,

of the Evergreen Association of American Baptist Churches!

As we gather together from near and far, your host sister church, Olympia First, extends to each of you a warm embrace of welcome! We hope your time here with us will be a positive experience encased in renewed friendships, relational connections with folks who are not as well known to you as well as some time for spiritual nurture and soul-touching worship!

We have a wonderful team of volunteers, broken up into three distinct teams, who are looking forward to being a help and resource for you as you navigate our facility, discover its quirks, and hopefully, find everything that will make your time with us, a satisfying one. If there is anything that we can do to make your time with us more manageable, please seek out one of our volunteers. If they don't have an answer, we will secure someone who can (that will most likely be myself, and/or the Rev. Joan Friesen)

We look forward to providing you all a space of hospitality where the sacred and the ordinary collide to provide brief moments of the Divine.

Blessings and Joy!

Humble over Hype!

- Rev. Mark Rambo

Sr. Pastor/Lead Pastor/Only Pastor

Olympia First Baptist Church

Evergreen Chapter, Ministers' Council Gathering

October 9th, 2025, 6:00pm, Olympia FBC

Join us as we gather for camaraderie and food, as well as a time of learning. We'll be gathering in the Fellowship Hall at 6pm to get our meals, and then the Fireside room for time together. This will include a presentation from Medard Ngueta sharing about World Relief and how they partner with churches. We are also joined by Natalie Teabo and Hannah Snelling of World Relief

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

7pm—Guest Speaker Medard Ngueta—Executive Director, World Relief Western Washington.

Evergreen Laity Gathering

October 9th, 2025, 6:00pm, Olympia FBC

At the same time the Ministers gather, the Laity will be gathering also, in the Fellowship Hall, for food, for community, and to engage in a great activity. We are privileged to have Leslie Piacitelli, Evergreen's Vice-Chair, an expert in team building and developing robust communications across differences in communication styles, culture and understandings.

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

Activity lead by Leslie Piacitelli, Vice-Chair, Evergreen Association of American Baptist Churches.



Leslie Piacitelli

Leslie is a member of Japanese Baptist Church in Seattle and also currently serving as the vice-chair for the Evergreen Association. She recently retired from full-time work as a program manager and is now doing research to determine what's next for this new phase. First on the list will be a long-overdue return trip to Japan with her family in December!

Weekend Workshop Schedule—Both Days

1pm– 2:15pm—The Road from Strangers to Strangers No More!

Rev. Doug Avilesbernal, Regional Executive Minister of the Evergreen Association of American Baptist Churches, and author of *Welcoming Community: Diversity That Works* (Judson Press, 2016) will lead us in a workshop designed to help us learn to cross cultural divides so we can make those who seem at first unknown and unknowable by us, into our allies, friends, and siblings as fellow children of God.

2:30—3:45pm—How to Discover Who Our Neighbors Are—Rev. Sam Kim, Associate Executive Minister of Innovation and Design for the Evergreen Association of American Baptist Churches, and director of the Pneuma Initiative, will lead us in a workshop which will help us learn to assess who our neighbors are, how to connect with them, and how to determine their needs so that we can design ministries which are both appropriate and helpful to our communities.

4pm—5:15pm—Strengthening the Financial Future of the Church: Vision, Communication and Celebration—Rev. Ricky Barlow, Donor Advisor and Development Consultant with the American Baptist Foundation, and Darrell Simmons and Robert Simmons of CrossWalk Community Church will lead us in learning how to develop a financial foundation which will support your ministries. Because salvation is free, but ministry is not! Combining a view of how to create and build endowments, and relationships within the congregation and also connect with communities to invest back in the church that is vested in the community, this workshop promises to be both practical and informative.

Workshop Leader Bios



Rev. Doug Avilesbernal

Doug is the son of missionaries, having been born in Guatemala, Central America. He is married to Anna Wiegner and they have two sons. He received his ordination to pastoral ministry in 2010 at Calvary Baptist church in Norristown, Pennsylvania. Rev. Avilesbernal has led the annual conferences for Missionary Children for American Baptist Churches International Ministries. He has also served in the leading team for the Connect Conference for young American Baptist clergy. He is a frequent speaker and workshop leader for regions and national conferences. He currently serves as the Regional Executive Minister of the Evergreen Association of American Baptist Churches,

which is diverse in ethnicity and geography.

Rev. Sam Kim

Sam is a Korean-Canadian who has lived in many different cities before calling Seattle home. He graduated from Regent College in Vancouver, BC, with a Master in Christian Studies (Arts and Christianity) and Wesley Theological Seminary in Washington, DC, with a Master of Divinity. He has also received his certificate in Foundations for Design Thinking through IDEO U. Sam also teaches Ministry Innovation as an adjunct professor at the Berkeley School of Theology and is pursuing his Doctor of Ministry there. He has ministered in Korean, Japanese, British, and Chinese churches for the past two decades before his current role. He currently serves as the Associate Executive Minister of Innovation and Design, and director of the Pneuma Initiative for the Evergreen Association of American Baptist Churches.



Workshop Leader Bios, Continued



Rev. Rick Barlow

Rev. Rick Barlow (Rev. R. Marthel Barlow) is ordained clergy of American Baptist Churches USA (ABCUSA). While serving as a Servant Leader at Seattle's historic Mount Zion Baptist Church, in 2000 the American Baptist Foundation commissioned him as a planned giving representative where he served over four hundred fifty congregations throughout the Northwest and California. Over the next decade he produced over twenty million dollars in planned gifts. In 2010 he founded the Barnabas Exchange Planned Giving and Resource Development firm where he continued to work with the Evergreen Association of American Baptists as well as other non-profits and individual philanthropists. In 2013 Rev. Barlow rejoined the American Baptist Founda-

tion staff as a Development Consultant/Donor Advisor. He coined the phrase "Serving to connect people who care to ministries that matter" and says it's the ABC family and the ABF mission that fuel his passion as together the church family performs its EKG ("Expanding the Kingdom of God"). Prior to his post with The American Baptist Foundation, Rev. Barlow was in the financial services industry as a licensed commercial and personal multi-line independent insurance agent and managed over a thousand clients as member of his family owned and operated Insurance Agency. He continues at Mount Zion as a Servant Leader while filling pulpit-supply requests throughout the American Baptist Family as well as providing inspiring motivational messages to impact the lives of many. He is married to the love of his life, Lydia Flora Barlow, and is the proud father of three daughters and a son. When asked the question "What is your business?" he often says, "I'm in the friend-making business, because friends help friends."

Robert Simmons

Robert is a husband, a father, a teacher, a member of the LGBTQ+ community and a member of CrossWalk Church in Napa, California since 2018. He previously served as a steward of the board at CrossWalk, and as a Union Organizer and site rep for his Teachers' Union. In his free time, he loves to read fantasy, scifi and manga books. He also loves to watch anime and is an avid learner of the Spanish Language.



Darrell Simmons

Darrell has been a member of CrossWalk Church since 2017 along with his husband and currently serves on the board of stewards. He works as a supervisor in a clinical lab at John Muir hospital. His favorite Bible story is the parable of the Good Samaritan (Luke 10:25–37) because it teaches that compassion for others—especially those seen as "outsiders"—is second only to loving God. In his spare time, he enjoys gardening, baking, reading, and exploring quirky projects like making mushroom ice cream, mixing color-changing drinks, and collecting UV fluorescent minerals for his nieces. He loves comics, cartoons, and hearing about other people's creative pursuits.



Friday Schedule with Locations

All Times Pacific

9am—Registration—Downstairs Entry

10:30am—Welcome Plenary—Sanctuary

11:30pm—Lunch—Fellowship Hall

1pm—The Road from Strangers to Strangers No More!—Sanctuary

2:30pm—How to Discover Who Our Neighbors Are—Sanctuary

4pm—Strengthening the Financial Future of the Church: Vision, Communication and Celebration—Sanctuary

5:30pm—Dinner—Fellowship Hall

7pm—Worship—Sanctuary

Mission Partner Tables

Tables will be in the Fellowship Hall for perusal during the meal times and “passing periods”

Organizations and Individuals at the tables include: **American Baptist Churches, USA** (ABC-USA); **The American Baptist Foundation** (ABF); **The Association of Welcoming and Affirming Baptists** (AWAB); **Sandra Crowell**, Author (see below for a talk with her on Saturday); **The Kaleidoscope Institute** (KI); **Keith Madsen**, Author; **MinistrELife and the American Baptist Home Mission Societies**; **Kihomi and Mabudiga Nzunga**, IM Global Servants; **The Tacoma Ministerial Alliance/NAACP/AAPL**; **Underground Ministries**; and **World Relief**.

Olympia Experiences

We’ve setting aside time on **Saturday Afternoon** for those who have gathered in person to be able to experience a bit of Olympia, the capital city of Washington state, for themselves. Below are some offerings, or, if you prefer, you can head out into the city on your own.

Squaxin Island Museum & Talk with Sandra Crowell: *Sponsored by the Evergreen Intercultural Team.* This group will head out to visit the Squaxin Island Museum, just 15 miles from Olympia First Baptist. In addition to learning about the culture and history of the Squaxin people at the museum, this group will return by 4pm for a talk with author Sandra Crowell (*The Ravaged Forest: A Native Woman’s Journey to Justice*), in the Olympia First Baptist Sanctuary.

Nisqually National Wildlife Refuge Hike: A hike in the beautiful Nisqually National Wildlife Refuge. The best hiking here is along the beautiful boardwalk, and participants will return by 5:15pm.

Visit to the Olympia Farmer’s Market and Percival Landing Waterfront Park: The Olympia Farmers Market is a vendor owned, year round farmer’s market. Percival Landing nearby is one of the waterfront parks of Olympia and includes a nearly mile long boardwalk which goes from the Fourth Avenue Bridge to Thurston Avenue. Participants should aim to return by 5:15pm.

Friday Night Worship Order of Service

October 11th, 7pm PDT, Olympia First Baptist Church

Announcements & Greetings from Mission Partners & Updates from the Region

Prelude Dr. Jonathan Spatola-Knoll

Call to Worship Pastor Angeline Lau

Hymn *Creator God, Creating Still* 406

Invocation Rev. Dr. Victoria Carr-Ware

Welcome Rev. Mark Rambo

Welcoming New Evergreen Churches Rev. Doug Avilesbernal

New Community Church, Menlo Park, CA

Grant Park Church, Portland, OR

Church by the Side of the Road, Berkeley, CA

Belfair Community Church, Belfair WA

Call to Giving Rev. Dr. Liliana Da Valle

Offertory Dr. Jonathan Spatola-Knoll

Prayer Over the Offering Rev. Shavon Walker

Hymn *Give Thanks* 373

Sacred Reading Colossians 3:14, NLT Rev. Nicole Iaquinto

Introduction of Speaker Rev. Doug Avilesbernal

Hymn *Christian People, Sing Together* 271

Message **Harmony as a Priority** Rev. Dr. Gina Jacobs-Strain

Hymn *We Are Travellers on a Journey* 278

Benediction Rev. Dr. Gina Jacobs-Strain

Sending Song *Go Now in Peace* 513

Postlude Dr. Jonathan Spatola-Knoll

Walk Humbly, Love Completely, Live Differently



About Tonight's Preacher



Rev. Dr. Gina C. Jacobs-Strain was called as General Secretary of American Baptist Churches USA by the Board of General Ministries on November 4, 2023, and began to serve on February 1, 2024. The OGS helps gather the denomination through events such as Biennial Mission Summits, the National Leadership Council, the National Executive Council, and other caucuses and special events. The Office of the General Secretary engages the denomination through Everyday ABC Conversations, and also supports local congregations by providing stewardship resources, leadership development retreats, pastor conferences, and regional board training.

Prior to her call as General Secretary, Rev. Dr. Jacobs-Strain served as Executive Director of American Baptist Women's Ministries (ABWM), and served in a number of pastoral roles, including Transitional Pastor at First Baptist Church of New Market in Piscataway, N.J., Interim Pastor at St. Paul Baptist Church in Atlantic Highlands, N.J., and Associate Regional Pastor for Women in Ministry with the American Baptist Churches of New Jersey (ABC-NJ). She currently serves as an Associate Minister of Christian Education at St. Paul Baptist Church in Montclair, N.J.

Rev. Dr. Jacobs-Strain earned a bachelor's degree in psychology from Rutgers University and graduated Magna Cum Laude with a Master of Divinity degree from Drew University's Theological School. She was also honored with the Old Testament Studies Scholar Award from the Biblical Studies Department. In 2015, she received a Certificate of Excellence from Palmer Theological Seminary & ABC-NJ Academy, and in 2017, she completed the Nehemiah-Leadership Program. In May 2020, she attained a Doctor of Ministry from Duke University. She is married to Clifton Strain, and together they have three sons.

Welcoming New Evergreen Churches

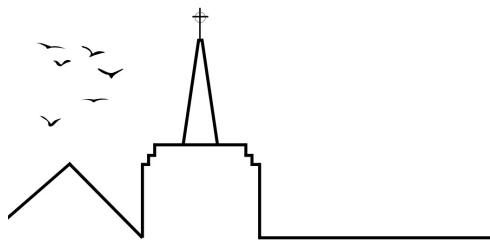
We are delighted to be welcoming four new churches into our Evergreen Family at our 2025 Annual Gathering. Here's a little bit about each one of them.



**New Community Church, Menlo Park
CA**

Planted in the heart of Menlo Park, CA, New Community Church is a Jesus-centered group of people learning together to discern and live Christ's invitation with one another and our neighborhood. Our mission is to be followers of Christ in an authentic faith community for the good of our broader community and the world. We are committed to growing and maturing as spiritually-formed followers of Jesus, addressing injustice and oppression where we have influence. We discover the way of Jesus as well as the truth of Jesus, living as the beloved of God (Identity), belonging to God and each other (Belonging), and being a blessing in the world as generous and loving servants (Meaning). At New Community Church we want to walk with the committed and the curious, journeying together toward a deeper relationship with God. We want to offer the life of Christ in the beauty and brokenness of our world. And we want every person in our lives to experience the fullness of their humanity as they reflect the image of God in the world. Pastor Dave Peterson is serving as Interim Pastor at the moment, alongside Pastor Rachel Palmbush, and Worship Pastor Pat Little, along with a number of other dedicated staff and lay leaders.

Grant Park Church



Grant Park Church, Portland, OR

At the heart of the Grant Park neighborhood, Grant Park Church has been an American Baptist staple in Portland, OR since 1926 when its doors first opened. Additions have come to the building, the neighborhood has grown and evolved, and GPC has remained committed to their neighbors throughout the decades. The Grant

Park Church community has been leaning into their identity as Welcoming and Affirming since 2017, calling Pastor Ari Grubner in 2024 as their first openly-gay minister. As a neighborhood church trusted to care for a big building, GPC is determined to be part of creatively "building the village" that all of our neighbors might enjoy. From part of our building serving as a temporary shelter for families with children experiencing homelessness to the education wing transformed into a preschool space, ministry for us has taken different shapes and forms in recent years. Joining Evergreen has been a gust of wind in our sails that is encouraging and thrilling our community already!

The Church by the Side of the Road, Berkeley, CA



Founded in 1956 by Rev. Dr. Alexander Stephens Jackson, II, the Church by the Side of the Road has been planted in the city of Berkeley for nearly 70 years. Not even a block from Shattuck Avenue, and very near Ashby, this church has served the neighborhood and the people with a glad heart for decades. An historic Black church, they are constantly busy, revitalizing ministries to the houseless, and building up the disciplines and joys of faith in the lives of their members. The Church by the Side of the Road is making disciples singing God's praise, sharing God's love, and serving God's people. They do this through their primary call in maturing members for missions and ministry. Rev. LaDonna Harris serves as Pastor of CBSOR.

Belfair Community Church, Belfair, WA



Belfair Community Church
Abiding in Christ. Growing Together. Giving Life.

For 78 years, Belfair Community Church has been living out God's word in the community of Belfair, Washington. God is on the move at BCC, growing us as followers of Jesus Christ, committed to authentic community, with hearts set on seeing the Kingdom of God come to Belfair, Washington, the USA, and the world as it is in heaven. We claim members from many surrounding towns and cities, who participate in the ministries of the congregation. BCC's members give generously in support of the benevolence ministries of the church, which serves as a Salvation Army Service Extension, has a 24/7 food pantry, and a Laundry and Shower Trailer. They have a thriving ministry with children and youth, as well as maintaining solid connections to their community. Rev. Dr. Jamie McMahan serves as Senior Pastor at Belfair, alongside a dedicated staff of ministers and lay leaders who help the church and its members live into their call as followers of Jesus each and every day.

Saturday Schedule with Locations

8:30am—Continental Breakfast—Fellowship Hall

10am—Main Business Session—Sanctuary

10:30am—Caucus Breakouts—Asian Caucus: Music Room, Black Caucus: Fireside Room, Euro Caucus: Room 102, Hispanic Caucus: Library

11:15am—Business Session Reconvenes—Sanctuary

12pm—Lunch—Fellowship Hall

1pm—Olympia Experiences—*See page 8.*

4pm—Sandra Crowell Talk—Sanctuary, part of Squaxin Museum Olympia Experience.

1pm—The Road from Strangers to Strangers No More!—Online (Room 102)

2:30pm—How to Discover Who Our Neighbors Are—Online (Room 102)

4pm—Strengthening the Financial Future of the Church: Vision, Communication and Celebration—Online (Room 102) *Recorded from Yesterday*

5:30pm—Dinner—Fellowship Hall

7pm—Worship—Sanctuary

Business Session Agenda

10 AM Business Session Review

Opening Prayer

Personnel committee recognition

Review of Agenda Common Agenda for Action

- Affirmation of 2024 Minutes
- Approval of 2026 budget
- Affirmation and Welcome of Belfair Community Church by Asian, Black, Hispanic Caucuses
- 2025 Annual Meeting Host—CrossWalk Community Church, Napa

10:30 AM Meet in Caucus Groups

11:15 AM Business Session Reconvenes

Caucus Reports/Affirmations of Common Agenda

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

Budget Officer's report 2025

Report on Board of General Ministries - Scott Pegues

Report - Executive Minister Douglas Avilesbernal

Report – Pneuma Initiative

12:00 PM Adjourn

Regional Executive Minister's Report



Rev. Doug Avilesbernal

“When an alien resides with you in your land, you shall not oppress the alien. The alien who resides with you shall be to you as the citizen among you; you shall love the alien as yourself, for you were aliens in the land of Egypt: I am the LORD your God.”

- **Leviticus 19:34**

“At the bottom of enmity between strangers lies indifference.”

- **Søren Kierkegaard**

Our world has brought the question of how to treat the strangers among us right to our doorsteps. What constitutes a worthy stranger? More importantly still, who among us deserves our love, compassion, and care? We are currently living the question, “Am I my brother’s keeper?” This year we will explore this question from many perspectives at our annual gathering. We will ask, who does Jesus say we should include in our support and care?

Some might feel the following is me veering into politics too much. To that I ask, please bring it to the Gospel. If what I am saying is against Jesus’ message, please let me know right away so I can be corrected.

This year has been a very difficult year for the least among us. Although there have always been the least among us this year broadened that category. For years being undocumented in our country affected lives but mostly in lack of access to healthcare, educational loans, etc. There were occasional immigration raids, but they were not as visible and most of the enforcement was along the southern border by far. This year though, anyone who looks Latino or speaks Spanish in public is at risk of finding themselves detained. Worst of all, people following the law and a legalization process by going to court buildings are being taken. Parents driving children are being taken while their children are left on a sidewalk to figure out what to do. None of this could be possible if we considered “those people” humans like us. Indifference can easily be guided to become enmity of strangers. We must not allow anyone to tell us strangers are bad simply because they look different or speak another language. The law can be upheld without collective punishment or intentional cruelty.

Some highlights from this year

Growing Community - our community continues to grow by being a home for those within our ABC family who find themselves in need of a home where they can express who they are, are becoming or explore where to go in a supportive space. This year we have again welcomed several churches we are glad to support as they help us grow our world in deeper faith and broader perspective. We have welcomed, New Community Church of Menlo Park, CA, Grant Park Church of Portland, OR, the Church by the Side of the Road of Berkeley, CA, and Belfair Community Church of Belfair, WA.

Staff- We continue to work on ways to support you all more proactively as we live into broader spheres of ministry your generosity has allowed. From support cohorts through Pneuma initiative to conflict and envisioning engagement, to administrative support reviews, Media life growing and more we have been actively searching for ways to walk with you into ministries that are contextual and innovative.

2025 has been a challenging year for many among us. Personally, I have discovered that I can be pulled over, stopped on the street, at work, or any place and be questioned and detained based on my appearance. I've also learned that the documents I present are no guarantee that I will not be taken even though they could easily verify the legality of my id. Our staff now has to have a plan in case I am taken, not to mention my family.

At the same time, Rev. Sam and Paul are well on their ways in their respective DMin's and I am now following in their footsteps in the doctoral program. The energy we have seen in churches around finding ways to do ministry creatively has been encouraging and energy giving to myself and the rest of the staff. Rev. Shavon is actively growing her pastoral ministry in the Bay Area as she continues her work with us in the media and cyberspace world.

Thank you for showing up at our events. It shows your willingness to help us move into a world of strangers no more. I strongly believe that changing our perspective of the stranger from wondering how they will take from me to wondering what good they bring with them can change our worlds for the better.

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



Rev. Sam Kim

The Pneuma Initiative (ea-abc.org/pneuma) continues to serve our family Evergreen churches in its journey to grow, thrive, and transform. Our region is constantly looking for ways to empower and encourage our churches to fulfill their calling to love God and neighbor in Christ's name. We are seeking to always learn and adapt to our ever-changing ministry landscape.

For 2025, we successfully completed one cycle of our **Emergent Ministers cohort**. This was a year-long cohort helping people new to or considering ministry to learn from each other and through mentorship about how to be pastors in our current day and age.

We would meet regularly to share, reflect, and gain insight in regard to our ministry contexts. Many fundamentals of ministry, such as leadership, self-care, conflict management, etc., are covered in our times together. Participants were awarded a grant through a partnership with Pivot NW to boldly experiment in their ministry settings and to grow from their projects. Our cohort was such a success that the cohort members asked to extend their gathering for one more year, in 2026. Our aim is to equip and encourage future ministers in the new landscape of Christian ministry.

We also completed our **WellBEing Cohort** led by Rev. Morgan Caruthers Fletcher. This was a

gathering of online group and individual sessions that helped Evergreen pastors to pursue the journey of shalom in their ministry and daily practices. Our feedback has been very positive and we are eager to invite a new cycle of cohorts in the coming year.

Rev. Paul Schneider also led a **Preaching Cohort**. This was a summer initiative inviting preachers within our Evergreen community to impart their insights on the craft of preaching. We are blessed with a diverse range of styles and were able to workshop and interact with each other in ways that we can grow in this vital form of ministry.

Aside from directing these cohorts, I have been working on a doctoral dissertation with the Berkeley School of Theology, studying the work of the Pneuma Initiative. As I study our cohorts and their results, I am working on constructing a curriculum to help empower churches to be innovative in finding solutions to complex challenges. I am hoping to graduate in May 2026 and I am currently processing through all the data I have accumulated over this past year.

Much of our approach going forward is to listen to the community we have at Evergreen and to see if we can generate peer-based learning and mutual encouragement according to the ever-evolving needs of our region. The Annual Leadership Retreats are essential times where we listen to our community and adapt to create cohorts of edification in response. This paradigm keeps our region nimble, agile, and attentive to addressing the unmet needs of our family of churches. We are so grateful for the innovative and thoughtful members of Evergreen who truly have created a climate and culture that is unique to the entire denomination of American Baptist Churches.

Blessings,

Sam.

Ministry Associate for Social Media's Report



Rev. Shavon Walker

Dear Evergreen Family,

What a year it's been. As I sit down to reflect on 2025, I'm filled with gratitude for the opportunities to serve our region in so many different ways. Let me share some highlights with you.

Starting the Year Strong

February kicked off with our Leadership Retreat, where I had the honor of hosting the closing session. It was wonderful to connect with so many of you and share the vision for how we can use digital tools to strengthen our churches and communities.

Building Our Digital Home

One of the exciting projects this year was creating event webpages for each of our caucus groups on the regional website. I have to admit, though—keeping them updated has been a bit of a challenge. If your caucus has events coming up, please reach out to me. Send me a fly-

er if you have one, or I'm happy to create one for you. Let's keep our community informed and connected!

Supporting Our Churches (and Then Some!)

I've continued working with several Evergreen churches on their social media presence—helping with Facebook, Instagram, and all those platforms that can feel overwhelming. It's been a joy to see churches gain confidence in sharing their stories online. I'm even working with two churches outside our ABC family, helping them post reels and create flyers to reach more people in their communities.

Always Learning

You know me—I can't stop learning. I'm taking social media marketing classes to sharpen my skills, and I'm hoping to wrap those up by January 2026. Whatever I learn, I'll be passing along to you all. I also attended a fantastic online presentation called "Faith & Function: Using Tech Tools to Strengthen Church Operations" hosted by MMBB. The insights were incredible, and I can't wait to share them.

Speaking of learning, I've kept writing those tech articles about AI, password managers, and other tools that can make church life easier and safer. Technology changes so fast, but I'm committed to helping us all keep up.

Blessings from the Pulpit

One of the greatest joys this year was being invited to preach at some of our wonderful churches. I had the privilege of sharing God's word at House of Hope in Renton, Evergreen Grace in Tacoma, and New Community of Faith in Castro Valley. Each experience reminded me of the beautiful diversity and faithfulness of our Evergreen family.

Looking to the Year Ahead

As we move forward, I'm excited about completing my coursework, getting more caucus events on the website, and continuing to help our churches tell their stories in the digital world. We're living in an age where technology can either intimidate us or empower us—I choose empowerment, and I hope you'll join me on that journey!

Thank you for allowing me to serve in this unique role. If you ever need help with social media, have questions about tech tools, or just want to chat about how technology can support your ministry, please don't hesitate to reach out.

Blessings to you and yours,

Rev. Shavon Walker



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



Rev. Paul Schneider

2025 has been an interesting year already, and it's not even over yet. To be fair, since our last annual meeting I've had the opportunity to engage broadly with our American Baptist Family, and go deeper in helping our Evergreen region and churches accomplish much.

In December of 2024, all of the staff was able to attend the Regional Executive Ministers' Retreat. All staff from all regions were invited, but I believe that Evergreen was the only region to have all of our staff attend. I learned a lot in those meetings, including hearing what some regions were doing that was innovative, and how we can

adapt, and also how we can lean on one another so we're not constantly reinventing the wheel. I was able to finish some more classes towards my DMin, so now I'm only two classes away from completing all the coursework needed for that degree. I also was able to preach at the First Baptist Church in America, in Providence, RI where I brought Evergreen greetings as well as a sermon.

In addition to our Leadership Retreat, and two Evergreen Backpacking Trips this summer (one for any Evergreen person, one for clergy only), I also was able to coordinate Evergreen's attendance at Faith and Family Night at the Mariners' Ballpark, and the Taste of Evergreen Event was a huge success, thanks to leadership from the Intercultural Team and our hosts at Panther Lake. The ABC-USA Biennial was a highlight of the summer, and the Evergreen Booth has never looked better as we added a digital component—the many videos we've been making with our expert videographer, Allen Wong. We keep building connections and standing for justice together as we shared space so the American Baptist Palestine Justice Network could also share their work at the booth. Over the summer I got to lead the excellent Preaching Cohort, where we had five great preachers from across Evergreen come in and teach a group of 16 of us about what preaching is to them, using a particular sermon to hone in on specifics. The cohort was so well attended and so popular with the recordings that we're going to be doing another one in early 2026—so keep an eye out for that announcement.

All of that with the day to day of the office, making sure that all the meetings and calendars are coordinated and the minutes taken, the mission checks processed, and the volunteers found and sent to the right place and... I'm most assuredly not complaining, this is what you all pay me for, and it's actually part of what gets me out of bed in the morning. No day is the same, and I work with and for some great people. No matter what comes next, I have confidence that Evergreen will not only weather it, we will transcend it, and continue to live into our fiercely Baptist call to remain in relationship not in spite of, but because of our differences, and how we bless one another through them.

We're no longer strangers, friends, and that is a blessing indeed.



Minutes of the 2024 Evergreen Annual Business Meeting

Churches Represented: Calvary Baptist Church Denver, Cambridge Drive Community Church, Chico First Baptist Church, Church of the Covenant, Comunidad Mesa Abierta, Confraternidad Cristiana Ebenezer, CrossWalk Community Church, Evergreen Grace Church, Fairview Community Church, First Baptist Church of Denver, First Baptist Church of Salt Lake City, Fremont Baptist Church, Good Shepherd Baptist Church, Grace Baptist Church San Jose, Grant Park Baptist Church (Guest), House of Hope Fellowship, Iglesia Bautista

Nueva Esperanza, Japanese Baptist Church, Lakeshore Avenue Baptist Church, Manantial de Gracia, New Walk Christian Church, Mt. Zion Baptist Church, Olympia First Baptist Church, Panther Lake Community Church, Queen Anne Baptist Church, Seattle First Baptist Church, The Quest, Wedgwood Community Church

Opened at 9:23am with prayer from Pastor Doug Avilesbernal

Ernestine Robinson recognized the Personnel Committee: Priscilla Bell-Lowe, Liliana Da Valle, Bob Sittig, and Paul Cho

Ernestine Robinson shared the common agenda.

Liliana Da Valle shared about the Budget for 2025, highlighting the nearly \$50K deficit that it showed, and also mentioning that it we can cover that deficit with our endowments, but it would be better if churches were able to up their giving some instead. She also noted that our grant from Seattle Baptist Union was declining, and we'd only actually received \$45,000 (instead of the \$60,000 budgeted) for 2024 and are supposed to only receive \$30,000 in 2025. In light of this, the deficit budget is somewhat more understandable.

Sam Kim shared about the Biennial proposal. This proposal is that starting in 2026 we will only meet on even numbered years, opposite the ABC-USA Biennial Mission Summit (which meets on odd numbered years). On the years we do not meet in person, we will have an online Annual Business meeting the morning of the second Saturday of October. We will also that year host a local gathering in an area we have a cluster of Evergreen Churches (i.e., Western Washington, Rocky Mountains, Northern California, Southern California). These local gatherings will be times of learning and fellowship but not business. Anyone is welcome to attend the local gathering, even if their church is in another area, if they can afford to do so.

It was noted that the minutes we will be approving will be the 2023 minutes and not the 2024 as was mistakenly written on the agenda.

Caucus breakouts.

Regathered at 11:11am

Doug reminded us that this report back is the chance for us to learn from perspectives we cannot possibly have ourselves.

Hispanic Caucus

Victor Vasquez reported that the Hispanic Caucus affirmed the minutes, the budget, biennial meeting proposal, Mesa Abierta joining Evergreen, and FBC Olympia Annual Meeting. They strongly urge also that there be time for a business meeting will happen online at the local gatherings.

Mark Rambo of the Euro Caucus prayed for the Hispanic Caucus

Asian Caucus

Leslie Piacitelli reported that the Asian Caucus affirmed the minutes, the budget, biennial meeting proposal, Mesa Abierta joining Evergreen, and FBC Olympia Annual Meeting. They felt the Biennial Meeting Proposal

would be a good experiment and wanted us to think of criteria to determine if it is being successful.

Jaime Galarza of the Hispanic Caucus prayed for the Asian Caucus

Black Caucus

Stephanie Commandest reported that the Black Caucus affirmed the minutes, the budget, biennial meeting proposal, Mesa Abierta joining Evergreen, and FBC Olympia Annual Meeting. They shared that giving is more relational than transactional, which is part of what makes Evergreen beautiful.

Sandra Lee of the Asian Caucus prayed for the Black Caucus

Euro Caucus

Leigh Curl-Dove reported that the Euro Caucus affirmed the minutes, the budget, biennial meeting proposal, Mesa Abierta joining Evergreen with great joy and celebration, and FBC Olympia Annual Meeting. Concern was raised for the travel for more far flung churches, and that be considered in future budgets, particularly as it concerns the Biennial Meeting proposal, and other events like the Leadership Retreats and Annual Meetings. Nicole Iaquinto is joining the Euro Caucus leadership and Curtis Price is rotating off.

Ricky Barlow of the Black Caucus prayed for the Euro Caucus

Liliana Da Valle reported on the current year's budget. The bottom line is that we are \$57K deficit year to date. She shared about the letters that we sent for individual giving and also to the churches for United Mission giving. The Haiti School project is finished, so the money in the Balance for that is being redirected by the Executive Committee. The Roger Williams Fund is going to be reallocated for Educational purposes for next years budget. Continuing Ed and Resources for the year are all allocated, no further transactions expected. Finance Team meets monthly. Some proposals from the Budget Committee - establishing a fee for the Leadership Retreat, and increasing the fee for the Annual Meeting. Policy a cap of 90% of growth to be pulled down across all the funds. The Haiti Fund was withdrawn and sent to Nzunga and Kihomi Mabudiga in DR for work with Haitian refugees. We had some discussion about supporting our Global servants, the Mabudigas, Hwangs, Williamses, and Matoses.

Scott Pegues reported about the Board of General Ministries. The board meets twice a year, in June and then their next meeting is in 3 weeks. Scott shared that they are requesting to raise the board of Women's Ministry to a national board. There is a bylaw question that needs to be clarified, and will be voted on at the national ABC-USA Biennial Mission Summit. Scott asked we pray for our new General Secretary, and our ABC-USA President, and new officers. Moving into a period of stability from interim leadership to settled leadership. Budgetary, the denomination is doing better than most, even though there are holes, but they are being well attended. There is a letter that has gone out about audits, we're moving

Scott will be joining a support to the Associate General Secretary using his background in healthcare and mission.

There was a question about how to rescind the statement from 1992 about homosexuality being incompatible with Christian teaching. There are 600 such statements which are ALL not binding resolutions. There was some discussion about how the structure of the BGM prevents changes.

Curtis Price asked that the Executive Committee explore the options about that idea, and report back at the next Quarterly meeting.

The letter responding to the letter from the 10 regional executives was shared about. There was significant discussion on that letter.

Doug Avilesbernal shared that his report is in the book. Please come to him with questions.

The Pneuma Initiative report is in the book (in Sam's report), and he will share at the Saturday worship also.

Adjourned at 12:18pm

Respectfully submitted, Paul Schneider, Recorder

Proposed Budget for 2026

	Budget 2025	Proposed Budget 2026	Inc(Dec)	% Inc/Dec Notes
INCOME				
ABC MISSION RECEIPT				
ABC Return Percentage	105,406.00	115,000.00	9,594.00	9% A
America for Christ	3,248.00	4,000.00	752.00	23% A
Region Offering	9,402.00	10,500.00	1,098.00	12%
Annual Meeting Income	7,500.00	7,500.00	-	0%
Event Income	7,000.00	7,000.00	-	0%
Fund Raising Event Income	6,000.00	6,000.00	-	0% B
Individual Contributions	26,421.00	27,000.00	579.00	2%
Interest	300.00	400.00	100.00	33%
Multi-Region Corp. (ABF)	15,000.00	10,000.00	(5,000.00)	-33% C
UBC ANNUAL GIFT #1073	69,495.00	80,000.00	10,505.00	15%
Oaklake Annual Gift	25,000.00	25,000.00	-	0% D
Investment Income	179,230.00	180,000.00	770.00	0% E
Seattle Baptist Union	30,000.00	30,000.00	-	0%
TOTAL INCOME	484,002.00	502,400.00	18,398.00	4%
EXPENSES				
PERSONNEL				
Exec Min Salary	88,586.40	92,984.84	4,398.44	5% F
Housing	29,494.40	31,000.00	1,505.60	5% F
Exec Min M&M	18,892.93	19,837.57	944.65	5% F
Exec Min Medical	2,100.00	2,100.00	-	0%
SS Offset	9,033.18	9,484.84	451.66	5% F
Staff Salaries	128,544.00	134,971.20	6,427.20	5% F
SStaff M&M	27,422.72	28,793.86	1,371.14	5% F
SStaff FICA/Medicare	13,111.48	13,767.06	655.58	5% F
SStaff Medical	37,200.00	47,632.32	10,432.32	28% G
Social Media Contractor	16,337.52	17,154.40	816.88	5%
Bookkeeping Service	16,000.00	16,000.00	-	0% H
Sabbatical Leave Support	9,000.00	9,000.00	-	0% I
Staff Paid Fam & Med Prem	1,495.24	1,734.15	238.91	16% J
TOTAL PERSONNEL	397,217.87	424,460.24	27,242.37	7%
PROGRAM SUPPORT				
Staff Travel	44,000.00	52,800.00	8,800.00	20% K
Annual Special Travel	12,000.00	15,000.00	3,000.00	25% L
Continuing Education	5,500.00	5,500.00	-	0%
Resources (books, etc)	500.00	500.00	-	0%
EBA Board Programs	3,000.00	3,000.00	-	0%
Annual Meeting	15,000.00	15,000.00	-	0%
Asian Caucus	500.00	1,000.00	500.00	100% M
Black Caucus	500.00	1,000.00	500.00	100% M
Euro Caucus	500.00	1,000.00	500.00	100% M
Hispanic Caucus	500.00	1,000.00	500.00	100% M
Association Board & Comm.	1,000.00	1,000.00	-	0%
Event Expenses	14,000.00	14,000.00	-	0%
<i>MLK Jr. Celebration</i>	<i>3,000.00</i>	<i>3,000.00</i>	<i>-</i>	<i>0%</i>
<i>Leadership Retreat</i>	<i>11,000.00</i>	<i>11,000.00</i>	<i>-</i>	<i>0%</i>
Kaleidoscope Collective	1,000.00	1,000.00	-	0%
Denominational Fees	200.00	200.00	-	0%
A.B. Foundation -Multi Re	-	-	-	0%
AB Women (Pacific NW)	-	-	-	0%

Proposed Budget for 2026 (cont.)

	Budget 2025	Proposed Budget 2026	Inc(Dec)	% 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	6,000.00	3,000.00	100%	N
Program Grants	3,000.00	3,000.00	-	0%	O
Volunteer Morale Program	700.00	700.00	-	0%	
TOTAL PROGRAM SUPPORT	106,450.00	123,250.00	16,800.00	16%	
ADMINISTRATIVE			-		
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	6,540.00	6,600.00	60.00	1%	P
Bulk	860.00	860.00	-	0%	
Postage	500.00	500.00	-	0%	
Office Supplies	1,500.00	1,500.00	-	0%	
Long Term Office Expenses	1,000.00	1,000.00	-	0%	
Copier Lease	5,500.00	5,500.00	-	0%	Q
Software	3,000.00	3,000.00	-	0%	
Video Conferencing	600.00	600.00	-	0%	
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	7,500.00	-	(7,500.00)	-100%	R
Subscriptions&Memberships	400.00	400.00	-	0%	
Finance Charges	400.00	400.00	-	0%	
Bank Service Fees	250.00	250.00	-	0%	
TOTAL ADMINISTRATIVE	41,150.00	33,710.00	(7,440.00)	-18%	
TOTAL EXPENSES	544,817.87	581,420.24	36,602.37	7%	
			-		
EXCESS INCOME/EXPENSE	-60,815.87	-79,020.24	-18,204.37	30%	S

204,260.65 ABF Drawdowns S
125,240.41 Net ABF Drawdowns S

Notes on Proposed Budget

- | | |
|--|--|
| <p>A. Adding new churches with regular giving</p> <p>B. Restore Taste of Evergreen, and add'l Evergreen event series on Zoom</p> <p>C. Based on Budget vs. Actuals through 08/25</p> <p>D. Expected in December</p> <p>E. Increase still does not exceed growth</p> <p>F. 5% COLA and Merit Increase</p> <p>G. Premium Tax Credit Expiring, plus 11% premium increase</p> <p>H. Recommended per MacQuigg, based on YTD Actuals</p> <p>I. No Sabbaticals in 2026, purchasing CDs to defray costs.</p> | <p>J. Updated Formula</p> <p>K. Increase 20% due to increased international travel</p> <p>L. Evergreen Annual Meeting in Napa</p> <p>M. Increased for each caucus</p> <p>N. Plan to double each year - addition of new churches requires additional event support</p> <p>O. Grants to be approved by the Executive Committee for various programs</p> <p>P. \$5 increase per month each calendar year</p> <p>Q. Based on actual YTD numbers</p> <p>R. Removed until audit is actually scheduled</p> <p>S. Deficit is 2% of Long Term Investments, Deficit is % of Liquid Investments (ABF), less than 5% recommended draw.</p> |
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Evergreen Association of American Baptist Churches

Balance Sheet

As of August 31, 2025

	01 - General Fund	02 - Endowment Fund	03 - Mission Funds	04 - Ministry Fund	05 - Pneuma	6 - Sabbatical Support	TOTAL
ASSETS							
Current Assets							
Bank Accounts							
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
CDARS	250,000.00						250,000.00
Home Street Checking	5,668.54						5,668.54
Home Street Money Market - 4025	5,752.13	0.00	0.00				5,752.13
Home Street Savings Mission Account - 6661	0.00	0.00	33,218.49				33,218.49
Total Bank Accounts	\$ 262,004.43	\$ 0.00	\$ 33,218.49	\$ 2,006.44	\$ 0.00	\$ 0.00	\$ 297,229.36
Accounts Receivable							
Accounts Receivable (A/R)	5,000.00						5,000.00
Total Accounts Receivable	\$ 5,000.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 5,000.00
Other Current Assets							
1187 AB Foundation Investment		0.00					0.00
1073 UBC-Seattle Endowment	0.00	1,273,427.55					1,273,427.55
1187 - Endowment Fund		569,303.80					569,303.80
1317 - Pullman Blended Fund		33,128.29					33,128.29
1683 - Haiti Mission Fund		0.00					0.00
1725 - Roger Williams Fund		38,857.96					38,857.96
1812 - Clergy Misconduct Prevention Fund		11,390.73					11,390.73
1824 Building Bridges (Pneuma) AB Foundation		0.00			828,336.02		828,336.02
1856 - Morgan Valley Christian Church Legacy Fund		133,654.20					133,654.20
Total 1187 AB Foundation Investment	\$ 0.00	\$ 2,059,762.53	\$ 0.00	\$ 0.00	\$ 828,336.02	\$ 0.00	\$ 2,888,098.55
Payroll Corrections	0.00						0.00
Undeposited Funds	413.02						413.02
Total Other Current Assets	\$ 413.02	\$ 2,059,762.53	\$ 0.00	\$ 0.00	\$ 828,336.02	\$ 0.00	\$ 2,888,511.57
Total Current Assets	\$ 267,417.45	\$ 2,059,762.53	\$ 33,218.49	\$ 2,006.44	\$ 828,336.02	\$ 0.00	\$ 3,190,740.93
Other Assets							
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		1,454,732.09
Total Other Assets	\$ 540.00	\$ 374,242.09	\$ 0.00	\$ 0.00	\$ 1,204,950.00	\$ 0.00	\$ 1,579,732.09
TOTAL ASSETS	\$ 267,957.45	\$ 2,434,004.62	\$ 33,218.49	\$ 2,006.44	\$ 2,033,286.02	\$ 0.00	\$ 4,770,473.02

LIABILITIES AND EQUITY

Liabilities						
Current Liabilities						
Accounts Payable	773.69	0.00	0.00			773.69
Accounts Payable (A/P)						
Total Accounts Payable	\$ 773.69	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 773.69
Credit Cards						
Citi Card 8768-1	0.00					0.00
Citi-6596	567.84					567.84
Home Street Credit card	12,836.04					12,836.04
Total Credit Cards	\$ 13,403.88	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 13,403.88
Other Current Liabilities						
AB Men Payable	180.96					180.96
Asian Caucus Scholarships	0.00					0.00
Burien Community Rental	2,000.00					2,000.00
Direct Deposit Payable	0.00					0.00
Ministerial Standard Fund	250.00					250.00
Mission Receipt Payable	0.00	0.00	1,676.62			1,676.62
Morgan Valley Pass-Through Fund		127,975.30				127,975.30
Payroll Liabilities	0.00					0.00
Federal Taxes (941/944)	0.00					0.00
WA Paid Family and Medical Leave Tax	0.00					0.00
WA SUI Employer	0.00					0.00
WA Workers Compensation	349.14					349.14
Total Payroll Liabilities	\$ 349.14	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 349.14
Specifics Payable	122.05					122.05
Venezuela Church Support	100.00					100.00
Total Other Current Liabilities	\$ 3,002.15	\$ 127,975.30	\$ 1,676.62	\$ 0.00	\$ 0.00	\$ 132,654.07
Total Current Liabilities	\$ 17,179.72	\$ 127,975.30	\$ 1,676.62	\$ 0.00	\$ 0.00	\$ 146,831.64
Total Liabilities	\$ 17,179.72	\$ 127,975.30	\$ 1,676.62	\$ 0.00	\$ 0.00	\$ 146,831.64
Equity						
ABCUSA Grant Income	6,058.04					6,058.04
Book Project	211.41					211.41
Burmese Refugees	4,844.72					4,844.72
Camp Burton	0.00					0.00
EA Haiti School Fund Equity	1,772.00					1,772.00
Euro Caucus Privilege Tra	18,122.04					18,122.04
Fort Collins Trust	8,000.00					8,000.00
Haiti School Project	0.00					0.00

	01 - General Fund	02 - Endowment Fund	03 - Mission Funds	04 - Ministry Fund	05 - Pneuma	6 - Sabbatical Support	TOTAL
Interfund Due to / Due from Minister's Council Dues	152,044.92	1,972,248.52	42,779.56	-13,728.96	2,151,655.21	-13,698.55	4,291,300.70
Net Assets-Audit Adj	1,445.00						1,445.00
New Church Development	0.00		0.00		15,690.49		15,690.49
New Ministry Grant	0.00						0.00
Nueva Esperanza Funds	-10,114.00			15,735.40			5,621.40
Opening Balance Equity	0.00						0.00
Pull Endow Fixed #1318							
Retained Earnings	-304.47	36,385.37	-11,237.60		-63,441.59	13,698.55	36,385.37
Roger Williams Fund	4,061.19	-113,113.72					-174,398.83
Translation Project Donation		30,794.96					30,794.96
Net Income	64,636.88	379,714.19	-0.09		-70,618.09		373,732.89
Total Equity	\$ 250,777.73	\$ 2,306,029.32	\$ 31,541.87	\$ 2,006.44	\$ 2,033,286.02	\$ 0.00	\$ 4,623,641.38
TOTAL LIABILITIES AND EQUITY	\$ 267,957.45	\$ 2,434,004.62	\$ 33,218.49	\$ 2,006.44	\$ 2,033,286.02	\$ 0.00	\$ 4,770,473.02

Evergreen Association of American Baptist Churches

Budget vs. Actuals: 2025 Annual Budget - FY25 P&L Classes

January - August, 2025

	01 - General Fund				TOTAL			
	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget
Income								
ABC United Mission Return Percentage	79,620.09	70,270.32	9,349.77	113.31%	79,620.09	70,270.32	9,349.77	113.31%
America for Christ	2,553.50	2,165.36	388.14	117.92%	2,553.50	2,165.36	388.14	117.92%
Annual Meeting Income	2,370.00	5,000.00	-2,630.00	47.40%	2,370.00	5,000.00	-2,630.00	47.40%
Event Income	693.00	4,666.64	-3,973.64	14.85%	693.00	4,666.64	-3,973.64	14.85%
Fund Raising Event Income		4,000.00	-4,000.00	0.00%	0.00	4,000.00	-4,000.00	0.00%
Individual Contributions	23,649.05	17,614.08	6,034.97	134.26%	23,649.05	17,614.08	6,034.97	134.26%
Interest	295.47	200.00	95.47	147.74%	295.47	200.00	95.47	147.74%
Multi-Region Corp. (ABF)	4,002.25	10,000.00	-5,997.75	40.02%	4,002.25	10,000.00	-5,997.75	40.02%
Region Offering	4,118.67	6,268.16	-2,149.49	65.71%	4,118.67	6,268.16	-2,149.49	65.71%
Seattle Baptist Union	20,000.00	20,000.00	0.00	100.00%	20,000.00	20,000.00	0.00	100.00%
Square Fee	-355.46		-355.46		-355.46	0.00	-355.46	
Total Income	\$ 136,946.57	\$ 140,184.56	\$ -3,237.99	97.69%	\$ 136,946.57	\$ 140,184.56	\$ -3,237.99	97.69%
Gross Profit	\$ 136,946.57	\$ 140,184.56	\$ -3,237.99	97.69%	\$ 136,946.57	\$ 140,184.56	\$ -3,237.99	97.69%

01 - General Fund						TOTAL		
	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget
Expenses								
5131 Exec Min Medical	1,400.00	1,400.00	0.00	100.00%	1,400.00	1,400.00	0.00	100.00%
5131 SStaff Medical	24,800.00	24,800.00	0.00	100.00%	24,800.00	24,800.00	0.00	100.00%
5262 Staff M&M	18,281.76	18,281.84	-0.08	100.00%	18,281.76	18,281.84	-0.08	100.00%
5275 - WebDesign/Master		500.00	-500.00	0.00%	0.00	500.00	-500.00	0.00%
5310 Staff Travel	32,648.84	29,333.36	3,315.48	111.30%	32,648.84	29,333.36	3,315.48	111.30%
5310-001 Annual Special Travel	7,450.93	12,000.00	-4,549.07	62.09%	7,450.93	12,000.00	-4,549.07	62.09%
5311 Continuing Education	840.00	1,000.00	-160.00	84.00%	840.00	1,000.00	-160.00	84.00%
5312 Resources (books, etc)		333.36	-333.36	0.00%	0.00	333.36	-333.36	0.00%
5501-001 Annual Meeting Expenses		5,000.00	-5,000.00	0.00%	0.00	5,000.00	-5,000.00	0.00%
5501-002 Asian Caucus Expenses		500.00	-500.00	0.00%	0.00	500.00	-500.00	0.00%
5501-003 Black Caucus	500.00	500.00	0.00	100.00%	500.00	500.00	0.00	100.00%
5501-004 Euro Caucus Expenses		500.00	-500.00	0.00%	0.00	500.00	-500.00	0.00%
5501-005 Hispanic Caucus	414.00	500.00	-86.00	82.80%	414.00	500.00	-86.00	82.80%
5503 Association Board & Comm.		666.64	-666.64	0.00%	0.00	666.64	-666.64	0.00%
5507 Event Expenses	533.02	0.00	533.02		533.02	0.00	533.02	
Evergreen Backpacking Trips	2,750.00		2,750.00		2,750.00	0.00	2,750.00	
Evergreen Day at the Ballpark	840.00		840.00		840.00	0.00	840.00	
Leadership Retreat	11,826.27	11,000.00	826.27	107.51%	11,826.27	11,000.00	826.27	107.51%
MLK Jr. Day Celebration	3,328.31	3,000.00	328.31	110.94%	3,328.31	3,000.00	328.31	110.94%
Taste of Evergreen	0.00		0.00		0.00	0.00	0.00	
Total 5507 Event Expenses	\$ 19,277.60	\$ 14,000.00	\$ 5,277.60	137.70%	\$ 19,277.60	\$ 14,000.00	\$ 5,277.60	137.70%
5508 Kaleidoscope Collective	1,000.00	1,000.00	0.00	100.00%	1,000.00	1,000.00	0.00	100.00%
6001 Denominational Fees	150.00	133.36	16.64	112.48%	150.00	133.36	16.64	112.48%
6360 Telephone	1,218.63	1,333.36	-114.73	91.40%	1,218.63	1,333.36	-114.73	91.40%
6361 Cell Phone	2,667.34	2,166.64	500.70	123.11%	2,667.34	2,166.64	500.70	123.11%
6391 Bulk Mail Postage	750.00	573.36	176.64	130.81%	750.00	573.36	176.64	130.81%
6392 Postage	400.64	333.36	67.28	120.18%	400.64	333.36	67.28	120.18%
6430 Office Supplies	408.00	1,000.00	-592.00	40.80%	408.00	1,000.00	-592.00	40.80%
6452 Software	931.88	2,000.00	-1,068.12	46.59%	931.88	2,000.00	-1,068.12	46.59%
6453 Video Conferencing		600.00	-600.00	0.00%	0.00	600.00	-600.00	0.00%
6454 Computer Hardware	2,947.99	3,000.00	-52.01	98.27%	2,947.99	3,000.00	-52.01	98.27%
6900 Subscriptions&Memberships	349.82	266.64	83.18	131.20%	349.82	266.64	83.18	131.20%
6910 Finance Charges	10.00	266.64	-256.64	3.75%	10.00	266.64	-256.64	3.75%
6920 Miscellaneous	1,260.00		1,260.00		1,260.00	0.00	1,260.00	
6930 Bank Charges	230.20	166.64	63.56	138.14%	230.20	166.64	63.56	138.14%
A.B. Foundation -Multi Re		0.00	0.00		0.00	0.00	0.00	
ABWomen (National)		0.00	0.00		0.00	0.00	0.00	

01 - General Fund

TOTAL

	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget
ABWomen (Pacific NW)		233.36	-233.36	0.00%	0.00	233.36	-233.36	0.00%
Audit		5,000.00	-5,000.00	0.00%	0.00	5,000.00	-5,000.00	0.00%
Bookkeeping Service	13,205.77	10,666.64	2,539.13	123.80%	13,205.77	10,666.64	2,539.13	123.80%
Bulk		573.36	-573.36	0.00%	0.00	573.36	-573.36	0.00%
Church Council Gtr Seattl	1,000.00	1,000.00	0.00	100.00%	1,000.00	1,000.00	0.00	100.00%
Copier Lease	4,044.41	3,666.64	377.77	110.30%	4,044.41	3,666.64	377.77	110.30%
DSL / Internet	1,251.44	1,000.00	251.44	125.14%	1,251.44	1,000.00	251.44	125.14%
EBA Board Programs		2,000.00	-2,000.00	0.00%	0.00	2,000.00	-2,000.00	0.00%
Event Scholarships	2,500.00	2,000.00	500.00	125.00%	2,500.00	2,000.00	500.00	125.00%
Exec Min M&M	13,558.80	12,595.28	963.52	107.65%	13,558.80	12,595.28	963.52	107.65%
Exec Min Salary	60,164.00	59,057.60	1,106.40	101.87%	60,164.00	59,057.60	1,106.40	101.87%
Faith Action Network	550.00	550.00	0.00	100.00%	550.00	550.00	0.00	100.00%
Housing	19,090.24	19,662.96	-572.72	97.09%	19,090.24	19,662.96	-572.72	97.09%
Insurance-Liability	1,605.00	0.00	1,605.00		1,605.00	0.00	1,605.00	
Interest Paid	97.06		97.06		97.06	0.00	97.06	
Labor and Industries	907.65	1,000.00	-92.35	90.77%	907.65	1,000.00	-92.35	90.77%
Legal Fees	1,787.50	333.36	1,454.14	536.21%	1,787.50	333.36	1,454.14	536.21%
Long Term Office Expenses		500.00	-500.00	0.00%	0.00	500.00	-500.00	0.00%
Office Rental--WBC	4,360.00	4,360.00	0.00	100.00%	4,360.00	4,360.00	0.00	100.00%
Payroll Expenses			0.00		0.00	0.00	0.00	
Taxes	0.02		0.02		0.02	0.00	0.02	
Total Payroll Expenses	\$	0.02	\$	0.02	\$	0.02	\$	0.02
Program Grants		2,000.00	-2,000.00	0.00%	0.00	2,000.00	-2,000.00	0.00%
Sabbatical Leave Support		0.00	0.00		0.00	0.00	0.00	
Social Media Specialist	10,811.68	10,891.68	-80.00	99.27%	10,811.68	10,891.68	-80.00	99.27%
SS Offset	5,488.32	6,022.16	-533.84	91.14%	5,488.32	6,022.16	-533.84	91.14%
SStaff FICA/Medicare	9,591.41	8,740.96	850.45	109.73%	9,591.41	8,740.96	850.45	109.73%
SStaff Labor & Industries	0.09		0.09		0.09	0.00	0.09	
Staff Meetings and Morale	179.91	466.64	-286.73	38.55%	179.91	466.64	-286.73	38.55%
Staff Salaries	89,566.75	85,696.00	3,870.75	104.52%	89,566.75	85,696.00	3,870.75	104.52%
Taxes & Licenses	60.00		60.00		60.00	0.00	60.00	
UBC Endowment Fund		6,666.64	-6,666.64	0.00%	0.00	6,666.64	-6,666.64	0.00%
Uncategorized Expense	3,068.88		3,068.88		3,068.88	0.00	3,068.88	
Volunteer Morale Program	215.79		215.79		215.79	0.00	215.79	
Total Expenses	\$	361,042.35	\$	5,796.13	\$	361,042.35	\$	5,796.13
Net Operating Income	-\$	224,095.78	-\$	2,558.14	-\$	224,095.78	-\$	2,558.14
		366,838.48	-\$	5,796.13		366,838.48	-\$	5,796.13
		226,653.92	\$	2,558.14		226,653.92	\$	2,558.14
				98.42%				98.42%
				98.87%				98.87%

01 - General Fund						TOTAL	
	Actual	Budget	over Budget	% of Budget	Actual	Budget	% of Budget
Other Income							
ABF Fund Drawdowns	164,260.65	0.00	164,260.65		164,260.65	0.00	164,260.65
Extraordinary Gifts	89,535.99		89,535.99		89,535.99	0.00	89,535.99
Investment Income	89,614.98		-89,614.98	0.00%	0.00	89,614.98	-89,614.98 0.00%
Oak Lake Annual Gift	25,000.00		-25,000.00	0.00%	0.00	25,000.00	-25,000.00 0.00%
UBC Annual Gift Income	40,000.00	0.00	40,000.00		40,000.00	0.00	40,000.00
Total Other Income	\$ 293,796.64	\$ 114,614.98	\$ 179,181.66	256.33%	\$ 293,796.64	\$ 114,614.98	\$ 179,181.66 256.33%
Other Expenses							
Car for Erick Lopez	5,063.98		5,063.98		5,063.98	0.00	5,063.98
Reimbursements ZBA	0.00		0.00		0.00	0.00	0.00
Total Other Expenses	\$ 5,063.98	\$ 0.00	\$ 5,063.98		\$ 5,063.98	\$ 0.00	\$ 5,063.98
Net Other Income	\$ 288,732.66	\$ 114,614.98	\$ 174,117.68	251.92%	\$ 288,732.66	\$ 114,614.98	\$ 174,117.68 251.92%
Net Income	\$ 64,636.88	\$ 112,038.94	\$ 176,675.82	-57.69%	\$ 64,636.88	\$ 112,038.94	\$ 176,675.82 -57.69%

A Look at Our Funds in ABF and with WBC

Fund #	Fund Name	6/30/25 Balance	1/1/25 Balance	Gain from Jan 1 to Jun 30	Notes
1073	University Baptist Endowment	\$1,273,427.55	\$1,317,645.80		\$50K of drawdown pulled out and put in CD/ARS for Avilesbernal House Pur-
1187	Evergreen Endowment	\$569,303.80	\$573,685.67		(\$44,218.25) chase (\$4,381.87) \$40K drawdown for operating funds
1317	Pullman Blended	\$33,128.29	\$233,413.87		(\$200,285.58) \$200K pulled out and put in CD/ARS
1725	Roger Williams Fund	\$38,857.96	\$36,586.44		\$2,271.52
1812	Clergy Misconduct Prevention	\$11,390.73	\$10,973.85		\$416.88
1824	Pneuma (Building Bridges) Fund	\$828,336.02	\$823,315.25		\$5,020.77
1856	Morgan Valley Legacy Fund	\$133,654.20	\$125,841.14		\$7,813.06
Funds with WBC		As of January 1, 2025			Annual Drawdown of \$64K for 2025
	Pneuma Portion	\$1,534,538.90			
	Unrestricted	\$234,538.90			

Saturday Night Worship Order of Service

October 11, 7pm PDT, Olympia First Baptist Church

Announcements & Greetings from Mission Partners & Updates from the Region

Prelude Dr. Jonathan Spatola-Knoll

Call to Worship Rev. Dr. Horacio Da Valle

Invocation Rev. Shavon Walker

Hymn *God of Beauty, Truth, and Goodness* 406

Welcome Rev. Mark Rambo

Call to Giving Leslie Piacitelli

Offertory Dr. Jonathan Spatola-Knoll

Prayer over the Offering Rev. Mylinda Baits

Sacred Reading Leviticus 19:34 Min. Sandra Lee

Hymn *Let Truth and Mercy Find Here* 692

Introduction of Speaker Rev. Paul Schneider

Hymn *How Wide the Love of Christ* 437

Message **Holding the Center** Rev. Dr. Angela Barker-Jackson

Communion Invitation Rev. Doug Avilesbernal

Hymn *From Every Race, From Every Clime* 463

Communion *Evergreen Staff, Rev. Mark Rambo, and Oly First Ushers*

Hymn *The Spirit Sends Us Forth to Serve* 520

Benediction Rev. Dr. Angela Barker-Jackson

Postlude Dr. Jonathan Spatola-Knoll

Walk Humbly, Love Completely, Live Differently



About Tonight's Preacher



Rev. Dr. Angela (Angie) Barker-Jackson serves as the Vice President for Institutional Advancement at the Berkeley School of Theology. She is also a member of CrossWalk Community Church in Napa, California, and serves as a Representative for the Euro Caucus on the Evergreen Executive Committee.

Angie, is an ordained minister in the American Baptist tradition living out her call in the context of theological education. She has worked as a public-school teacher, served congregations as youth minister, solo pastor, and co-pastor and served as director of a shelter for unhoused women and children. Her Doctor of Ministry Project in formation for financial leadership led her to

fundraising as ministry and served as the impetus for the attainment of additional credentials. Angie thrives in a learning community and enjoys lively and deep conversations about life, faith, books, music, art, poetry, travel, and food. She is both a solitary thinker and energetic collaborator, as well as a published author, workshop presenter, and seminar facilitator.

Her educational credentials include a Bachelors in Education from Indiana University, a Masters of Divinity and a Doctorate of Ministry from Central Baptist Seminary, a certificate in Religious Fundraising from the Lake Institute for Faith & Giving, and a certificate in Fundraising Management from the Lilly School of Philanthropy at IUPUI.



Shuttle Schedule Information

It's a long way from Seattle-Tacoma International Airport to Olympia First Baptist Church! To facilitate travel to and from the airports, the hotels and the Olympia Experiences, Evergreen has rented two vans and gotten two great drivers to help us with getting you from point A to Point B.

Rev. Paul Schneider will be in touch to schedule pickups and drop offs at the airport. The shuttles will be assigned to the Olympia Experiences based on which experiences have the most sign ups. The shuttles will also run from the Hilton Garden Inn to Olympia First Baptist on the following schedule, approximately every 15 minutes or so:

Thursday: 5pm to 6pm, 8pm to 8:30pm

Friday: 8:30am to 10:30am, 9pm to 9:30pm

Saturday: 8am to 9:30am, 9pm to 9:30pm

If you have a transportation need, please reach out to Rev. Paul at 510-529-8912.

Hotel Information

We're using two hotels this year. The Towneplace Suites (900 Capitol Way S, Olympia, WA 98501) is across the street from the church. They can be reached by phone at (360) 753-8770. The Hilton Garden Inn (2101 Henderson Park Ln SE, Olympia, WA 98501) is just over a mile away from the church. They can be reached at (360) 236-9934. Shuttle service will run between Olympia FBC and the Hilton Garden Inn at designated times (see page 29)

Special Thanks to Ministry Partners that joined us for our Annual Meeting



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



American Baptist Home Mission Societies



world relief



WESTERN WASHINGTON



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

Olympia First Baptist Church Volunteers & Staff

Rev. Mark Rambo—Pastor

Church Secretary—Lela DePaolo

Workdays—Sam Hochstatter, John Paget, Robin Paget, Bob Holcomb, Janice Holcomb, Jeri Stone, Yim Locke, Gary Baits, Mylinda Baits, Jay Nordgaard, Lola Hall, Jewel Studebaker, Russ Harpel, John Fesenbeck, Denise Alborn, Davis Hylkema, Wendy Wilson, Jeri Stone, Terry Stone, Carolyn Adams

Painters—Mike Bradburn, Vern Blair, John Fesenbeck

Mid-week cleaners—Catherine Cadoo, Freda Spaulding, Patti Mauerman, Mary Baker

Registration—Jan Downen (team leader), Karen Wilson, Wendy Wilson, Jeri Stone, Jodi Honeysett

Gatherings—Meggin Turk (team leader), Lola Hall, Sandi Swarthout, Sandy Lehman, Patti Luhr, Pat DeNeui, Jean Heidal, Emily Blair, Mike Bradburn

Hospitality—Joan Friesen (team leader), Bob Hol-

comb, Janice Holcomb, Kathleen Rambo, Jay Nordgaard, Sandy Grebbs, Davis Hylkema, Sam Hochstatter, Melissa McKee

Evergreen Association Volunteers & Special Guests

Volunteers from Evergreen: Stephanie Commandest, Gordy Hutchins, Leslie Piacitelli, Ernestine Robinson, Susan Thomas, Jackie Williams

Translators: Erick Lopez, Español; HtooWah Shee, Karen

2025 Annual Meeting Planning Committee

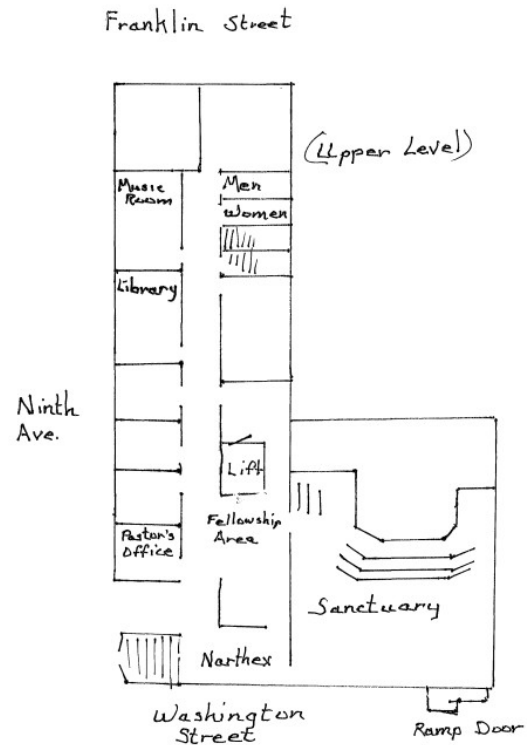
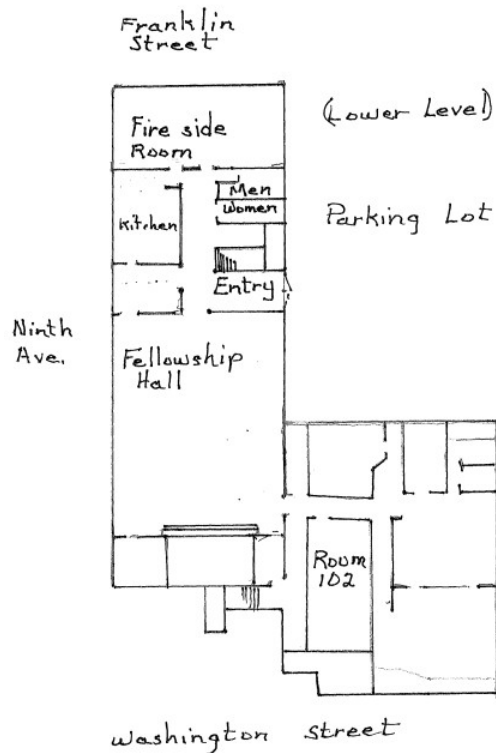
Leslie Piacitelli, Doug Avilesbernal, Mark Rambo, Joan Friesen, T. Scott Pegues, Paul Schneider

2025 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!

Maps of Olympia First Baptist Church



Save These Dates!

January 19th—Martin Luther King Jr. Day Celebration Worship Service at New Beginnings Christian Fellowship—Rev. Dr. Victoria Carr-Ware—Preaching

February 5-7—Evergreen Annual Leadership Retreat at Camp Burton, Vashon Island—Join us as we work together to discover what our churches are excited about, struggling with, and how we can move forward together!

April 21-23—Space For Grace—Cleveland, OH—the American Baptist Home Mission Societies Conference. This year's theme is Storytelling: Discovering its Power for Faith Leaders Today.

May 16—50th Anniversary of Ordination Celebration for Rev. Dr. Marcia Patton at New Beginnings Christian Fellowship—Join us as we celebrate this milestone for our Executive Minister Emerita

June 17-19—All Evergreen Backpacking Trip—Join us for a three day, two night trip of hiking, fellowship and spiritual growth.

August 10—14—Evergreen Clergy Backpacking Trip—Join us for a four day, three night Pastors, Ministers and Chaplains only trip for mutual support, camaraderie and spiritual growth.

October 8-10—Evergreen Annual Gathering at CrossWalk Community Church in Napa, CA—Keep an eye out for more details to come!

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

P.O. Box 1044

Kent, WA 98032

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