

2026 Biennial Gathering Impact Book

Theme: “Reimagining Church”

Isaiah 43:19—“I am about to do a new thing; now it springs forth; do you not perceive it?”



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



CROSSWALK
COMMUNITY CHURCH
A Progressive Alternative

CrossWalk Community Church

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October 8th-10th, 2026

Thursday Night: Ministers' & Laity Dinner Gathering

Friday: Registration, Welcome Plenary, Mission Tables,
Workshops and Worship

Saturday: Business Meeting, Napa Experiences, Online
Workshops and Worship

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Evergreen Association of American Baptist Churches 2026 Biennial Gathering Schedule of Events

Thursday, October 8

6pm: Ministers' Council Clergy Social Hour

7pm: Ministers' & Laity Dinner: **Stephen Corley** presents on "Wine, Relationships, and Reimagining Church—with Special Guest Doug"

Friday, October 9

9 am: Registration

10:30am: Welcome Plenary

12:00pm: Lunch

1:30—3pm: First Workshops—

- "Reimagining Life Together: Evergreen 101" w/**Rev. Doug Avilesbernal**
- "Reimagining Youth Ministry" w/**Rev. Bianca Luna**

3:15pm—4:45pm: Second Workshops—

- "Reimagining Discipleship" w/**Rev. Ruth Vindas**
- "Reimagining Community: Becoming CrossWalk" w/**Rev. Dr. Pete Shaw**

5:00pm: Dinner

6:45pm: Announcements and Greetings

7:00pm: Worship

Saturday, October 10

8:30am: Breakfast

10:00am: Business Meeting

10:30am: Caucus Breakouts

11:15am: Reconvene Business Meeting

12:00pm: Lunch

1:30—5:30pm: Napa Experiences—

- Napa Shop, Sip and Stroll
- Merryvale Winery & St. Helena Sip and Stroll
- Westwood Hills Hike & Frozen Yogurt

1:30—3pm: First Online Workshops—

- "Reimagining Life Together: Evergreen 101" w/**Rev. Doug Avilesbernal**
- "Reimagining Youth Ministry" w/**Rev. Bianca Luna**

3:15—4:45pm: Second Online Workshops

- "Reimagining Discipleship" w/**Rev. Ruth Vindas**
- "Reimagining Community: Becoming CrossWalk" w/**Rev. Dr. Pete Shaw**

5:00pm: Dinner

6:45pm: Announcements and Greetings

7:00pm: Worship

Welcome from Evergreen & CrossWalk



Welcome all to our gathering.

I am glad to welcome you to Napa and Crosswalk. As you know, we cannot do the work we need to do without your presence. Most importantly, we cannot grow, worship, and deepen our faith without your presence so thank you for making the effort to come. I am also glad you are here to help us think through what it means to reimagine church. I cannot wait to see what comes of our time together.

We are indeed in a time where imagination and creativity are needed to walk through the difficult season we have all been blessed with being born into. I am therefore very glad you are here so that your wisdom rooted

in love can help is reimagine church for our time.

Welcome!

- Rev. Doug Avilesbernal, Regional Executive Minister, Evergreen Association of American Baptist Churches



CROSSWALK
COMMUNITY CHURCH
A Progressive Alternative

Welcome to Napa! CrossWalk is delighted and honored to host you for this Evergreen Biennial Meeting. CrossWalk - the first Baptist church in Napa - has a rich history dating back to 1860, starting with the help of "ABC" missionaries who sailed around Cape Horn to provide a church for Baptists. As you can imagine, in response to the ever-changing environment, FBC Napa changed and changed and changed. Each change required risk, courage, and faith. Not everyone agreed. Some - at times many - left the church. Yet here we are! As you inhabit this space, we hope

that you will feel welcome. We are the home of 45 recovery groups, which will continue to meet while the conference convenes. If you make a wrong turn, you might miss an EBA workshop, but you might get some insightful help with whatever you may be addicted to! CrossWalk is an example of one church's expression of God's "doing a new thing". We may not fit everyone's vibe, but we hope being here will provide a catalyst for the Spirit to woo you into the holy dialogue of what you and your church might be called to experiment with next.

- Rev. Dr. Pete Shaw, Senior Pastor, CrossWalk Community Church

Ministers' and Laity Dinner Gathering

Wine, Relationships & Reimagining Church— with Special Guest Doug

Join **Stephen Corley** and special guest **Doug** for an approachable Napa Valley wine tasting and a conversation about relationships and the future of church. As we slow down, notice what's in the glass, and share our impressions, we'll draw on themes from the Gottmans' work—curiosity, connection, and repair—to explore how we listen and respond to one another. No wine expertise required—just an open mind and a willingness to imagine how gathering around a table can deepen belonging and help us reimagine church.

Schedule

6:00pm—Ministers' Council Clergy Social Hour

7:00pm—Dinner and Program



Stephen A. Corley brings a Napa Valley wine background and a love of community to the tasting table. His experience with his family's Monticello Vineyards informs an approachable exploration of wine, inviting participants to slow down, notice what they experience, and share their impressions. For Stephen, wine tasting is less about finding the “right” answer and more about curiosity, conversation, and the connections that grow when people gather around a table.

Monticello
VINEYARDS

Weekend Workshop Schedule - both days

1:30pm to 3pm—choose between the following workshops:

Reimagining Life Together: Evergreen 101—Rev. Doug Avilesbernal shares the history behind the formation of the Evergreen Association, and goes over key Evergreen ideas, including why we organize by ethnic caucus, and operate by consensus. If you're new to Evergreen, or just want to better understand "the Evergreen Way" don't miss out on this great workshop.

Reimagining Youth Ministry—Rev. Bianca Luna helps us look at building youth ministry that lasts through collaboration, imagination, and shared leadership. What if the future of youth ministry isn't every church trying to build and sustain its own program? What if churches in the same city could share resources, leaders, relationships, and imagination to create something none of them could sustain alone?

3:15pm to 4:45pm—choose between the following workshops:

Reimagining Discipleship—Rev. Ruth Vindas is a key leader in the Talitha Cumi and Talaya Cumi girls and boys clubs in Costa Rica. Hear more about these clubs and their innovative work changing harmful entrenched patriarchy through discipleship, one child at a time.

Reimagining Community: Becoming CrossWalk—Rev. Pete Shaw, CrossWalk's pastor since 1999 will share about how the First Baptist Church of Napa reimagined itself and became rooted in its community again—changing from a church only open twice a week to a facility open every single day with many ways it connects with the community.

Workshop Leader Bios



Rev. Douglas S. Avilesbernal is the son of missionaries, having been born in Guatemala, Central America. He is married to Anna Wiegner, and they have two sons. His growth in Christian faith has spanned three decades, several continents, many countries, and the requisite number of schools, culminating in his ordination to pastoral ministry in 2010 at Calvary Baptist church in Norristown, Pennsylvania. He is currently working on his Doctor of Ministry in Intercultural Studies at the Berkeley School of Theology. Rev. Avilesbernal has served on the leadership team for the Connect Conference for Young American Baptist clergy. He is a frequent speaker and workshop leader at regional and national conferences, including the *Engage* conference, which welcomes new ministers and seminarians to American Baptist Life. He is currently the executive

minister of the Evergreen Baptist Association of American Baptist Churches and serves on the boards of numerous institutions within the American Baptist community. His published works include *Welcoming Community: Diversity That Works* (Judson Press, 2016) and *Trouble the Water* (Nurturing Faith Inc., 2017), and gave a TEDx talk, "Tolerance: The End of the Beginning" in 2017.

Rev. Bianca Luna is one of the pastors at Urban Grace Church in Tacoma, Washington, where she has served since the summer of 2021. Her multifaceted role includes leading children's and youth ministries, overseeing community groups, and guiding the Tacoma Joint Youth Group across the greater Tacoma region. Bianca felt



the call to ministry at age 10 and became a Sunday school teacher at age 13, which means she has been a church leader in some form for the past 24 years! Bianca is passionate about inclusiveness and creating spaces where everyone feels a true sense of belonging. A proud Californian, she loves hiking and spending time in nature; it is one of her favorite ways to worship and witness creation thrive.

Es apasionada de ayudar a las iglesias a relacionarse con sus comunidades. Como miembro del equipo coordinador de los programas de clubes Talita Cumi y Talay Cumi, participa en la elaboración de los materiales de estudio de los clubes, el entrenamiento de mentoras y mentores y trabaja con las niñas de los clubes que enfrentan dificultades y trauma. Es casada y tiene 4 hijos y 2 nietos.

Rev. Ruth Vindas Benavides is an ordained Pastor in the Federation of Baptists of Costa Rica and an Associate Missionary of International Ministries since 2018. She has a Bachelors Degree in Theology and a Masters Degree in Human Rights and Peace Education. Currently, she designs and conducts training events for local churches on ministerial topics such as children's ministry, women's ministry, Christian education, and conflict resolution. She is passionate about helping churches connect with their communities. As a member of the coordinating team for the Talita Cumi and Talay Cumi club programs, she participates in developing club study materials and training mentors, and works with club girls facing difficulties and trauma. She is married and has four children and two grandchildren.



Rev. Pete Shaw started his ministry in Napa on November 1, 1999, with a clear invitation to do whatever was necessary to help the church revive after suffering two very challenging seasons that decimated its attendance. Over the last 27 years, most everything has changed, including Pete! His doctoral work (focused on soteriology and adult transformation learning theory) changed his view of everything and changed his approach to leading the congregation. What had become a church that essentially opened its doors for its own members just twice a week, is now serving the community everyday starting at 6:30 AM and finishing by 10:00



PM. Roughly 45 recovery groups find hope and help on CrossWalk's campus. Immigration clinics in partnership with Bay Area agencies have helped dozens become citizens. Nonprofits know they can meet anytime they need large space for their needs (usually for no fee). Local schools and athletic clubs use their gym week in and week out. The preschool on campus is able to keep their tuition low because the church keeps their rent low. And, when activated, we are Napa County's first-to-open-last-to-close evacuation center. It has not been an easy journey, but the results have helped CrossWalk become known for its service to the community and being a safe space that is welcoming and affirming to all. Plus, CrossWalk is still doing all the full-service church stuff! Once a church with an average age of 70, all ages are now represented.

Friday Schedule

9 am: Registration

10:30am: Welcome Plenary—Sanctuary

12:00pm: Lunch—Sanctuary

1:30—3pm: First Workshops—

- “Reimagining Life Together: Evergreen 101” w/**Rev. Doug Avilesbernal**—Fireside Room
- “Reimagining Youth Ministry” w/**Rev. Bianca Luna**—Sanctuary

3:15pm—4:45pm: Second Workshops—

- “Reimagining Discipleship” w/**Rev. Ruth Vindas**—Fireside Room
- “Reimagining Community: Becoming CrossWalk” w/**Rev. Dr. Pete Shaw**—Sanctuary

5:00pm: Dinner—Sanctuary

6:45pm: Announcements and Greetings—Sanctuary

7:00pm: Worship—Sanctuary

Our Preacher—Rev. Dr. Jamie P. Washam



Rev. Dr. Jamie P. Washam became the 37th settled minister of the First Baptist Church in America in 2015. The native Texan earned degrees from the University of Texas, Harvard Divinity School, and Vrije Universiteit. She was ordained an American Baptist minister in 2001 by the Samuel Stillman Association of Massachusetts. Prior to pastoring in Providence, she served churches in Chicago, Illinois and Wauwatosa, Wisconsin. She was president of

American Baptist Churches of Wisconsin in 2013-2014 and the elected president of the American Baptist Home Mission Society from 2020-2025. She makes her home with her family in Rhode Island and counts it a joy to follow in the way of Jesus in the church gathered by Roger Williams. Beyond the Meeting House, you can often find her in the garden.

Our Worship Leader—Michael Gungor



We are extraordinarily blessed for our Biennial Gathering to have Michael Gungor as our worship leader. Michael has been reimagining worship for over twenty years, exploring both faith and worship in directions that occasionally push boundaries. In 2014, he cofounded the Liturgists music group and Podcast, which he co-hosted and then hosted. The Liturgists explored the intersections of spirituality, science, and the encounter with the ineffable in many forms.

Michael is an artist and spiritual explorer creating music for the mystically curious. He lead the music collective Gungor, which collected several Grammy nominations, and might be best known for the song Beautiful Things. His music blends soulful vocals, dreamy textures and poetic depth—offering a sound-

track for presence, transformation and wonder. Known for fusing beauty, vulnerability, and sacred play, Gungor invites listeners into a spacious reimagining of faith, self, and connection.

Friday Night Worship

Reimagining Church

“See, I am doing a new thing...”

Isaiah 43:19

Spirit-led work is rarely tidy, predictable, or scripted.

As we explore what it means to reimagine church together, our gatherings will be fluid, spacious, and open-ended. We’re here to encounter the Living God – in quiet reflection, in lifted voices, in engaged listening, in open conversation, and around shared tables. You are safe here, fully welcome as you are, as we step into the unknown together.

Welcome to CrossWalk. Pull up a chair, open your heart, and let’s see what new thing is springing up tonight.

Gathering as Community Imagining and Reimagining

Friday, October 9, 2026 ~ 7:00pm

The Threshold

The Call to Presence

The Living Word

The Local Stories

The Blessing

Please feel free to doodle, sketch, or take notes in the blank space above!

Welcoming New Churches



The First Baptist Church of McMinnville, Oregon is a congregation that gathers around a mission of *learning, loving, serving, and seeking justice and joy for all*. We know that is a high calling and we are grateful to be journeying with each other, sharing stories and care and challenge and nourishment (both the spiritual and the potluck varieties) along the way. We are 159 years old, and we strive to honor our rich history while exploring questions--in book groups, classes, and sermons--that are relevant today. Our location close to downtown gives us the chance to be community partners in many ways: we host a meal/hospitality program two mornings a week; open as a warming/cooling shelter in inclement weather; share space with a playschool cooperative, a therapeutic preschool, a Montessori middle school experiment, a Unitarian Universalist fellowship, several community music and theater

groups, and more than 20 recovery groups; and offer our parking lot for the McMinnville Farmers' Market each Thursday. We were a founding congregation of the McMinnville Youth Collective, in which middle and high schoolers from like-minded churches join together to do youth ministry. Folks at FBC are curious, compassionate, and community-centered, with commitments to AMOS Health and Hope, the Baptist Peace Fellowship of North America, the Association of Welcoming and Affirming Baptists, Eloheh Indigenous Center for Earth Justice, and many local ministries. We are excited about joining Evergreen, learning from you all, and becoming friends!



This November, **Montesano Community Church** will celebrate its sixth anniversary as a growing and diverse congregation. Our members come from many different backgrounds, cultures, faith traditions, and life experiences. Some people are attending church for the first time, while others come from various Christian and non-Christian traditions. We are committed to welcoming everyone regardless of ethnicity, nationality, age, background, or personal journey. We believe God's love is for all people and strive to create a place where everyone can belong. Our church encourages people to ask questions, grow in faith, build relationships, and serve others. While we continue to grow and face challenges, our mission remains loving God, loving people, and serving our community. We want to reach beyond our walls and be a place of welcome, fellowship, purpose, and hope for all. Our diversity is a strength that helps us learn from one another and reminds us that unity does

not require sameness. At Montesano Community Church, we believe there is a place at God's table for everyone.



Pine Street Church is a spiritual community reimagining church and faith for the common good. Founded in 1872, Pine Street has an American Baptist heritage and is ecumenical in spirit. Its life together is shaped by the teachings and spirit of Jesus and an unwavering commitment to "acceptance without exception."

Pine Street values curiosity, creativity, inclusion, and healing engagement with the world. Its historic downtown campus serves as a hub for worship, the arts, learning, community partnerships, and service. At its core, Pine Street exists to build a Love-centered community that embraces everyone, inspires life, and creates a more just, beautiful, and meaningful world.

Saturday Schedule

8:30am: Breakfast—Sanctuary

10:00am: Business Meeting—Sanctuary

10:30am: Caucus Breakouts—Asian Caucus: Pastor’s Office, Black Caucus: Lobby, Euro Caucus: Fireside Room, Hispanic Caucus: Sanctuary

11:15am: Reconvene Business Meeting

12:00pm: Lunch

1:30—5:30pm: Napa Experiences—

- Napa Shop, Sip and Stroll
- Merryvale Winery & St. Helena Sip and Stroll
- Westwood Hills Hike & Frozen Yogurt

1:30—3pm: First Online Workshops—

- “Reimagining Life Together: Evergreen 101” w/**Rev. Doug Avilesbernal**
- “Reimagining Youth Ministry” w/**Rev. Bianca Luna**

3:15—4:45pm: Second Online Workshops

- “Reimagining Discipleship” w/**Rev. Ruth Vindas**
- “Reimagining Community: Becoming CrossWalk” w/**Rev. Dr. Pete Shaw**

5:00pm: Dinner

6:45pm: Announcements and Greetings

7:00pm: Worship

Business Session Agenda

10 AM Business Session Review

Opening Prayer

Personnel committee recognition

Review of Common Agenda for Action

- Affirmation of 2025 Minutes
- Approval of 2027 budget
- Affirmation and Welcome of Pine Street Church by Asian, Black, and Hispanic Caucuses
- Affirmation of Costa Rica Ministries – Continued development of these opportunities
- Next Biennial October 12-14, 2028 in the Greater Seattle Area

10:30 AM Meet in Caucus Groups

11:15 AM Business Session Reconvenes

Caucus Reports/Affirmations of Common Agenda

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

Budget Officer’s report 2026

- Announcement of Budget Officer Change

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

"I am about to do a new thing;
now it springs forth, do you not perceive it?
I will make a way in the wilderness
and rivers in the desert."

- Isaiah 43:19

"All the people like us are We,
And every one else is They."

- Rudyard Kipling

Reimagining something is often more difficult than "creating" something. In fact, most places, groups, or people are unwilling to engage in the process. Why would they! To reimagine something means taking what is and saying that, however good this has been, it no longer works the way we need it to work.

To reimagine something is to create a new reality out of the current one. The journey in that direction feels very unsettling. The temptation is to focus on what we are losing. But I always sat on this pew with my husband, wife, parents, children, etc. But the neighbors love our, rummage sale, Christmas pageant, etc. What's wrong with our worship service!? I don't like... been there done that.

But, what if we focus on the new way in the wilderness and the rivers in the desert that God is making? I know these two phrases don't have the power for us that they do in the text. After all, how many of us have been deep in the wilderness? Past trails, past the sound of cars in the background, with no cell reception, in the thick of vegetation that looks impassable. Or days into the desert, with water reserves dwindling, no roads, no compass, no cell phone, no map, no trails, just a general direction. Do we have the tools to cut through the vegetation? Will the water last until we get to the next oasis?

This is where reimagining lives.

So when the wilderness feels at its most impassable or we feel there is just more desert than water to get across, remember, that is where reimagining lives and from which new life can spring forth.

New paths and rivers from this last year.

Growing Community- We have, once again, been contacted by faith communities who have felt themselves lost and without a path forward. Often, the first conversation is similar to the following: "This has been happening, and we don't know what else to do. We've done everything we can, and nothing has worked. We don't know where to go, but we know we cannot stay here. I am (calling, emailing) because I was sharing this with somebody, and they said, "You should reach out to Evergreen." This past year, we have had the honor of joining the following churches in reimagining together. We have welcomed, First Baptist Church of McMinnville, Montesano Community Church, and Pine Street Church.

Staff- This year has been one in which we have had to revisit our work. We all have job descriptions that no longer serve Evergreen as well as they have to this point. We are having to reimagine our positions so they fit the new world our family is walking into. Over the past 5 years, we have grown significantly in every aspect of who we are, and we therefore need to adjust to this new reality. I am so glad to have the blessing of a staff, a personnel committee, and an executive committee who are willing to embark on the difficult journey of reimagining the reality in which we live as Evergreen staff.

The beauty of this process is that we get to reimagine our lives together with you all. In the coming months, you will hear more about this reimagining and be served by that new space. There are no radical changes to announce, just that we, thanks to you, are having to adjust to a much bigger world with all the difficulties and amazing new paths and rivers that come with that growth.

Life Together- church life can be very rewarding and might even lead us to think we don't need anything else. But as we can see in society, remaining in our silos is unhealthy and can keep us from connecting with God's creation in ways necessary for our own health and for justice to come into existence. Your Evergreen association offers a wealth of paths for you to connect. How well do you know our Intercultural Team? ART (Anti-Racism-Team)? Did you know we have cohorts that support our clergy and churches in various ways? How well do you know how your regional staff can walk with you? Did you know we have an LGBTQIA+ group that can walk with you from wherever you are along your journey in the community or welcoming it?

My report on life together in 2026 is that we can all do much more of it in 2027.

Blessings to you my beloved community.

Associate Executive Minister of Innovation and Design's Report



Rev. Dr. Sam Kim

I am grateful for everyone's support during a personally challenging year for me, marked by a death in the family and the completion of my Doctor of Ministry at the Berkeley School of Theology. I deeply appreciate the support of the staff to give me the space to attend to family matters and go through the ongoing journey of grief. I recognize that with Doug's Research Trip in this same year, the regional staff has been stretched in its ability to meet the needs of our ever-growing region. We appreciate your grace and understanding in this season.

My work with Evergreen can seem curious if people don't understand what Innovation and Design mean. The ideas of innovation and design center on how we can approach complex problems. How can we thoughtfully listen, assess, and find solutions, whether that be in our local churches or within the greater Evergreen Association?

Another way to think of it is to ask: “How can we implement a strategy to face the unmet needs of this current situation?” This work can range from simple logistical challenges to larger-scale systemic issues within our congregation's structures. Whatever the challenge, I am here to help and support you in your work so that you can be faithful to your ministry calling.

Regional Strategic Adjustments

We are recognizing that the Evergreen family continues to grow. It is possible we will now be at around 70 churches by the new year, and people continue to be curious about the movement and work of the Evergreen Association. While we are not actively recruiting, it is important for us to design ways to continue scaling up our capacity as we grow. Older practices, when it was easier to gather people because we all mainly resided in Washington State, are not as easy to do now. We are hoping to design a way for Rev. Schneider to focus on his growing portfolio regarding Operations needs in the region and our churches. In doing so, we hope to find a creative solution to help alleviate some of the administrative duties that he has.

Area Gatherings

Another way we are adjusting to our growing family is by increasing our in-person visits to the emerging geographic clusters of churches within Evergreen. The Bay Area is our largest community outside of Washington State, but we are now beginning to grow clusters within Southern California, the Mountain Area, and even Oregon. We hope by having more personal and intentional meetings where people can share their joys and concerns, we can collaborate, discern, and encourage each other. It is powerful when we see that kindred ministries are all around us, and we can face the challenges of ministry together. We are even beginning to see churches recognizing each other's needs and serving one another.

Cohorts Learning

An important learning that I explored through my doctorate was the important observation that Evergreen does best in learning with peer partners rather than a content expert. How can we encourage spaces of joint discernment and collaboration? Currently, we are inviting people to join cohort spaces to help process problems and emerging concerns as discovered through our Evergreen retreats. This year, a common theme that emerged from our listening is that our churches are reimagining how they do ministry in various ways. Some of it is about how we can restructure our churches to better reflect where we are today, and some of it is about how we can better tell the story of our ministries to the world at large. Rev. Morgan Caruthers Fletcher will facilitate several of these cohorts to help us process and develop solutions together.

Fostering Systems of Well-Being

Rev. Caruthers Fletcher will help us foster well-being not only among individual ministry leaders but also within the systems of churches as a whole through two customized tracks over the course of a half year. We hope that these two avenues of ministry can help foster healthier ways of doing ministry. At Evergreen, we do not want to copy worldly capitalist models of ministry that don't align with Christ's values and cause great harm to our neighbors. Going forward, we want to take greater efforts to encourage all of our churches to pursue Shalom

and God's vision for Beloved Community.

New Opportunities for Learning and Enrichment

We are continuing to invest in ways to get the message of Evergreen out into the world by using our Media Producer, Allen Wong, to help with creating content that is meaningful, high-quality, and engaging. We currently have the Evergreen Podcast, "Cultivate," along with other media offerings, such as event highlight reels and instructional videos. We hope to use these things along with the website to paint an honest picture of the unique work that Evergreen does within the greater network of American Baptist Churches.

I am also currently trying to deepen relationships to seminaries to encourage a more direct pipeline of future ministers into our fold. I recently finished a two-year cohort of Emergent Ministers (people who are just starting or considering ministry as a vocation), I am helping to develop the Masters of Divinity Program at Seattle Pacific Seminary (the last in-person institution for MDiv accreditation in the Seattle Area), and creating accessible online course access in adaptive leadership at Berkeley School of Theology. The hope is that as we strengthen these connections, we may find new ways to edify and develop the leaders within our Evergreen family. We are looking forward to the fruit that these long-term projects will bring!

Ministry Associate for Social Media's Report



Rev. Shavon Walker

Dear Evergreen Family,

What another wonderful year it's been! As I reflect on 2026, I'm continually amazed by the ways our region keeps growing more connected, both in person and online. Here are some highlights from this year's journey.

Starting the Year Strong

February brought our annual Leadership Retreat once again, and this year I had the joy of serving behind the scenes, helping coordinate participant pickup and dropoff. It was a small but meaningful way to make sure everyone arrived safely and could

focus on soaking in the retreat's wisdom and fellowship.

Building New Connections: Local Clergy Meetups

One of my favorite new initiatives this year was launching local clergy meetups! Our first gathering took place at Back A Yard Restaurant in San Jose, where three pastors joined me for a delicious meal and even better conversation. There's something special about breaking bread together and simply enjoying one another's company outside of formal settings.

Due to the Evergreen Biennial and busy church calendars, our next meetup may not happen until next year, but I'm already looking forward to it and hope more of you will join us when the time comes.

Blessings from the Pulpit

I've continued to visit our churches throughout our Evergreen family. I've also been blessed

with invitations to preach as well. This year I had the privilege of sharing God's word at:

- Starlight Baptist Church – Oakland
- The Quest Church – Novato
- Crosswalk Community Church – Napa

I'm grateful to share that my visiting calendar is already booked through December; what a gift it is to walk alongside so many of our congregations in worship.

Building Our Digital Home

Behind the scenes, I've been working hard to keep our online presence vibrant and connected:

- Following and reposting content from as many Evergreen churches as I can find, at least twice a week, to help amplify the wonderful things happening across our region.
- Partnering with our videographer, Allen Wong, to create original social media content for special events, capturing the energy and spirit of what makes Evergreen so unique.

Supporting Our Churches

I've continued walking alongside several Evergreen churches on their social media journeys, helping with Facebook, Instagram, and other platforms that can sometimes feel overwhelming. Watching congregations grow more confident in sharing their stories online continues to be one of the true joys of this role.

I've also been blessed to be a part of events such as Reverend Dr. Marcia's 50th ordiversary celebration, both hands on and digital. I'm looking forward to participating in future events like this.

Always Learning

True to form, I haven't stopped learning this year either!

- Kept up with social media marketing classes to sharpen my skills
- Continued writing tech articles on topics like AI, password managers, and other tools to help make church life easier and more secure

Technology never stops evolving, and neither will I in my commitment to keeping our Evergreen family equipped and informed.

Looking to the Year Ahead

As I look toward next year, I'm excited to:

- Keep growing our clergy meetups
- Continue supporting churches with their digital storytelling
- Find new ways to strengthen our community's connections, both online and in person

Technology and fellowship, side by side, continue to be at the heart of this ministry.

Thank you for the opportunity to serve in this role. If you'd like help with social media, want to talk tech tools, or just want to grab a meal at the next clergy meetup, please don't hesitate to reach out!

Blessings to you and yours,

Rev. Shavon Walker

Associate Executive Minister of Operations and Administration's Report



Hello Evergreen Fam!

This year has been exciting and challenging. With Rev. Doug Avilesbernal in Guatemala for his doctoral research, and Rev. Dr. Sam Kim finishing up his dissertation, and grieving the loss of his sister, I spent the first half of the year traveling and working with churches directly far more than I had previously. Between the beginning of February and the end of April I was only home a total of 40 days. And then I was traveling at least once a month for the rest of the year. In addition of course, I still had all the usual operating tasks for Evergreen. I now feel even closer

to many of you as individuals and the different congregations from making those personal connections and visits. The following are some highlights of the last year, since our Annual Meeting in Olympia last October.

Regional Operations

As you know, I handle all the day to day operations for Evergreen, including processing all the United Mission Giving. I am so thankful for our generous churches in Evergreen who give faithfully to Evergreen, our denomination, and many other ministries besides. I helped some churches with job descriptions, and suggestions about how to recruit for non-pastoral positions. I worked with Rev. Doug in helping several churches in transition find new Pastors, which includes working with the folks at ABHMS about MinistrELife and ABPS (the American Baptist Personnel Service), and the Transitional Ministries team of the ABC-USA. I helped several of our churches file their Annual Reports with the state to maintain their corporate statuses, and stay on top of any changes to the tax code, including attending webinars about Tax Exemption status, whom the ABC-USA Group Exemption covers, and forms like the 990. I am about at capacity with increased travel and requests for Administrative Reviews (see below).

Working with Churches

All of the Evergreen Staff worked with Wedgwood Community Church this last year as they tried to decide if they would sell their building and continue operations, or close and merge with another church. Closing a church and selling a church building is not something we ever do lightly, because we'll never get back what we sell, thanks to continually rising market costs. Working with churches that are making these hard decisions is a sacred duty, one that Evergreen Staff treats with compassion and prayerful care.

One of the things I do to help churches is an Administrative Review. In this review I look not only at various documents for the church (articles of incorporation, bylaws or constitutions, budgets, contracts, policies and procedures, etc.), I also meet with church staff, leadership and

members to find out what the papers can't tell me. In the end I provide a report of what I like to think of as a snapshot of where the church is and how its doing from someone who is both a bit of an insider and a bit of an outsider. This report includes immediate and long term recommendations for next steps for a church to improve its operations and overall health. This service is provided at no cost to Evergreen churches. I completed an administrative review for Cambridge Drive Community Church and am working on one for Panther Lake Community Church.

I am what many would call a Baptist History and Polity nerd. I'm proud of it, love talking about it, and teaching it. Alongside Rev. Dr. Liliana Da Valle was glad to teach a two session course on Baptist History and Polity at New Community Church in Menlo Park. If you want your church to have an explainer or refresher on why Baptist History and Polity still matters today, to your congregation and our nation, please let me know.

It was great to help with the Mountain Area Gatherings at Calvary Baptist Church in Denver, Colorado in March and the Southern California Area Gathering at Primera Iglesia Bautista Hispana de Santa Barbara in August. We had excellent participation from churches in those regions, as they not only connected with one another through fellowship, but had time to see that the challenges they faced shared many commonalities. It's encouraging to have churches be able to share the things they've accomplished with one another, and realize that expertise doesn't have to only come from far away, but can come from those right here. I was glad to also spend time with the folks at Primera Iglesia Bautista Hispana de Santa Barbara in May, preaching and fellowshiping there. I visited Pine Street Church back in March, worshipping with them and meeting some of their leadership after the Mountain Area Gathering, and visited Montesano Community Church in June to join them in worship and answer questions about Evergreen and American Baptists.

I was honored to officiate the memorial service for Rev. Sarah Welton, Pastor of Church of the Covenant in Palmer, Alaska. Pastor Sarah was well known and beloved by more than just her congregation here in Evergreen and it was a privilege to get to visit the Church of the Covenant and lead her memorial service. The celebration of the 50th Anniversary of Ordination for Rev. Dr. Marcia Patton, Evergreen's Executive Minister Emerita was a high point of the summer. And then I was also privileged and honored to officiate the wedding of Rev. Bianca and Charlie Russell-Luna, a lovely ceremony for two of my good friends!

Our ABC Family

Along with the rest of our staff and some 20 other people from Evergreen, I attended ***Space for Grace***, the conference put on every other year by the American Baptist Home Mission Societies. The theme this year, "Storytelling: Discovering It's Power for Faith Leaders Today," really resonated with me personally, and seems to be resonating with many of our congregations too. Keep an eye out for the upcoming Annual Leadership Retreat in February of 2027 to see some of what we'll bring from that event to all of you.



Minutes of the 2026 Annual Business Meeting

Churches Represented: Belfair Community Church, Burien Community Church, Calvary Baptist Church, Cambridge Drive Community Church, Chico First Baptist Church, Church by the Side of the Road, Community Church of Issaquah, Comunidad Mesa Abierta, 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, Grant Park Church, House of Hope Fellowship, Japanese Baptist Church, Karen Community Church of Greater Seattle, Lakeshore Avenue Baptist Church, Manantial de Gracia, Martin Luther King Jr. Memorial Baptist Church, New Beginnings Christian Fellowship, New Community Church, New Community of Faith, New Walk Christian Church, Olympia First Baptist Church, Panther Lake Community Church, Queen Anne Baptist Church, Seattle First Baptist Church, Urban Grace Church, Wedgwood Community Church, Wenatchee Brethren-Baptist Church, Wildwood Gathering

Called to order with Announcements and Prayer by Rev. Paul Schneider at 10:10am

We had a robust discussion on the Agenda for consideration, including some corrections to the previous Annual Meeting Minutes, and the presentation of the Budget. Rev. Dr. Liliana Da Valle, our Budget Officer, and Rev. Doug Avilesbernal, our Executive Minister addressed why we are presenting a budget with a \$79K deficit, which is to be transparent about what our costs actually are. It was also noted that the deficit is about 3% of our total endowments with ABF, and only 2% of our endowments in total. This is because we want to resource our congregations rather than grow our endowments. We still will be able to cover this deficit without touching more than the 90% cap of drawdowns of endowment growth that was set in previous years. Several other minor budget issues were addressed, including the fact that the 5% increase for our staff is being put forward as a justice issue. Rev. Dr. Da Valle pointed out that we cannot balance our budget on the backs of our staff.

We broke to caucuses at 10:55am.

We regathered at 11:35am.

Caucus Reports

Black Caucus: Stephanie Commandest reported that 2024 minutes were affirmed, also the 2026 budget, along with positive recognition that the caucus budgets for all Caucuses raised from \$500 - \$1000, and Event Scholarships raised from \$3K to \$6K. They had some discussion on the balance sheet. They affirmed Belfair Community Church joining Evergreen. They affirmed CrossWalk for the Host of next year's meeting.

Rev. Dr. Keith Madsen prayed for the Black Caucus

Hispanic Caucus: Rev. Susan Hernandez reported that they affirmed the minutes from last year, and affirmed the 2026 budget, and affirmed Belfair Community Church joining Ever-

green, and CrossWalk as next year's Annual Gathering Host

Rev. Shavon Walker prayed for the Hispanic Caucus

Asian Caucus: Sandy Stice reported that they had more people at their caucus this annual meeting than previous years. They approved the minutes. They approved the budget with a couple of comments, and really appreciated the transparency and discussion about deficit. They recommended using Required Minimum Distributions for individuals to give. Affirmed Belfair Community Church joining Evergreen and recognized Yoke Wong being ordained 11/2 at JBC. Affirmed CrossWalk as the Host of the next Annual Meeting.

Rev. Susan Hernandez prayed for the Asian Caucus

Euro Caucus: Rev. Nicole Iaquinto reported that they had a couple announcements, including that they are looking for a lay Euro Caucus representative. If you have someone in your church who might be good for this, please contact Rev. Dr. Angie Barker-Jackson. Rev. Morgan Fletcher has been selected as the Budget Officer. Affirm selection of CrossWalk Community Church for the next Annual Meeting. She also shared about a presentation shared by the Anti-Racism Team to the Euro Caucus about how our Euro Caucus congregations can respond to the helping our most vulnerable neighbors, and protect them.

Min. Yoke Wong prayed for the Euro Caucus.

Report from Executive Minister: Rev. Doug said that much of his report is in the program book. He shared with us about his upcoming research trip to Guatemala. Rev. Sam Kim shared the Leadership Plan for how the Staff will support one another and the churches in this time of Rev. Doug. A lot Rev. Doug's work will continue remotely from Guatemala. He will still be doing all of his work online, but his in person work will be taken on by the staff and some consulting pastors. He will be at both our Annual Leadership Retreat and our Biennial Gathering in Napa.

Ernestine Robinson offered her gratitude for Rev. Doug's support during her time as chair of the Evergreen Association.

Rev. Sam Kim closed us in prayer and blessed the food for our lunch at 12:17pm

Respectfully Submitted,

Paul Schneider

Recorder



Proposed 2027 Budget

2025		2026		2027	
Actual		Budget		Proposed	
Income		Income		Income	
		ABC Mission Receipts		ABC Mission Receipts	
ABC United Mission Return %	132,581.96	ABC United Mission Return %	115,000.00	ABC United Mission Return %	130,000.00
America for Christ	2,825.29	America for Christ	4,000.00	America for Christ	3,500.00
Annual Meeting Income	7,420.00	Annual Meeting Income	7,500.00	Biennial Gathering Income	-
Event Income	693.00	Event Income	7,000.00	Event Income	-
Fund Raising Event Income		Fund Raising Event Income	6,000.00	Fund Raising Event Income	-
Individual Contributions	29,614.05	Individual Contributions	27,000.00	Individual Contributions	28,000.00
Interest	5,201.78	Interest	400.00	Interest	3,000.00
Multi-Region Corp. (ABF)	4,002.25	Multi-Region Corp. (ABF)	10,000.00	Multi-Region Corp. (ABF)	4,500.00
Region Offering	21,323.67	Region Offering	10,500.00	Region Offering	12,000.00
		Roger Williams Income		-Roger Williams Income	J
Seattle Baptist Union	30,000.00	Seattle Baptist Union	30,000.00	Seattle Baptist Union	-
Square Fee	-778.79	Square Fee		Square Fee	(800.00)
Total Income	\$ 232,883.21	Total Income	\$ 217,400.00	Total Income	\$ 180,200.00
Gross Profit	\$ 232,883.21	Gross Profit	\$ 217,400.00	Gross Profit	\$ 180,200.00
Expenses		Expenses		Expenses	
5131 Exec Min Medical	1,925.00	5131 Exec Min Medical	2,100.00	5131 Exec Min Medical	3,000.00
Exec Min M&M	20,338.20	Exec Min M&M	19,837.57	Exec Min M&M	20,572.00
Exec Min Salary	90,246.00	Exec Min Salary	92,984.84	Exec Min Salary	96,425.00
SS Offset	8,232.48	SS Offset	9,484.84	Exec Min SS Offset	9,836.00
5131 SStaff Medical	34,100.00	5131 SStaff Medical	27,785.52	5131 SStaff Medical	45,600.00
5262 Staff M&M	27,422.64	5262 Staff M&M	47,632.32	5262 Staff M&M	29,859.00
Staff Salaries	128,714.79	Staff Salaries	134,971.20	Staff Salaries	139,965.00
Social Media Specialist	14,836.06	Social Media Specialist	17,154.40	Social Media Specialist	17,789.00
Housing	28,635.36	Housing	31,000.00	Housing	32,147.00
Insurance-Liability	1,605.00	Insurance-Liability	1,350.00	Insurance-Liability	2,600.00
SStaff FICA/Medicare	14,726.95	SStaff FICA/Medicare	13,767.06	SStaff FICA/Medicare	14,276.00
SStaff Labor & Industries	0.09	SStaff Labor & Industries	1,500.00	SStaff Labor & Industries	1,500.00
		SStaff Payroll Taxes	0.00	SStaff Payroll Taxes	-
Taxes & Licenses	80.00	Taxes & Licenses	0.00	Taxes & Licenses	80.00

Proposed 2027 Budget, cont.

2025		2026		2027	
Labor and Industries	1,361.13	Labor and Industries	1,500.00	Labor and Industries	- R
5275 - WebDesign/Master					
5310 Staff Travel	56,895.19	5310 Staff Travel	52,800.00	5310 Staff Airfare	22,000.00 S
				Staff Tavel lodging	25,000.00 S
				Staff Travel Rental Car	8,000.00 S
				Staff Travel Meals	8,000.00 S
				Staff Hospitality	12,000.00 S
5310-001 Annual Special Travel	12,649.93	5310-001 Annual Special Travel	15,000.00	5310-001 Annual Special Travel	13,000.00 T
5311 Continuing Education	4,094.42	5311 Continuing Education	5,500.00	5311 Continuing Education	7,000.00 U
5312 Resources (books, etc)		5312 Resources (books, etc)	500.00	5312 Resources (books, etc)	600.00 V
5501-001 Annual Meeting Expenses	9,618.73	5501-001 Annual Meeting Expenses	15,000.00	5501-001 Annual Meeting Expenses	3,000.00 W
5501-002 Asian Caucus		5501-002 Asian Caucus	1,000.00	5501-002 Asian Caucus	1,000.00 X
5501-003 Black Caucus	500.00	5501-003 Black Caucus	1,000.00	5501-003 Black Caucus	1,000.00
5501-004 Euro Caucus		5501-004 Euro Caucus	1,000.00	5501-004 Euro Caucus	1,000.00
5501-005 Hispanic Caucus	414.00	5501-005 Hispanic Caucus	1,000.00	5501-005 Hispanic Caucus	1,000.00
				Intercultural Team	5,000.00 Y
5503 Association Board & Comm.		5503 Association Board & Comm.	1,000.00	5503 Association Board & Comm.	1,000.00 Z
5507 Event Expenses	1,924.80	5507 Event Expenses	14,000.00	5507 Event Expenses	- AA
Event Scholarships	0.00	Event Scholarships	0.00	Event Scholarships	6,000.00 BB
Evergreen Backpacking Trips	1,950.00	Evergreen Backpacking Trips	0.00	Evergreen Backpacking Trips	3,000.00 CC
Evergreen Day at the Ballpark	840.00	Evergreen Day at the Ballpark	0.00	Evergreen Day at the Ballpark	840.00
Leadership Retreat	11,826.27	Leadership Retreat	11,000.00	Leadership Retreat	15,000.00 DD
		Marcia Patton Orddiversary Event		—MarciaPatton-OrddiversaryEvent	- EE
MLK Jr. Day Celebration	3,328.31	MLK Jr. Day Celebration	3,000.00	MLK Jr. Day Celebration	3,100.00 FF
Taste of Evergreen	0.00	Taste of Evergreen	0.00	Taste of Evergreen	-
Total 5507 Event Expenses	\$ 19,869.38	Total 5507 Event Expenses	\$ 28,000.00	Total 5507 Event Expenses	\$ 27,940.00
5508 Kaleidoscope Collective	1,000.00	5508 Kaleidoscope Collective	1,000.00	5508 Kaleidoscope Collective	1,000.00
6001 Denominational Fees	150.00	6001 Denominational Fees	200.00	6001 Denominational Fees	200.00
6360 Telephone	1,838.57	6360 Telephone	2,000.00	6360 Telephone	2,000.00
6361 Cell Phone	4,279.39	6361 Cell Phone	3,250.00	6361 Cell Phone	3,250.00
6391 Bulk Mail Postage	950.00	6391 Bulk Mail Postage	860.00	6391 Bulk Mail Postage	950.00
6392 Postage	516.38	6392 Postage	500.00	6392 Postage	600.00

Proposed 2027 Budget, cont.

	<u>2025</u>	<u>2026</u>	<u>2027</u>
6430 Office Supplies	1,486.48	6430 Office Supplies	1,500.00
6452 Software	2,213.79	6452 Software	3,000.00
6453 Video Conferencing		6453 Video Conferencing	600.00
6454 Computer Hardware	7,804.83	6454 Computer Hardware	4,000.00
6900 Subscriptions&Memberships	550.30	6900 Subscriptions&Memberships	400.00
6910 Finance Charges	90.00	6910 Finance Charges	650.00
6920 Miscellaneous	1,280.60	6920 Miscellaneous	-
6930 Bank Charges	521.28	6930 Bank Charges	-
A.B. Foundation -Multi Re			-
ABWomen (National)			-
ABWomen (Pacific NW)			-
Audit			-
Bookkeeping Service	20,415.89	Bookkeeping Service	22,000.00
Bulk		Bulk	-
Church Council Gtr Seattl	1,000.00	Church Council Gtr Seattl	1,000.00
Copier Lease	5,681.64	Copier Lease	6,000.00
DSL / Internet	1,720.47	DSL / Internet	1,800.00
EBA Board Programs	191.97	EBA Board Programs	2,000.00
Event Scholarships	3,000.00	Event Scholarships	-
Faith Action Network	550.00	Faith Action Network	550.00
Interest Paid	144.78	Interest Paid	-
		Legal & Professional Services	
Legal Fees	1,787.50	Legal Fees	1,500.00
Long Term Office Expenses	408.10	Long Term Office Expenses	500.00
Office Rental--WBC	6,540.00	Office Rental--WBC	6,660.00
Program Grants	3,000.00	Program Grants	3,000.00
Sabbatical Leave Support		Sabbatical Leave Support	9,000.00
Staff Meetings and Morale	179.91	Staff Meetings and Morale	400.00
UBC Endowment Fund		UBC Endowment Fund	
Volunteer Morale Program	508.10	Volunteer Morale Program	700.00
Total Expenses	\$ 544,075.33	Total Expenses	\$ 623,449.00
Net Operating Income	-\$311,192.12	Net Operating Income	-\$443,249.00

Proposed 2027 Budget, cont.

	2025	2026	2027
Other Income		Other Income	Other Income
ABF Fund Drawdowns	314,260.65	ABF Fund Drawdowns	ABF Fund Drawdowns
Extraordinary Gifts	89,535.99	Extraordinary Gifts	Extraordinary Gifts
Investment Income		Investment Income	Investment Income
Oak Lake Annual Gift	25,531.33	Oak Lake Annual Gift	Oak Lake Annual Gift
Seattle Baptist Union	0.00	Seattle Baptist Union	Seattle Baptist Union
UBC Annual Gift Income	40,000.00	UBC Annual Gift Income	UBC Annual Gift Income
Total Other Income	\$ 469,327.97	Total Other Income	Total Other Income
Other Expenses		Other Expenses	Other Expenses
Car for Erick Lopez	5,063.98	Car for Erick Lopez	Car for Erick Lopez
Reimbursements ZBA	4,932.52	Reimbursements ZBA	Reimbursements ZBA
Total Other Expenses	\$ 9,996.50	Total Other Expenses	Total Other Expenses
Net Other Income	\$ 459,331.47	Net Other Income	Net Other Income
Net Income	\$ 148,139.35	Net Income	Net Income

Notes on the Budget

A—Main source & your congregation can support (EA keeps 60%)
 B—*splitting the difference between 25/26
 C—No Biennial Gathering in 2027
 D—Now netted out in Event Expenses lines
 E—Taste of Evergreen brings in a bit but not predictable.
 F—You too can give directly to Evergreen!
 G—EA to pull primary interest generator in June of 2027
 H—An organization formed to give regions buy-in at the American Baptist Foundation & we receive a check on the returns from our contributions
 I—EA keeps 100% of this offering and more congregations are doing both UM and RO
 J—This money is passed on and doesn't go to EA
 K—Change in grant process, moved down to Other Income because is no longer predictable
 L—increase from 2026 based on a project 20% increase in Health Insurance costs

M—16% of cash salary, housing, and SS for Exec. Min.
 N—COLA is 3.7%
 O—16% of cash salary, housing, and SS for Staff
 P—will go up 3.7% based on 3.7% COLA
 Q—Annual Reports to Secretary of State
 R—Moved to SStaff Labor & Industries above.
 S—Staff Travel broken out to separate lines to more accurately reflect spending
 T—Covers ABC-USA Biennial & EA Biennial but no EA Biennial next year.
 U—Increased to cover Rev. Doug's program and leave CE for other staff also.
 V—Slight increase as prices increase
 W—adjusted to support a larger Oct quarterly meeting due to Biennial shift
 X—Continued caucus expenses to support their focus
 Y—new line item for 2027 proposed by team to cover trips and experiences
 Z—EA Board can give grants if need arises
 AA—Pulled because now broken out down below
 BB—Moved from below. Supports travel to Leader-

ship Retreat and EA Biennial. Need to go up 2028
 CC—Includes support for EA folks to attend
 DD—More folks attending and EA Covers Camp stay
 EE—Not happening 2027
 FF—Splitting 2025 and 2026
 GG—Line name changed to Finance & Bank Charges
 HH—Combining Finance & Bank for 2027 onwards
 II—Anticipated fees based on hourly rate
 JJ—EA contribution to Church Council every year
 KK—Moved up to be in Event Expenses
 LL—EA contribution to Faith Action Network yearly
 MM—Moved to Finance & Bank Charges
 NN—Pulled in 2027
 OO—Supporting unexpected legal fees for consultations
 PP—Includes \$5 per month increase
 QQ—Churches, Partners or Individuals who need grants from EA Staff.
 RR—Increasing from 2025 because EM returns
 SS—Highlighted lines the same and will be one line from 2027 onwards
 TT—Moved from Income to Other Income 2027

Proposed 2027 Narrative Budget

Comparative review of the 2025 actuals, 2026 budget, and 2027 proposed budget

The proposed 2027 budget reflects a year of continued investment in staff, ministry programs, travel, and organizational operations.

The most significant changes are the restructuring of staff travel and event expenses, increases in personnel costs, a reduction in general income, and the inclusion of a planned \$145,000 draw from the American Baptist Foundation (ABF). The 2027 proposal also adjusts for the biennial meeting schedule and moves certain expenses and revenue items to more appropriate budget categories.

Budget category	2025 actual	2026 budget	2027 proposed
Operating income	\$232,883	\$217,400	\$180,200
Other income	\$469,328	\$285,000	\$245,000
Net operating income (loss)	(\$311,192)	(\$376,778)	(\$198,249)

Financial Overview

The proposed 2027 budget increases total expenses by approximately \$46,338 (7.8%) compared with 2026.

Financial Breakdown

1. Revenue and Income

Mission Receipts and Contributions

American Baptist United Mission Return Percentage remains the largest source of operating revenue. The 2027 budget increases this revenue to \$130,000, compared with \$115,000 in 2026, while remaining slightly below the \$132,582 received in 2025. This projection assumes continued support from participating congregations. It's important to note that 60% of this offering stays with EA.

Individual contributions increase modestly to \$28,000 from \$27,000 in 2026.

The Region Offering is budgeted at \$12,000, up from \$10,500 in 2026, reflecting the expectation that more congregations will participate in both the United Mission Return and Region Offering programs. It is important to note that 100% of this offering stays with EA.

America for Christ receipts are projected at \$3,500, below the 2026 budget of \$4,000 but above 2025 actual receipts of \$2,825.

Multi-Region Corporation income decreases from \$10,000 in 2026 to \$4,500 in 2027.

Interest income increases from \$400 in 2026 to \$3,000 in 2027. The Evergreen Association may draw on these funds in June 2027.

Seattle Baptist Union

Seattle Baptist Union funding is no longer included in operating income. The 2027 budget places \$10,000 under other income, reflecting a change in its grant process and the uncertainty of future funding. This is a classification change rather than the complete elimination of the anticipated revenue.

2. Personnel and Staff Related Expenses

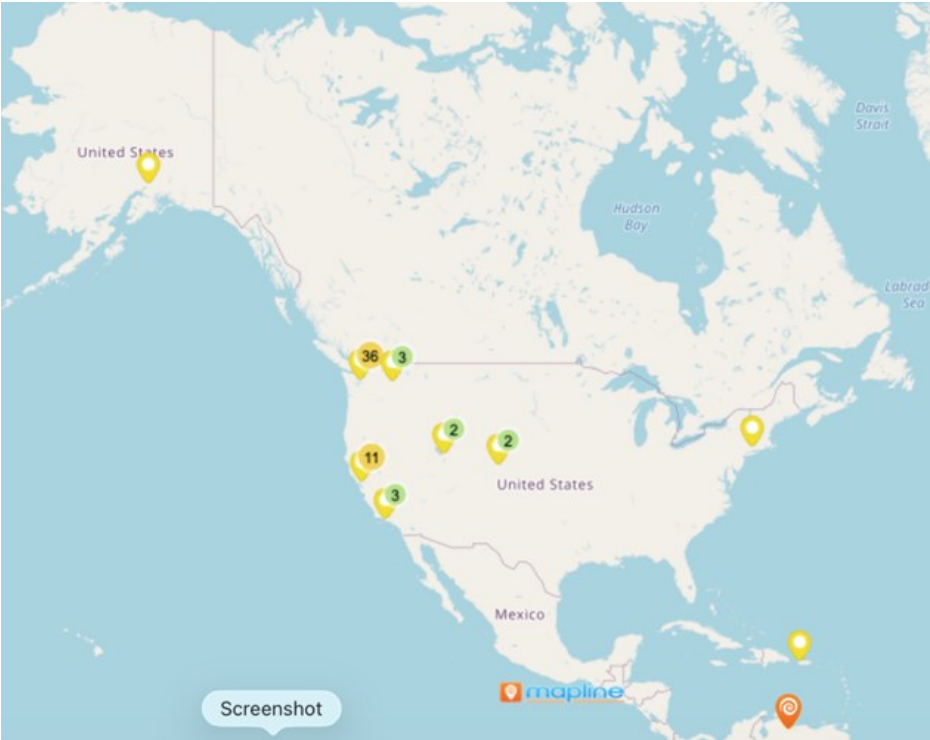
The proposed budget includes salary adjustments and higher benefit costs, reflecting projected cost-of-living increases and anticipated insurance expenses.

- Executive Minister salary: Increases from \$92,985 in 2026 to \$96,425 in 2027, reflecting a projected 3.7% cost-of-living adjustment.
- Staff salaries: Increase from \$134,971 to \$139,965, also reflecting a projected 3.7% adjustment.
- Social Security and Medicare: Staff FICA/Medicare increases from \$13,767 to \$14,276.
- Executive Minister medical coverage: Increases from \$2,100 to \$3,000.
- Staff medical coverage: Increases substantially from \$27,786 to \$45,600, reflecting actual payments in 2026.
- Staff meetings and morale: A \$400 allocation is restored, compared with no budget in 2026, reflecting the Executive Minister's return to the States.

3. Staff Travel and Professional Development

Travel category	2027 proposed
Staff airfare	\$22,000
Staff lodging	\$25,000
Staff rental cars	\$8,000
Staff meals	\$8,000
Staff hospitality	\$12,000
Total staff travel	\$75,000

One of the most visible changes in the 2027 proposal is the restructuring of staff travel expenses. Rather than maintaining a single staff travel line, the budget separates anticipated costs into distinct categories.



The combined \$75,000 allocation compares with \$52,800 in the 2026 budget and \$56,895 in 2025 actual expenses. This represents an increase of \$22,200 (42.0%) over 2026 and \$18,105 (31.8%) over 2025.

The revised format provides greater transparency into how travel funds will be used. As noted above in the map the reach of Evergreen is spread across states and miles, and if Ea wishes to show the congregational support it has then increasing these line items is vital to our ministry.

Annual special travel decreases from \$15,000 in 2026 to \$13,000 in 2027. This allocation covers the ABC USA biennial gathering and the Evergreen Association biennial gathering.

Continuing education increases from \$5,500 to \$7,000, providing support for Rev. Doug's program and continuing education for other staff members. Resources, including books and similar materials, increase modestly from \$500 to \$600.

4. Meetings Events and Ministry Programs

Annual meeting expenses decrease from \$15,000 in 2026 to \$3,000 in 2027. The reduced allocation reflects the biennial schedule, with funding retained to support a larger October quarterly meeting.

Event expenses are reorganized. The 2026 budget included \$28,000 in the overall event expense category. For 2027, the budget identifies specific activities and allocations, including:

- Event scholarships: \$6,000, moved from the general expense section to event expenses.
- Evergreen Backpacking Trips: \$3,000.
- Evergreen Day at the Ballpark: \$840.
- Leadership Retreat: \$15,000, an increase from \$11,000 in 2026.
- MLK Jr. Day Celebration: \$3,100, compared with \$3,000 in 2026.
- Intercultural Team: \$5,000, a new allocation for trips and experiences.

These changes provide a clearer picture of the association's program priorities.

5. Administrative and Operational Expenses

Administrative expenses show a combination of modest increases, cost consolidation, and adjustments to reflect anticipated service costs.

- Bookkeeping services: Increase from \$16,000 in 2026 to \$22,000 in 2027. The proposed amount is based on anticipated fees at the hourly rate.
- Copier lease: Increases from \$5,500 to \$6,000. The increased amount matches projected 2026 expenses and anticipated increases.
- Office rental: Increases from \$6,600 to \$6,660, reflecting a \$50 monthly increase.
- Internet: Increases from \$1,500 to \$1,800.
- Computer hardware: Increases from \$3,000 to \$4,000.

- Legal fees: Increase from \$500 to \$1,500 to provide for unexpected legal consultations for those within the association.

Other income	2025 actual	2026 budget	2027 proposed
ABF fund drawdowns	\$314,261	\$0	\$145,000
Extraordinary gifts	\$89,536	\$0	\$0
Investment income	\$0	\$180,000	\$0
Oak Lake annual gift	\$25,531	\$25,000	\$25,000
Seattle Baptist Union	\$0	\$0	\$10,000
UBC annual gift	\$40,000	\$80,000	\$65,000
Total other income	\$469,328	\$285,000	\$245,000

- Finance and bank charges: Combined into one line at \$650, replacing separate 2026 allocations of \$400 for finance charges and \$250 for bank charges.

6. Other Income and Use of Reserves

Other income is projected to total \$245,000 in 2027, down \$40,000 from the 2026 budget of \$285,000.

The most significant components are:

The 2027 budget proposes a \$145,000 draw from the ABF fund, based on an estimated 5% of principal. This is a significant source of support for the proposed operating plan.

The UBC annual gift is projected at \$65,000, a decrease of \$15,000 from 2026 but an increase of \$25,000 from 2025.

The Oak Lake annual gift remains steady at \$25,000.

The 2027 proposal does not include extraordinary gifts as this line item is in place for bequests.

Conclusion

The 2027 proposed budget reflects Evergreen Association's commitment to sustaining its staff, supporting congregations, and maintaining its ministry and program activities. It also incorporates changes to the biennial meeting schedule, reorganizes event and travel expenses, and adjusts revenue projections to reflect anticipated funding.

This budget is being proposed by the Budget Committee with a knowledge that as a collective association we can close the deficit with a focus on ABC United Mission Return Percentage, Regional Offering, and Individual Contributions. This will allow us to not require our draw-down from our ABF Fund to cover that deficit as in year's past.

Balance Sheet

As of August 31, 2026

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	14,006.88				0.00	14,006.88
Home Street Money Market - 4025	24,362.19	0.00	0.00			24,362.19
Home Street Savings Mission Account - 6661	0.00	0.00	3,613.67			3,613.67
Total Bank Accounts	\$ 288,952.83	\$ 0.00	\$ 3,613.67	\$ 2,006.44	\$ 0.00	\$ 294,572.94
Accounts Receivable						
Accounts Receivable (A/R)	0.00					0.00
Total Accounts Receivable	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
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						
1856 - Morgan Valley Christian Church Legacy Fund	0.00	0.00			830,414.73	830,414.73
Total 1187 AB Foundation Investment	\$ 0.00	\$ 2,059,762.53	\$ 0.00	\$ 0.00	\$ 830,414.73	\$ 2,890,177.26
Employee Advance/Reimbursement	18.70					18.70
Payroll Corrections	0.00					0.00
Prepaid Housing Expenses	-6,206.25					-6,206.25
QuickBooks Tax Holding Account	4,782.68					4,782.68
Undeposited Funds	0.00					0.00
Total Other Current Assets	-\$ 1,404.87	\$ 2,059,762.53	\$ 0.00	\$ 0.00	\$ 830,414.73	\$ 2,888,772.39
Total Current Assets	\$ 287,547.96	\$ 2,059,762.53	\$ 3,613.67	\$ 2,006.44	\$ 830,414.73	\$ 3,183,345.33

Evergreen Balance Sheet, cont.

[illegible]

Evergreen Balance Sheet, cont. & Budget Vs. Actuals

[illegible]

Evergreen Association of American Baptist Churches

January - August, 2026

	01 - General Fund				TOTAL			
	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget
Income								
ABC Mission Receipts	-740.00		-740.00		-740.00	0.00	-740.00	
ABC United Mission Return %	111,941.87	76,666.64	35,275.23	146.01%	111,941.87	76,666.64	35,275.23	146.01%
America for Christ	2,112.10	2,666.64	-554.54	79.20%	2,112.10	2,666.64	-554.54	79.20%
Annual Meeting Income	4,280.00	0.00	4,280.00		4,280.00	0.00	4,280.00	
Event Income	651.00	4,666.64	-4,015.64	13.95%	651.00	4,666.64	-4,015.64	13.95%
Fund Raising Event Income		4,000.00	-4,000.00	0.00%	0.00	4,000.00	-4,000.00	0.00%

Budget Vs. Actuals, cont.

Individual Contributions	13,199.10	18,000.00	-4,800.90	73.33%	13,199.10	18,000.00	-4,800.90	73.33%
Interest	4,067.21	266.64	3,800.57	1525.36%	4,067.21	266.64	3,800.57	1525.36%
Multi-Region Corp. (ABF)		6,666.64	-6,666.64	0.00%	0.00	6,666.64	-6,666.64	0.00%
Region Offering	8,119.80	7,000.00	1,119.80	116.00%	8,119.80	7,000.00	1,119.80	116.00%
Roger Williams Fund Incom	0.00		0.00		0.00	0.00	0.00	
Seattle Baptist Union	26,800.00	20,000.00	6,800.00	134.00%	26,800.00	20,000.00	6,800.00	134.00%
Square Fee	-578.90	0.00	-578.90		-578.90	0.00	-578.90	
Total Income	\$ 169,852.18	\$ 139,933.20	\$ 29,918.98	121.38%	\$ 169,852.18	\$ 139,933.20	\$ 29,918.98	121.38%
Gross Profit	\$ 169,852.18	\$ 139,933.20	\$ 29,918.98	121.38%	\$ 169,852.18	\$ 139,933.20	\$ 29,918.98	121.38%
Expenses								
5131 Exec Min Medical	3,514.56	1,400.00	2,114.56	251.04%	3,514.56	1,400.00	2,114.56	251.04%
5131 SStaff Medical	24,500.00	31,754.88	-7,254.88	77.15%	24,500.00	31,754.88	-7,254.88	77.15%
5262 Staff M&M	11,781.56	19,195.92	-7,414.36	61.38%	11,781.56	19,195.92	-7,414.36	61.38%
5310 Staff Travel	64,924.85	35,200.00	29,724.85	184.45%	64,924.85	35,200.00	29,724.85	184.45%
5310-001 Annual Special Travel	5,600.47	10,000.00	-4,399.53	56.00%	5,600.47	10,000.00	-4,399.53	56.00%
5311 Continuing Education	1,668.53	3,666.64	-1,998.11	45.51%	1,668.53	3,666.64	-1,998.11	45.51%
5312 Resources (books, etc)		333.36	-333.36	0.00%	0.00	333.36	-333.36	0.00%
5501-001 Annual Meeting Expenses	871.40	10,000.00	-9,128.60	8.71%	871.40	10,000.00	-9,128.60	8.71%
5501-002 Asian Caucus Expenses		666.64	-666.64	0.00%	0.00	666.64	-666.64	0.00%
5501-003 Black Caucus		666.64	-666.64	0.00%	0.00	666.64	-666.64	0.00%
5501-004 Euro Caucus Expenses		666.64	-666.64	0.00%	0.00	666.64	-666.64	0.00%
5501-005 Hispanic Caucus		666.64	-666.64	0.00%	0.00	666.64	-666.64	0.00%
5503 Association Board & Comm.		666.64	-666.64	0.00%	0.00	666.64	-666.64	0.00%
5507 Event Expenses	2,253.12	0.00	2,253.12		2,253.12	0.00	2,253.12	
Evergreen Backpacking Trips	2,880.00	0.00	2,880.00		2,880.00	0.00	2,880.00	
Evergreen Day at the Ballpark	840.00	0.00	840.00		840.00	0.00	840.00	
Leadership Retreat	10,953.56	11,000.00	-46.44	99.58%	10,953.56	11,000.00	-46.44	99.58%
Marcia Patton Ordversary	-1,786.20		-1,786.20		-1,786.20	0.00	-1,786.20	
MLK Jr. Day Celebration	1,972.97	3,000.00	-1,027.03	65.77%	1,972.97	3,000.00	-1,027.03	65.77%
Taste of Evergreen	-388.76	0.00	-388.76		-388.76	0.00	-388.76	
Total 5507 Event Expenses	\$ 16,724.69	\$ 14,000.00	\$ 2,724.69	119.46%	\$ 16,724.69	\$ 14,000.00	\$ 2,724.69	119.46%
5508 Kaleidoscope Collective		1,000.00	-1,000.00	0.00%	0.00	1,000.00	-1,000.00	0.00%
6001 Denominational Fees		133.36	-133.36	0.00%	0.00	133.36	-133.36	0.00%
6360 Telephone	1,727.37	1,333.36	394.01	129.55%	1,727.37	1,333.36	394.01	129.55%
6361 Cell Phone	2,528.18	2,166.64	361.54	116.69%	2,528.18	2,166.64	361.54	116.69%
6391 Bulk Mail Postage	570.00	573.36	-3.36	99.41%	570.00	573.36	-3.36	99.41%
6392 Postage	264.87	333.36	-68.49	79.45%	264.87	333.36	-68.49	79.45%
6430 Office Supplies	871.27	1,000.00	-128.73	87.13%	871.27	1,000.00	-128.73	87.13%
6452 Software	1,056.53	2,000.00	-943.47	52.83%	1,056.53	2,000.00	-943.47	52.83%

Budget Vs. Actuals, cont.

6453 Video Conferencing		400.00	-400.00	0.00%	0.00	400.00	-400.00	0.00%
6454 Computer Hardware	918.66	2,000.00	-1,081.34	45.93%	918.66	2,000.00	-1,081.34	45.93%
6900 Subscriptions&Memberships	419.45	266.64	152.81	157.31%	419.45	266.64	152.81	157.31%
6910 Finance Charges	334.22	266.64	67.58	125.35%	334.22	266.64	67.58	125.35%
6920 Miscellaneous	793.41	0.00	793.41		793.41	0.00	793.41	
6930 Bank Charges	455.00	166.64	288.36	273.04%	455.00	166.64	288.36	273.04%
Bookkeeping Service	17,428.41	10,666.64	6,761.77	163.39%	17,428.41	10,666.64	6,761.77	163.39%
Bulk		0.00	0.00		0.00	0.00	0.00	
Church Council Gtr Seattl		1,000.00	-1,000.00	0.00%	0.00	1,000.00	-1,000.00	0.00%
Copier Lease	5,073.99	3,666.64	1,407.35	138.38%	5,073.99	3,666.64	1,407.35	138.38%
DSL / Internet	1,148.00	1,000.00	148.00	114.80%	1,148.00	1,000.00	148.00	114.80%
EBA Board Programs	1,089.52	2,000.00	-910.48	54.48%	1,089.52	2,000.00	-910.48	54.48%
Employee Benefits	6.61		6.61		6.61	0.00	6.61	
Event Scholarships	697.00	4,000.00	-3,303.00	17.43%	697.00	4,000.00	-3,303.00	17.43%
Exec Min M&M	18,866.30	13,225.04	5,641.26	142.66%	18,866.30	13,225.04	5,641.26	142.66%
Exec Min Salary	61,990.00	61,989.92	0.08	100.00%	61,990.00	61,989.92	0.08	100.00%
Faith Action Network		550.00	-550.00	0.00%	0.00	550.00	-550.00	0.00%
Housing	20,666.64	20,666.64	0.00	100.00%	20,666.64	20,666.64	0.00	100.00%
Insurance-Liability	1,713.00	1,350.00	363.00	126.89%	1,713.00	1,350.00	363.00	126.89%
Interest Paid	840.90	0.00	840.90		840.90	0.00	840.90	
Labor and Industries	1,019.28	1,000.00	19.28	101.93%	1,019.28	1,000.00	19.28	101.93%
Legal Fees	5,675.00	333.36	5,341.64	1702.36%	5,675.00	333.36	5,341.64	1702.36%
Long Term Office Expenses	2,097.59	666.64	1,430.95	314.65%	2,097.59	666.64	1,430.95	314.65%
Office Rental--WBC	4,950.00	4,400.00	550.00	112.50%	4,950.00	4,400.00	550.00	112.50%
Payroll Expenses		0.00	0.00		0.00	0.00	0.00	
Taxes	583.34	0.00	583.34		583.34	0.00	583.34	
Total Payroll Expenses	\$ 583.34	\$ 0.00	\$ 583.34		\$ 583.34	\$ 0.00	\$ 583.34	
Program Grants		2,000.00	-2,000.00	0.00%	0.00	2,000.00	-2,000.00	0.00%
Sabbatical Leave Support		6,000.00	-6,000.00	0.00%	0.00	6,000.00	-6,000.00	0.00%
Social Media Specialist	10,731.68	11,436.24	-704.56	93.84%	10,731.68	11,436.24	-704.56	93.84%
SS Offset	6,323.20	6,323.20	0.00	100.00%	6,323.20	6,323.20	0.00	100.00%
SStaff FICA/Medicare	10,987.62	9,178.00	1,809.62	119.72%	10,987.62	9,178.00	1,809.62	119.72%
SStaff Labor & Industries	0.05	1,156.08	-1,156.03	0.00%	0.05	1,156.08	-1,156.03	0.00%
SStaff Payroll Taxes	0.02	0.00	0.02		0.02	0.00	0.02	
Staff Meetings and Morale		0.00	0.00		0.00	0.00	0.00	
Staff Salaries	89,980.80	89,980.80	0.00	100.00%	89,980.80	89,980.80	0.00	100.00%
Taxes & Licenses	80.00	0.00	80.00		80.00	0.00	80.00	
UBC Endowment Fund	15,000.00		15,000.00		15,000.00	0.00	15,000.00	
Volunteer Morale Program	487.19	466.64	20.55	104.40%	487.19	466.64	20.55	104.40%
Total Expenses	\$ 416,961.16	\$ 393,579.84	\$ 23,381.32	105.94%	\$ 416,961.16	\$ 393,579.84	\$ 23,381.32	105.94%
Net Operating Income	-\$247,108.98	-\$253,646.64	\$ 6,537.66	97.42%	-\$247,108.98	-\$253,646.64	\$ 6,537.66	97.42%

Budget Vs. Actuals, cont. & Funds with ABF & WBC

Other Income									
ABF Fund Drawdowns	150,000.00	0.00	150,000.00	150,000.00	0.00	150,000.00	0.00	150,000.00	
Extraordinary Gifts		0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Investment Income	120,000.00	-120,000.00	0.00%	0.00	120,000.00	-120,000.00	0.00%	0.00%	
Oak Lake Annual Gift		0.00	0.00	0.00	0.00	0.00	0.00	0.00	
UBC Annual Gift Income	65,882.29	53,333.36	123.53%	123.53%	65,882.29	53,333.36	123.53%	123.53%	
Total Other Income	\$ 215,882.29	\$ 173,333.36	\$ 42,548.93	124.55%	\$ 215,882.29	\$ 173,333.36	\$ 42,548.93	124.55%	
Other Expenses									
Car for Erick Lopez		0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Reimbursements ZBA	13,045.17	0.00	13,045.17		13,045.17	0.00	13,045.17		
Total Other Expenses	\$ 13,045.17	\$ 0.00	\$ 13,045.17		\$ 13,045.17	\$ 0.00	\$ 13,045.17		
Net Other Income	\$ 202,837.12	\$ 173,333.36	\$ 29,503.76	117.02%	\$ 202,837.12	\$ 173,333.36	\$ 29,503.76	117.02%	
Net Income	-\$ 44,271.86	-\$ 80,313.28	\$ 36,041.42	55.12%	-\$ 44,271.86	-\$ 80,313.28	\$ 36,041.42	55.12%	

Fund #	Fund Name	9/30/26 Balance	1/1/25 Balance	Gain from Jan 1 to Jun 30	Notes
1073	University Baptist Endowment	\$ 1,150,999.36	\$ 1,179,719.67	\$ (28,720.31)	\$120K drawn down for operating funds
1187	Evergreen Endowment	\$ 593,526.61	\$ 580,911.37	\$ 12,615.24	\$30K drawn down for operating funds
1317	Pullman Blended	\$ 38,243.47	\$ 35,550.61	\$ 2,692.86	
1725	Roger Williams Fund	\$ 44,857.81	\$ 41,699.23	\$ 3,158.58	
1812	Clergy Misconduct Prevention	\$ 11,288.49	\$ 11,702.75	\$ (414.26)	Market Losses Only
1824	Pneuma (Building Bridges) Fund	\$ 956,234.94	\$ 888,903.19	\$ 67,331.75	No Drawdown this year
1856	Morgan Valley Legacy Fund	\$ 154,291.05	\$ 143,426.88	\$ 10,864.17	Evergreen holds in trust only.

Funds with WBC

Pneuma Portion

Unrestricted

As of January 1, 2026

\$ 1,674,547.96

\$ 234,538.90

Annual Drawdown of \$114K



Napa Valley Experiences

Saturday, October 10 | 1:30–3:30 PM

Option 1: Napa Shop, Sip & Stroll

Meet: Church parking lot at **1:30 PM** to drive to Oxbow Public Market in downtown Napa.

Explore downtown Napa at your own pace. Enjoy boutique shopping, local food favorites, wine tasting rooms, and scenic riverfront views.

Highlights

Shopping: Napa Bookmine, Whole Spice, The Olive Press, Anette's Chocolates

Food Favorites: Hog Island Oysters, Gott's Roadside, El Porteño Empanadas, Model Bakery (home of Oprah's favorite English muffins)

Wine & Beer: Bar Lucia, Fieldwork Brewing

Time Permitting

CIA at Copia Marketplace

Napa Yard Beer Garden & Mini Golf

Walt Wines Tasting Room*

Napa Riverfront Promenade

First Street Shopping District

Copperfield's Books, Makers Market, The Bennington

Compline Wine Shop, Brown Downtown, Flora Springs, Mayacamas

Marquee Pinball Lounge or Sky & Vine Rooftop

Napa County Historical Society Museum (Free)

*Reservations and tasting fees may apply.



Option 2: Merryvale Winery & St. Helena Stroll

Meet: Church parking lot at **1:30 PM** to carpool to Merryvale Winery (approximately 30 minutes).

Enjoy a hosted tasting at one of Napa Valley's premier wineries, followed by free time to explore the charming downtown of St. Helena.

Highlights

Hosted Wine Tasting: Approximately 60 minutes

Cost: \$40 per person

Reservations: Required

Explore Downtown St. Helena

Browse Napa Valley's picturesque Main Street featuring:

The Model Bakery

Woodhouse Chocolate

JCB St. Helena

Boutique shopping and local cafés



Please Note: Travel time is approximately 30 minutes each way, so time to explore St. Helena will be limited.

Option 3: Westwood Hills Hike & Frozen Yogurt

Meet: CrossWalk Community Church parking lot at **1:30 PM.**

Enjoy an afternoon of hiking, fellowship, and beautiful Napa Valley views before cooling off with frozen yogurt at Browns Valley Yogurt & Espresso Bar.

Hike Details

Trail: Westwood Hills Park Loop

Distance: 2.2 miles

Elevation Gain: Approximately 500 feet

Time: 1–1½ hours

Difficulty: Moderate



The trail features rolling hills, oak woodlands, and panoramic views of Napa Valley. It is well suited for those comfortable with moderate physical activity.

What to Bring

Comfortable walking or hiking shoes

Water bottle

Weather-appropriate clothing

Finish the afternoon with great conversation and a frozen yogurt treat at Browns Valley Yogurt & Espresso Bar.



Saturday Night Worship

Reimagining Church

“See, I am doing a new thing...”

Isaiah 43:19

Spacious. Unscripted. Safe.

The Spirit is ever inviting us into the privilege of bringing more shalom into the world, and always respectful and responsive to who we are in this shared mission. Our life stage, gifts and skills, maturity level, bandwidth, etc. all impact the roles we are invited to play. How has the Spirit been nudging and inviting you this weekend?

Welcome to CrossWalk—let’s discover new possibilities together.

Gathering as Community

Reimagination & Regeneration

Saturday, October 10, 2026 ~ 7:00pm

The Rekindling & Gathering

The Call to Presence

The Living Word

The Table of the New Thing

The Commissioning & Sending

Please feel free to doodle, sketch, or take notes in the blank space above!

Shuttle Schedule

It's a long way from Sacramento Airport to the DoubleTree Hotel in American Canyon, or to CrossWalk Community Church in Napa. To facilitate transportation to and from the airport and hotel to the church, Evergreen has rented two 15 passenger shuttles. The following is a schedule of departures from the Sacramento Airport to the Double Tree and back.

Sacramento Airport to Double Tree

Thursday: 1:00pm and 4:00pm

Friday: N/A

Saturday: N/A

Sunday: 7:00am, 10:00am, 12:00pm, 4:00pm

Monday: N/A

Double Tree to Airport

12:00pm and 3:00pm

N/A

1:00pm

6:00am, 9:00am, 11:00am, 3:00pm

N/A

Shuttling to and from the DoubleTree and CrossWalk

The hotel shuttles will depart from the Double Tree to CrossWalk and back every half hour on the following schedule:

Thursday: 5pm to 7pm from the Double Tree and 9pm to 10pm from CrossWalk

Friday: 8am to 10am from the Double Tree and 9pm to 10pm from CrossWalk

Saturday: 7:30am to 9:30am from the Double Tree and one shuttle at 1pm, then 9pm to 10pm from CrossWalk

Sunday: 8am to 10am and 10am to 12pm

Thanks to our Shuttle Driver volunteers Fred Teeters and Virginia Emly!

Hotel Information



For those from out of town, we'll be staying at the **DoubleTree by Hilton Napa Valley American Canyon.**

The hotel's address is 3600 Broadway, American Canyon, CA 94503 , and the phone number is (707)-674-2100. The average rate is about \$159 per night before taxes and other fees.

This hotel is about a 20 minute from the church. Because of the distance, please do take advantage of the shuttles which will take people back and forth to the church and also to and from the Sacramento Airport.

For those looking for a restaurant, there is one in the hotel, the Table 29 Bistro and Bar, which serves Breakfast, Lunch and Dinner.

Special Thanks to Ministry Partners that joined us for our Biennial Gathering



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

CrossWalk Community Church Staff

Rev. Dr. Pete Shaw—Pastor
Dar Valencia—Executive Pastor
Lynne Shaw—Children's Ministry Director
Renee Palagi—Host of the 412 Lounge (Middle School Ministry)

CrossWalk Community Church Biennial Volunteers

Bruno Bardet, Angie Barker-Jackson, Anne Bemardin, Laurie Butin, Sue Camblin Casey Curiel, Jim Della Santa, Marcia Della Santa, Mary Devine, Virginia Emily, Pam Gumms, Denise Hall, Karen Kenny, Dani Neuman, Joan Quinlan, Candace Ramsey, Isabella Rasler, Larry Rasler, Matt Real, Pam Reuter, Darell Simmons, Fred Teeters, Carol Toland, Darlene Tremewan, Angie Troppy, Nicholas Troppy, Dar Valencia, Robert Vega, Emily Vigoda, Bill Vizzolini, Kathy Wade

Evergreen Association Staff, Volunteers & Special Guests

Rev. Doug Avilesbernal—Regional Executive Minister
Rev. Dr. Sam Kim—Associate Executive Minister of

Innovation and Design

Rev. Paul Schneder—Associate Executive Minister of Operations and Administration

Rev. Shavon Walker—Ministry Associate for Social Media.

Volunteers from Evergreen: Stephanie Commandest, Clem Winbush

Translators: Erick Lopez, Español; HtooWah Shee, Karen

2026 Annual Meeting Planning Committee

Hector Perez, Doug Avilesbernal, Pete Shaw, Angie Barker-Jackson, Casey Curiel, Dar Valencia, T. Scott Pegues, Paul Schneider

2026 Budget Committee

Doug Avilesbernal, Morgan Fletcher, Karen Martinez, Sandy Stice, Jerome Polite, Paul Schneider

Personnel Committee

Chair: Priscilla Bell-Lowe, Paul Cho, Liliana Da Valle, Bob Sittig

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

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

Phone: 253-859-2226

Cell: 253-204-3067

