

# 2023

## Annual Meeting Book & Mission Impact Statement



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

### **Seattle First Baptist Church**

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### **October 12th-14th**

**Thursday Night:** Minister's Council, starting 6pm  
**Friday:** Workshops, Intercultural Conversations, and  
Worship, starting 10:30am  
**Saturday:** Business Meeting, Workshops, and  
Worship starting 8:30am

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# Evergreen Association of American Baptist Churches

## 2022 Annual Meeting Schedule of Events

### Thursday, October 12th

**6:00pm**—Ministers' Council Gathering—In the Parlor at Seattle First Baptist Church. A time for food and fellowship for the Pastors and Ministers of our region. Come for the conversation, the camaraderie, and of course, the food!

### Friday, October 13th

**10:30am**—Registration  
**11:45am**—Lunch  
**1pm**—Welcome Plenary  
**1:45pm—3:15pm**—First Workshop Session  
**3:30pm—5pm**—Second Workshop Session & Intercultural Conversations  
**5pm**—Dinner  
**7pm**—Worship—Proclaimer: Rev. Jennifer Hawks, Associate General Counsel for the Baptist Joint Committee on Religious Liberty.



Rev. Jennifer Hawks, Associate General Counsel for the Baptist Joint Committee on Religious Liberty.

### Saturday, October 14th

**8:30am**—Continental Breakfast  
**9:15am**—Business Session Review  
**9:45am**—Caucus Business Breakouts  
**11am**—Business Meeting Resumes  
**12:15pm**—Lunch  
**1:30pm—3pm**—First Workshop Session  
**3:15pm—4:45pm**—Second Workshop Session  
**5pm**—Dinner  
**7pm**—Worship—Proclaimer: Pastor Susan Hernandez, Pastor, Primera Iglesia Bautista de Santa Barbara.



Pastor Susan Hernandez, Pastor, Primera Iglesia Bautista de Santa Barbara.

### Sunday, October 15th

The Evergreen Annual Meeting is technically over, but you can worship with one of many Evergreen Congregations in the Seattle Area, including Seattle First, Mount Zion, Japanese Baptist, and many, many more!

Please check in with the Registration Desk for a page of worship options!

# Welcome from Evergreen and SFBC



What a joy it is to welcome you to our Annual gathering! Thank you Seattle First for your remarkable gifts of hospitality and organization. We are living in remarkable times and, though difficult, it is comforting for me to have the blessings to be living through these times with you all. Let us come together for mutual support, encouragement and love provoking. Let us live into this divided world with a love that is persistent, strong, and ever renewing hope.

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

Dear Evergreen family,

It is a joy and an honor to host the Evergreen Annual Meeting at Seattle First Baptist Church! We are



proud to be a part of this wonderful, compassionate, diverse, and Jesus-centered region. It is always so good to see our church family from across the region, and we are so glad to host this “family reunion” here at Seattle First Baptist Church. This congregation is 154 years old, and the Sanctuary in which we will worship and have our business meeting is 110 years old. We are grateful for the communion of saints who have passed through this congregation and through this space, leading the church to striving to do justice, love mercy, and walk humbly with the Holy One for all these years. Today’s congregation at Seattle First Baptist Church continues to ask “what is God doing among us?” and “how can God use us to be creators of justice and peace in our world?” We remain committed to welcoming all people into worship, leadership and ministry within our congregation, and we are honored to welcome our Evergreen family this weekend!

This is also a special week for us because we are welcoming our new co-pastor, Rev. Leigh Curl-Dove, in her first week of serving with us! Rev. Leigh and I look forward to serving in ministry with SFBC as co-pastors, and serving in ministry with Evergreen as we seek to follow the Way of Jesus in Seattle.

We hope that you will enjoy your time in our space. There are men’s, women’s and single-use all-gender accessible restrooms on each floor of our building. There is an elevator that will take you from the sliding doors at ground level on Harvard Ave (under the sign that says “office”) to the 2<sup>nd</sup> floor where you can access the sanctuary, choir room, chapel and Whitman room. The building is a little bit of a maze, so please do make sure to read the signs and ask for directions if you need help finding your way. Our staff and volunteers are here to make sure you are comfortable and safe in this space so that we can do the good, hard work for Evergreen together.

In peace and gratitude,

Rev. Anita Peebles

# Evergreen Chapter, Ministers' Council Gathering

October 12th, 2022, 6:00pm, Seattle FBC

This event will be happening in the Parlor.

The purpose of the Ministers' Council chapters is to foster collegiality, professionalism, and camaraderie among the pastors and other ministers of each region. We are in the process of restarting the Evergreen Ministers' Council chapter after a long season of not gathering regularly. Because we are a geographically diverse region, we gladly welcome in as full members of the Evergreen chapter those who have local memberships with other Ministers' Council chapters, such as the Ministers' Council of Northern California. We're glad you are here tonight whether you've formally joined the Ministers' Council or not.

**6pm—Gathering, fellowship and meal**

**7pm—Brief Greetings from Ministers' Council Leadership**

## Workshop Descriptions

### What Is The Pneuma Initiative?

*Lead by Rev. Sam Kim, Rev. Jason Mack, and Leslie Piacitelli*

Pneuma is Evergreen's new initiative to encourage ministry innovation, renewal and transformation. We will be helping all of the churches in our region to thrive and face their contemporary challenges. This workshop will serve to give a brief overview of the initiative, answer questions and introduce you to some of the resources that can assist your congregations.

### Tending the Fray: Arts-based Community Care for Psycho/Social and Spiritual Support and Wellbeing

*Lead by Rev. Mylinda Baits*

The Arts (music, visual arts, body expression, theater, etc.) offer a unique connection to the collective body, mind, and spirit in a way that can facilitate healing. Different forms of art have been used in communities worldwide for celebration, mourning, testimony, sharing, and more. Together we'll actively explore ways to nurture shalom/ wellbeing through presence, community witness, and creative re-shaping.

## Following Their Lead: Mental Health and Support for Our Youth

**Lead by Rev. Anita Peebles**

Children, tweens and teenagers face specific challenges when it comes to mental health and emotional wellness. It is important for adults in their lives to be aware of and proactive about supporting youth mental health. The Youth Group at Seattle First Baptist has encouraged their congregation to take action to support youth mental health, not only among the children of the church, but also in the greater Seattle area. In this workshop, Rev. Anita Peebles will share about the journey of following the youth's lead to learn more about mental health care for youth, and to take action. We will explore together common challenges in youth mental health, resources for supporting them, and the specific opportunity churches have to offer care grounded in God's all-encompassing love and grace.

### Intercultural Conversations

*(Not available for online participation)*

**Lead by Rev. Doug Avilesbernal & Evergreen's Intercultural Team**

Join us for conversation that bridges cultures and explores the barriers which keep us from doing our most effective ministry. Facilitated by the Evergreen Intercultural Team, our conversations will allow for real discussion around your own situation, and situations very different from yours as well. Come ready to listen, speak, and learn!

## Weekend Workshop Schedule

**Friday 1:45pm**—*In Person Workshop*—What is the Pneuma Initiative?—Friddell Lounge

**Friday 1:45pm**—*Online Workshop*—Following Their Lead: Mental Health & Support for our Youth—<https://us06web.zoom.us/j/84481001213>

**Friday 3:30pm**—*In Person Workshop*—Intercultural Conversations—Fellowship Hall

**Friday 3:30pm**—*Online Workshop*—Tending the Fray: Arts-based Community Care for Psycho/Social and Spiritual Support and Wellbeing—<https://us06web.zoom.us/j/86812925397>

**Saturday 1:30pm**—*In Person Workshop*—Following Their Lead: Mental Health & Support for our Youth

**Saturday 1:30pm**—*Online Workshop*—What is the Pneuma Initiative?—<https://us06web.zoom.us/j/86333938878>

**Saturday 3:15pm**—*In Person Workshop*—Tending the Fray: Arts-based Community Care for Psycho/Social and Spiritual Support and Wellbeing

**No Online Workshop at 3:15 on Saturday.**

## Workshop Leader Bios



**Rev. Anita Peebles** (she/her) is a co-pastor of Seattle First Baptist Church. She has served Seattle First Baptist Church since 2018. Rev. Anita completed her MDiv at Vanderbilt Divinity. She is affiliated with the Alliance of Baptists and the Baptist Peace Fellowship of North America~Bautistas por la Paz. Rev. Anita is a co-author of *New Directions for Holy Questions: Progressive Christian Theology for Families* (Morehouse 2022). Rev. Anita lives in Seattle with her husband Scotty and their cat.



**Rev. Doug Avilesbernal** (he/him) is the Executive Minister of the Evergreen Association of American Baptist Churches, and a dedicated father and husband. He previously served as Pastor of Calvary Baptist in Norristown, PA. A leader in the denomination, he was part of the leadership team of the Connect conference for young ABC Clergy, and is a regular speaker at other gatherings and events like the Introduction to ABC Life. He is the author of *Welcoming Community: Diversity That Works*, available from Judson Press.



**Rev. Dr. Jason Mack** has 20 years of experience working in churches big and small, young and old, new and well-established. Always innovating, Rev. Mack has established new ministries, events, worship services, and programs. Over these past few years, he has focused on issues surrounding church building and property. He received a doctorate from Central Seminary and is working on a book exploring the creative possibilities churches face with their buildings and properties. Rev. Mack teaches and consults with churches and pastors on design thinking, church transition, and new ministries. He is the pastor of Underwood Memorial Baptist Church in Wauwatosa, WI, and lives with his wife and teenager in Madison, WI. A native of Kirkland, WA, Jason's blood still runs Seahawks green and Mariners blue.



**Leslie Piacitelli** is a Seattle native and has attended Japanese Baptist Church for as long as she can remember (she attended preschool there). As a leader in both secular and church roles, she enjoys working with people to help them discover their strengths and build inclusive and cohesive teams. Since every team is different, her approach is to listen to the unique needs of each group to facilitate sessions that provide a safe space for leadership and team development.

## Workshop Leader Bios, continued...



As a pastoral artist, **Rev. Mylinda Baits** currently works with International Ministries ABC-USA as a Global Consultant for Training using the Restorative Arts, sharing effective arts-based healing resources with social change agents, global peace builders, faith community leaders and trauma survivors. She has facilitated community art-making to accompany communities impacted by tragic loss, to promote expression, nurture peace building, empower change and sustain resiliency.



**Rev. Sam Kim** (he/him/his) is the Evergreen Association's Associate Executive Minister of Innovation and Design. He 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 from Wesley Theological Seminary in Washington, DC with a Master of Divinity. He has also received his certificate of training through IDEO U in Foundations for Design Thinking.

Throughout the past two decades, he has been blessed to have served as a pastor in Korean, Japanese, British, and Chinese churches. He has a passion for connecting theology to the concerns of contemporary culture.

## Friday Schedule with Locations

**10:30am**—Registration—Harvard 1st Floor Foyer, and fellowship time—Parlor

**11:45am**—Lunch—Fellowship Hall

**1pm**—Welcome Plenary—Sanctuary

**1:45pm—3:15pm**—First Workshop Session—see page 6 for location and Zoom log in details

**3:30pm—5pm**—Second Workshop Session & Intercultural Conversations—see page 6 for location and Zoom log in details

**5pm**—Dinner—Fellowship Hall

**7pm**—Worship—Sanctuary—Proclaimer: Rev. Jennifer Hawks, Associate General Counsel for the Baptist Joint Committee on Religious Liberty.



# Friday Night Worship Order of Service

October 13th, 7:00pm PT at Seattle First Baptist Church, WA

Words of Preparation

**“Not everything that is faced can be changed, but nothing can be changed until it is faced.”**

–James Baldwin, *No Name in the Street*

Prelude It Is Well With My Soul – Philip P. Bliss/arr. Mark Hays Christian Broughton, Organ (SFBC)

Call to Worship Rev. Paul Schneider

Invocation Rev. Paul Schneider

\*Hymn (insert) All Are Welcome (see page 11)

Welcome and Time of Greetings

From Seattle First Baptist Church Rev. Anita Peebles

From Evergreen Association Rev. Doug Avilesbernal

Reflection on Theme: Is It Well With Our Soul? Rev. Doug Avilesbernal

Time with Young Worshipers

Welcoming New Evergreen Churches & Pastors Evergreen Staff

Call to Giving & Offering Rev. Augie Bau

Anthem Servant Song – Richard Gillard/arr. Tom Fettke Evergreen Mass Choir

Prayer Over the Offering Rev. Augie Bau

Honoring Legacy Congregation, Morgan Valley Christian Church

Introduction of Speaker Rev. Doug Avilesbernal

\*Hymn #438 When Peace, Like a River

Sacred Reading Psalm 46 (NRSVUE) Rev. Dr. Horacio Da Valle

1 God is our refuge and strength,  
a very present help in trouble.

2 Therefore we will not fear, though the earth should change,  
though the mountains shake in the heart of the sea,

3 though its waters roar and foam,  
though the mountains tremble with its tumult. *Selah*

4 There is a river whose streams make glad the city of God,  
the holy habitation of the Most High.

5 God is in the midst of the city; it shall not be moved;  
God will help it when the morning dawns.

6 The nations are in an uproar; the kingdoms totter;  
he utters his voice; the earth melts.

7 The Lord of hosts is with us;  
the God of Jacob is our refuge. *Selah*

8 Come, behold the works of the Lord;  
 see what desolations he has brought on the earth.  
 9 He makes wars cease to the end of the earth;  
 he breaks the bow and shatters the spear;  
 he burns the shields with fire.  
 10 “Be still, and know that I am God!  
 I am exalted among the nations;  
 I am exalted in the earth.”  
 11 The Lord of hosts is with us;  
 the God of Jacob is our refuge. *Selah*

**One: The word of God, for the people of God**

**All: Thanks be to God.**

Anthem	Deep Peace – Elaine Hagenberg	Evergreen Mass Choir
Message	Rev. Jennifer Hawks Associate General Counsel for the Baptist Joint Committee for Religious Liberty	
*Hymn #570 We Shall Overcome		
Announcements	Rev. Paul Schneider	
Benediction	Rev. Jennifer Hawks	
Postlude	Festival March – Michael Burkhardt	Christian Broughton, organ (SFBC)

## About Tonight’s Preacher



Jennifer Hawks, originally from Germantown, Tennessee, is the associate general counsel at BJC. She provides legal analysis on church-state issues that arise before Congress, the courts and administrative agencies. Hawks also assists in education efforts and responds to pastors and other constituents who have questions about church-state matters.

Before coming to BJC, Hawks was the director of advocacy and outreach services for the Family Abuse Center in Waco, Texas, where she conducted a legal clinic and led educational programs. She previously worked for two judges in the state of Mississippi and served as a staff attorney for the Mississippi Department of Human Services. Hawks also served in both paid and volunteer ministry positions in Tennessee, Mississippi and Texas. She has published papers in the journal of the *Texas Baptist Historical Society* and *Baptist History & Heritage Journal*.

A graduate of Mississippi College and the University of Mississippi School of Law, Hawks earned a Master of Divinity degree from George W. Truett Theological Seminary at Baylor University. She is a member of the U.S. Supreme Court, Texas and Mississippi bars, and she was ordained into the Gospel ministry by McLean Baptist Church in McLean, Virginia.



Let us build a house where love can dwell and all can safe - ly  
 Let us build a house where hands will reach be - yond the wood and  
 Let us build a house where all are named, their songs and vi - sions

live, a place where saints and chil - dren tell how  
 stone to heal and strength - en, serve and teach, and  
 heard and loved and trea - sured, taught and claimed as

hearts learn to for - give. Built of hope and dreams and vi - sions, rock of  
 live the Word they've known. Here the out - cast and the strang - er bear the  
 words with - in the Word. Built of tears and cries and laugh - ter, prayers of

faith and vault of grace: here the love of Christ shall end di - vi - sions:  
 im - age of God's face; let us bring an end to fear and dan - ger:  
 faith and songs of grace, let this house pro - claim from floor to raf - ter:

*Refrain*  
 All are wel - come, all are wel - come, all are wel - come in this place. —

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## Welcoming New Churches



### The Quest - Novato, CA

Co-lead by Pastor Matt Nightengale and Pastor Tony Gapastione, the Quest is a progressive Christian faith community with a building in Novato, California, but members from all over the country and all over the world. Their mission is to explore God together, and their vision is to create a loving, safe and inclusive community for all people (all races, nationalities, orientations, socio-economic backgrounds, ages, abilities, genders and perspectives) to find and follow Jesus. They believe that it's more important for our faith to express itself in love than in correct doctrine. Galatians 5:6 makes this abundantly clear: "For in Christ Jesus... the only thing that counts is faith expressing itself through love."

### Primera Iglesia Bautista Hispana de Santa Barbara - Santa Barbara, CA



Lead by Pastor Susan Hernandez, Primera Iglesia Bautista de Santa Barbara is the oldest continuously existing Hispanic congregation in the American Baptist Churches USA. Founded in 1919, they have faithfully served downtown Santa Barbara for over 100 years. Their unique location, physically and communally allows them to do important ministry in Santa Barbara and beyond.

# Business Session Agenda

## 09:15 AM Business Session Review

- Opening Prayer
- Personnel committee recognition
- Review of Agenda
- Common Agenda for Action
  - Affirmation of 2022 Minutes
  - Approval of 2024 budget
  - 2024 Annual Meeting Host—First Baptist Church Salt Lake City
  - Introducing Pneuma—Discussion about what that might be for each caucus
  - Requesting thoughts on Associated Ministries

## 09:45 AM Meet in Caucus Groups

## 11:00 AM Business Session Reconvenes

- Caucus Reports/Affirmations of Common Agenda
- Euro Caucus (prayer by Black Caucus)
- Hispanic Caucus (prayer by Euro Caucus)
- Asian Caucus (prayer by Hispanic Caucus)
- Black Caucus (prayer by Asian Caucus)
- Treasurer's report 2023.
- Report of Board of General Ministries - Scott Pegues
- Report - Executive Minister Douglas Avilesbernal

## 12:00 PM Adjourn

# Saturday Schedule with Locations

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

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

**9:45am**—Caucus Breakouts—Asian Caucus: Chapel, Black Caucus: Choir Room, Euro Caucus: Friddell, Hispanic Caucus: Whitman

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

**12:15pm**—Lunch—Fellowship Hall

**1:30pm—3:00pm**—First Workshop Session—see page 6 for location and Zoom log in details

**3:15pm—4:45pm**—Second Workshop Session —see page 6 for location

**5pm**—Dinner—Fellowship Hall

**7pm**—Worship—Sanctuary—Proclaimer: Pastor Susan Hernandez, Primera Iglesia Bautista Hispana de Santa Barbara

# Regional Executive Minister's Report



Rev. Doug Avilesbernal

**“Let us hold fast to the confession of our hope without wavering, for he who has promised is faithful. And let us consider how to provoke one another to love and good deeds...”**

**Hebrews 10:23-34**

**“The future belongs to those who believe in the beauty of their dreams.”**

**Eleanor Roosevelt.**

What a year 2023 has been! I have had the rare, I hope, experience of living bittersweetness fully and equally on both sides of it. The challenges facing our churches have felt nearly insurmountable regularly. The weight our faithful clergy has carried these past several years has taxed them in ways we are all still discovering. Covid is returning, wars, and all of that on top of our usual injustices. All of it and more can lead one to despair.

Yet, at the same time, I have never served in a ministry space that is more open, creative, collaborative, and full of potential. I have the honor of leading our incredibly complex dream come reality. The core of our call at the region office is the Gospel demand for radical justice and inclusion. We get to think about how to continue encouraging and supporting radical inclusion, justice, and deep love. Complementing such amazing call, we have the joy of doing our best to make sure we carry that out within Baptist principles. Power resides in the people, we must provide ways for all voices to be heard, leadership means service more than power to decide, Gospel rooted, and more.

This year has been future focused as we have worked hard on how to help Evergreen be well placed for decades to come. While at the same time we have been serving our churches in their current needs as well.

Note some highlights below.

**Radical Inclusion-** our Pneuma process has led us through a journey of inclusion. This process led by Rev. Sam Kim is always thinking about who is being left out and why. That has influenced the way we design our support for our church families. Our staff coming on board this past year has helped us reach out in ways I couldn't have possibly even imagined. That reaching out is helping us remind our churches that their importance is rooted in their being part of the family regardless of resources, contribution, etc. There isn't enough room here to share how our churches are engaged in this journey. For example, we have the honor and joy of having 5 multi-staff churches led entirely by women plus more solo pastorates. I still think those numbers are too small, but sadly that places us very high for gender inclusion in our denomination.

**Support-** We currently have 6 churches engaged in major infrastructure projects. Several undergoing profound community transitions. Several churches exploring innovative ways to engage in ministry. We are welcoming two churches this year and doing our best to support them as they join our family. We have one church ready to purchase a building. Several churches are engaged in embracing diversity more fully by exploring their own prejudices and inherited structures designed to exclude.

Many say our country is more divided than ever, I don't agree, but we are able to see our divisions better now. It seems that in response too many of us have decided to choose a side and oppose the other. What a blessing it is for me to see how Evergreen sits in the middle embracing a huge portion of our social spectrum.

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



**Rev. Sam Kim**

This has been a full year while I was at work preparing for our official launch of our Ministry Innovation program, “The Pneuma Initiative”. The Pneuma Initiative was created to inspire Evergreen to be innovative in every work of the gospel. The Pneuma Endowment Fund acts as the source of this initiative and is committed to helping our Evergreen Association thrive in its innovative work of creating anew, renewing, transforming or all of the above. Our initiative will help ministries ask “How can we love God and neighbor well given this new context in which we find ourselves?” From our questions we will commit to trying something to find out what the Spirit may be asking of us today.

We will accomplish this through four key approaches:

## **Cultivate the development of innovative ministry.**

We want the Evergreen Association to be a place where we equip and encourage holistic and creative ministries inspired by the Holy Spirit. We desire for our churches to be responsive to God’s work in their congregations and communities rather than just secular and quantitative definitions of success.

### **Connect ministries to consultants for focused assistance.**

We recognize that each ministry is trying to solve its own unique challenges. We will assist you in finding someone who may have a deeper experience and knowledge with the area that you are exploring.

Eg.

Real Estate Development

Community Organizing

Leadership Team Development

Local Church Planting

### **Form holy cohorts to discover peer-led innovation in ministry.**

In 2024, we hope to empower local churches through creating cohorts of peers to help each other learn about the unique story of their contexts their innovative opportunities.

### **Assist ministries as a catalyst for achieving the next stage of their journey.**

In the future (tentatively 2025), the Pneuma Endowment will also be used to help serve as an “accelerator” by providing resources and guidance for ministries seeking to achieve the next level of goals for their ministry journey.

In addition to preparing for the Pneuma Initiative, I have been working on these projects in the past year:

Consulting and teaching nine different Evergreen churches in regards to helping them to use Design Thinking principles in regards to their ministries in how to move forward through a process of observing their context, forming insights from their observations and creating an action plan from their insights. These are ongoing relationships where we can check-in our process of trying to discern how God is leading our journey.

Created the curriculum for a course entitled “Holy Innovation” at Berkeley School of Theology. I am currently teaching this course remotely for the Fall 2023 Semester. This course’s aim will be to ultimately become a multi-course certificate program that can also be open to Evergreen members for audit or anyone else who wants to receive more formal and extended training in how to think innovatively in

ministry guided by theological reflection, human centered design and agile management.

Applying for a Lilly Grant for Thriving Congregations to enable the Pneuma Fund to find greater resources for programming. We are still awaiting a decision from the Lilly Foundation.

Preparing the groundwork for a new media engagement strategy with Evergreen. We will be launching a new Evergreen podcast with more regular online content along the way. Look for it on our website and our social media in the time to come. We will be posting new content before the year's end.

For more information about the Pneuma Initiative, please visit <https://ea-abc.org/pneuma>

## Ministry Associate for Social Media's Report



**Min. Shavon Walker**

This year in my position as Ministry Associate of Social Media, I've split my article writing time between cybersecurity and Q and A. I'm hoping to be able to answer more of your questions about technology and how to use it safely. Future articles may include information on ChatGPT, Google Bard and AI in general. And, as usual, I post events on social media.

To make things easier, I have one request: if you send in something for publication, please give me any extra information I'll need to post it. I want to be as clear as possible, and you can help me do just that. Together, we can share the message of God's love through community and connection.

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



**Rev. Paul Schneider**

This last year has seen quite a bit of change for Evergreen, as well as some settling into new roles. With new staff getting used to where we fit and how to support one another there has also been some time spent working on team building and connecting to one another. I'm pleased to say that as a team, your Evergreen Staff has been connecting quite well, adapting to new working methods which allow us greater flexibility. I continue to learn and grow into my role with Evergreen.

In that role, I've had the pleasure of helping two churches (Grace Baptist San Jose, and Shell Ridge Community) which are facing times of transition, by providing an assessment of their operations and recommendations for next steps for improving their operations and the region's path forward with those

congregations. I've also enjoyed continuing to put out the Evergreen Notes monthly newsletter, updating and changing some things we go, which includes regular articles from your regional leadership, and others in our region, and important events going on across the region and denomination. Plus all the day to day operational functions of the office. The job never gets routine, which I deeply appreciate.

I'm looking forward to this next year with some excitement, as I step away from my pastorate at Burien Community Church at the end of the year, and take on new aspects in my role with Evergreen, supporting the Region and the Pneuma Initiative. The additional tasks I take on with Evergreen will include project management duties as we continue to grow and increase our complexity as a region. I look forward to visiting other Evergreen Churches, worshipping, learning, and maybe even sometimes preaching alongside you all.

As always, if you have any questions, please do reach out to me at [paul@ea-abc.org](mailto:paul@ea-abc.org). God Bless!



## Minutes of the 2022 Annual Meeting

**Churches Represented:** Burién Community Church, Calvary Baptist Church Denver, Cambridge Drive Community Church, Church of the Covenant, Community Church of Issaquah, Fairview Community Church, First Baptist Church Chico, First Baptist Church Denver, First Baptist Church Olympia, First Baptist Church Salt Lake City, Good Shepherd Baptist Church, Grace Baptist Church San Jose, Grace Baptist Church Tacoma, House of Hope Fellowship, Iglesia Bautista Nueva Esperanza, Japanese Baptist Church, Karen Community Church of Greater Seattle, Lakeshore Avenue Baptist Church, New Beginnings Christian Fellowship, Panther Lake Community Church, Queen Anne Baptist Church, San Francisco Bay Area Chin Christian Fellowship, Seattle First Baptist Church, Shell Ridge Community Church, Sky Center for Spiritual Living.

### **09:15 AM Business Session Review**

Called to Order at 8:19am by John Armagost with a reflection on the Annual Meeting so far, and the need to do this important part of our Annual Meeting our business together.

Opening Prayer by Sae May Htoo

Personnel committee recognition by John Armagost – Priscilla Bell-Lowe, Liliana Da Valle, Paul Cho, Bob Sittig

Thanks to the Planning Committee – Ernestine Robinson, Brian Henderson, Doug Avilesbernal

Review of Agenda Common Agenda for Action

- Affirmation of 2021 Minutes
- Approval of 2023 budget
- 2023 Annual Meeting Host – Seattle First Baptist Church
- Committee on Standards - We need lay leaders from Black, Hispanic, Asian caucuses.
- Building Bridges steering committee - We need one representative from all caucuses.
- Update on Building Bridges fund
- Special agenda item – Affirmation of Murray Baptist Church in Utah as an Evergreen Church in the Euro Caucus

Spirit of Love, Justice and what is best for community

### **09:45 AM Meet in Caucus Groups**



## **11:00 AM Business Session Reconvenes – Representatives from all caucuses present**

- Caucus Reports/Affirmations of Common Agenda

### **Euro Caucus (prayer by Black Caucus)**

Micky Holmes reporting – The Euro Caucus affirmed the 2021 minutes, and the 2023 Budget, and Seattle First Baptist as the next Evergreen Host. Pete Shaw will be the Building Bridges Euro Caucus Rep. Murray Baptist Church was also affirmed as part of Evergreen. Jackie Williams and Curtis Price will be the Euro Caucus reps to the Ministerial Standards committee. They also had some time to share what God is doing in their churches.

Clem Winbush prayed for the Euro Caucus.

### **Hispanic Caucus (prayer by Euro Caucus)**

Horacio Da Valle reporting – The Hispanic Caucus affirmed the 2021 minutes, and the 2023 Budget, and Seattle First Baptist for 2023 Annual Meeting Host. Ministerial Standards committee will see Horacio DaValle continuing and Estella Schweissing as the new lay member. The Building Bridges Rep will be provided soon. The Hispanic Caucus affirms Murray Baptist Church joining Evergreen.

Janet Hasselblad prayed for the Hispanic Caucus

### **Asian Caucus (prayer by Hispanic Caucus)**

Sandra Lee reporting – The Asian Caucus affirmed the 2021 minutes, and the 2023 Budget, and Seattle First Baptist for 2023 Annual Meeting Host. The Asian Caucus member for Ministerial standards will be shared later. The Asian Caucus member for Building Bridges will be shared by letter. The Asian Caucus affirms Murray Baptist Church joining Evergreen. Shared they really value getting to know each other and will make time and effort to get to know each other. They also shared that Evergreen Fellowship activity for the San Francisco Bay Area will be getting started.

Rev. Dr. Liliana Da Valle prayed for the Asian Caucus

### **Black Caucus (prayer by Asian Caucus)**

Stephanie Commandest reporting – The Black Caucus affirmed the 2021 minutes, and the 2023 Budget, and Seattle First Baptist for 2023 Annual Meeting Host, but did express concern about parking. Together they talked about ecumenical efforts of churches outside the Seattle area, and encouraged those churches. The Black caucus lay rep to the Ministerial Standards

person will be brought forward next month after their next Black caucus meeting. Scott Pegues will be the caucus rep to the Building Bridges committee. The Black Caucus affirms Murray Baptist Church joining Evergreen.

Sandra Lee prayed for the Black Caucus.

- Treasurer's report 2022 – Stephen Dun, our treasurer was out of the country the last seven weeks so he asked Doug to share on his behalf. Some questions about the 2022 Budget Vs. Actuals were raised (High Staff travel – catching up on 2 years of backlog, High Asian Caucus expenses – scholarship fund being finally used, high event expenses, computer hardware – new staff and tooling for future).
- Report of Board of General Ministries - Representative Stephanie Commandest reported – Expressed her gratitude to Deacon Priscilla Lowe and Rev. Dr. Marcia Patton, who encouraged her to be the representative to the Board of General Ministries. She closing out her final term, and passing the baton to Pastor Scott Pegues who will now be our representative to the Board of General Ministries. The Board of General Ministries sets directives for the national body, especially around ecumenical issues. Stephanie shared about the BGM ministries and operational structure. Stephanie has served on the search committee for the new General Secretary. John Armagost offered thanks for Stephanie's faithful service, prayed for her and Pastor Scott Pegues as he assumes the role.
- Honoring churches that have moved to legacy ministry: First Baptist Church of Berkeley, First Baptist Church of Mountlake Terrace, First Baptist Church of Palo Alto – The pastors of each church spoke before we shared videos which spoke of their ministries and the legacies they leave behind. They will be posted on the website later.
- Reminder that officers serve for two years.
- Report - Executive Minister Douglas Avilesbernal – Read the report, please, and contact him with any questions.

**Adjourned at 12:30pm MT with a prayer for the food by Pastor Angeline Lau.**

Respectfully Submitted,

Rev. Paul Schneider

Recorder, Associate Executive Minister of Operations & Administration

# Proposed Budget for 2024

Approved Budget 2023 Proposed Budget 2024 Increase (Decrease) % Inc/Dec Notes

## INCOME

### ABC MISSION RECEIPT

ABC Return Percentage	121,752.02	105,405.50	(16,346.52)	-13%
America for Christ	4,884.02	3,248.03	(1,635.99)	-33%
Region Offering	11,084.47	9,402.21	(1,682.26)	-15%
Annual Meeting Income	8,000.00	8,000.00	-	0%
Event Income	3,000.00	3,000.00	-	0%
Fund Raising Event Income	6,000.00	6,000.00	-	0%
Individual Contributions	22,975.22	26,421.08	3,445.86	15%
Interest	150.00	300.00	150.00	100%
Multi-Region Corp. (ABF)	2,500.00	10,000.00	7,500.00	300%
UBC ANNUAL GIFT #1073	76,715.74	71,696.66	(5,019.08)	-7%A
Oaklake Annual Gift		25,000.00		B
Investment Income	136,032.36	117,840.00	(18,192.36)	-13%C
Seattle Baptist Union	45,000.00	60,000.00	-	0%D
<b>TOTAL INCOME</b>	<b>438,093.83</b>	<b>446,313.48</b>	<b>8219.65</b>	<b>2%</b>

## EXPENSES

### PERSONNEL

Exec Min Salary	82,698.27	86,006.20	3,307.93	4%E
Housing	27,534.00	28,635.36	1,101.36	4%F
Exec Min M&M	18,903.70	18,342.65	(561.05)	-3%G
Exec Min Medical	1,800.00	2,100.00	300.00	17%H
SS Offset	7,915.85	8,232.48	316.63	4%
Staff Salaries	98,000.04	114,800.00	16,799.96	17%I, E
SStaff M&M	16,660.01	26,624.00	9,963.99	60%J
SStaff FICA/Medicare	8,036.00	13,644.80	5,608.80	70%J
SStaff Medical	32,069.04	34,800.00	2,730.96	9%K
Social Media Contractor	7,800.89	8,112.00	311.11	4%E
WebDesign/Master	750.00	-	(750.00)	-100%L
Bookkeeping Service	9,600.00	12,000.00	2,400.00	25%M
Sabbatical Leave Support	-	20,000.00	20,000.00	100%N
Staff Paid Fam & Med Prem	1,164.68	1,738.46	573.78	49%O
<b>TOTAL PERSONNEL</b>	<b>312,932.48</b>	<b>375,035.95</b>	<b>62,103.47</b>	<b>20%</b>

### PROGRAM SUPPORT

Staff Travel	45,000.00	35,000.00	(10,000.00)	-22%P
Annual Special Travel	9,000.00	9,000.00	-	0%Q
Continuing Education	500.00	1,500.00	1,000.00	200%R
Resources (books, etc)	500.00	500.00	-	0%
EBA Board Programs	3,000.00	3,000.00	-	0%
Annual Meeting	7,000.00	7,000.00	-	0%
Asian Caucus	500.00	500.00	-	0%
Black Caucus	500.00	500.00	-	0%
Euro Caucus	500.00	500.00	-	0%
Hispanic Caucus	500.00	500.00	-	0%
Association Board & Comm.	1,000.00	1,000.00	-	0%
Event Expenses	3,000.00	3,000.00	-	0%
UBC Annual Gift Expenses	10,000.00	10,000.00	-	0%
Kaleidoscope Collective	1,000.00	1,000.00	-	0%
Denominational Fees	350.00	350.00	-	0%
A.B. Foundation -Multi Re	1,200.00	1,200.00	-	0%
AB Women (Pacific NW)	350.00	350.00	-	0%

# Proposed Budget for 2024 (cont.)

	Approved Budget 2023	Proposed Budget 2024	Increase (Decrease)	% Inc/Dec	Notes
Church Council Gtr Seattl	1,000.00	1,000.00	-	0%	
Faith Action Network	550.00	550.00	-	0%	
<b>TOTAL PROGRAM SUPPORT</b>	<b>85,450.00</b>	<b>76,450.00</b>	<b>(9,000.00)</b>	<b>-11%</b>	
<b>ADMINISTRATIVE</b>					
Telephone	2,000.00	2,000.00	-	0%	
Cell Phone	3,250.00	3,250.00	-	0%	
DSL	1,500.00	1,500.00	-	0%	
Office Rental--WBC	6,420.00	6,480.00	60.00	1%S	
Bulk	860.00	860.00	-	0%	
Postage	500.00	500.00	-	0%	
Office Supplies	1,500.00	1,500.00	-	0%	
Copier Lease	3,300.00	5,000.00	1,700.00	52%T	
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	10,500.00	10,500.00	-	0%U	
Subscriptions&Memberships	400.00	400.00	-	0%	
Finance Charges	400.00	400.00	-	0%	
Bank Service Fees	250.00	250.00	-	0%	
<b>TOTAL ADMINISTRATIVE</b>	<b>40,830.00</b>	<b>42,590.00</b>	<b>1,760.00</b>	<b>4%</b>	
<b>TOTAL EXPENSES</b>	<b>439,212.48</b>	<b>494,075.95</b>	<b>54,863.47</b>	<b>12%</b>	
<b>EXCESS INCOME/EXPENSE</b>	<b>-1,118.65</b>	<b>-47,762.47</b>	<b>(46,643.82)</b>		

## Notes on Proposed Budget

- |   |   |
|---|---|
| A. Twice total interest accrued as of 6/30/23   | K. Adjusted to reflect slight increases   |
| B. Based on Estimate from ABF   | L. Position Removed from 2024 Budget  |
| C. Based on drawdowns from funds.   | M. Based on Actual YTD numbers for 2023.  |
| D. SBU Scheduled Grant Decrease restored.   | N. 12 Week Sabbatical—This will be a good one time fund withdrawal. 1/2 to support Pastor Doug's Sabbatical, 1/2 to support remaining staff |
| E. COLA Increases Approved by Personnel for Exec. Min. AEM of I & A, and Media Associate for Ministry   | O. Increased due to Salary Increases  |
| F. May Allocate Raise between Salary and Housing  | P. Pneuma Budget absorbing Sam's Travel, less travel over all.  |
| G. Down from 17.2% to standard 16%  | Q. Area Gathering & Evergreen Annual Meeting  |
| H. Increased per REM request  | R. Cost of Seminary courses increased & more staff.   |
| I. AEM of O & A Base Salary Increase to match AEM of I & A, Half AEM of I & A Salary, and \$10K of AEM of O&A Salary covered by Pneuma Budget | S. \$5/mo. Increase each year   |
| J. M&M and FICA/Medicare for full salaries of both AEMs   | T. Based on actual YTD numbers  |
|   | U. 2018/2019 Audit Fee  |

**Evergreen Association of American Baptist Churches**  
**Balance Sheet**  
**As of September 30, 2023**

	01 - General Fund	02 - Endowment Fund	03 - Mission Funds	04 - Ministry Fund	05 - Pneumonia	Not Specified	TOTAL
<b>ASSETS</b>							
<b>Current Assets</b>							
<b>Bank Accounts</b>							
CC Credit Union	583.76						583.76
CCCU Min Council Checking				1,309.83			1,309.83
CCCU Min. Council Savings				696.61			696.61
Home Street Checking	9,544.64					0.00	9,544.64
Home Street Money Market - 4025	27,895.38	0.00	0.00			0.00	27,895.38
Home Street Savings Mission Account - 6661	0.00	0.00	11,707.37			0.00	11,707.37
<b>Total Bank Accounts</b>	<b>\$38,023.78</b>	<b>\$0.00</b>	<b>\$11,707.37</b>	<b>\$2,006.44</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$51,737.59</b>
<b>Accounts Receivable</b>	16,000.00					0.00	16,000.00
<b>Total Accounts Receivable</b>	<b>\$16,000.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$16,000.00</b>
<b>Other Current Assets</b>							
1187 AB Foundation Investment		0.00					0.00
1073 UBC-Seattle Endowment		1,381,371.91					1,381,371.91
1187 - Endowment Fund		553,395.84					553,395.84
1317 - Pullman Blended Fund		281,663.04					281,663.04
1683 - Haiti Mission Fund		1,059.54					1,059.54
1725 - Roger Williams Fund		31,516.75					31,516.75
1812 - Clergy Misconduct Prevention Fund		10,670.20					10,670.20
1824 - Building Bridges AB Foundation		0.00			745,350.74	0.00	745,350.74
<b>1856 - MVCC Legacy Fund</b>		<b>269,206.20</b>					<b>269,206.20</b>
<b>Total 1187 AB Foundation Investment</b>	<b>\$0.00</b>	<b>\$2,528,883.48</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$745,350.74</b>	<b>\$0.00</b>	<b>\$3,274,234.22</b>
<b>EA Haiti School Fund (deleted)</b>	<b>-60.00</b>						<b>0.00</b>
<b>Undeposited Funds</b>	<b>89.54</b>					<b>0.00</b>	<b>89.54</b>
<b>Total Other Current Assets</b>	<b>\$29.54</b>	<b>\$2,528,943.48</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$745,350.74</b>	<b>\$0.00</b>	<b>\$3,274,323.76</b>
<b>Total Current Assets</b>	<b>\$54,053.32</b>	<b>\$2,528,943.48</b>	<b>\$11,707.37</b>	<b>\$2,006.44</b>	<b>\$745,350.74</b>	<b>\$0.00</b>	<b>\$3,342,061.35</b>

<b>Other Assets</b>									
Due from Queen Anne Baptist Church	100,000.00					0.00			100,000.00
Due from Washington Baptist Convention	249,242.09				1,204,950.00	0.00			1,454,192.09
<b>Total Other Assets</b>	<b>\$0.00</b>	<b>\$349,242.09</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$1,204,950.00</b>	<b>\$0.00</b>	<b>\$1,554,192.09</b>	<b>\$0.00</b>	<b>\$1,554,192.09</b>
<b>TOTAL ASSETS</b>	<b>\$54,053.32</b>	<b>\$2,878,185.57</b>	<b>\$11,707.37</b>	<b>\$2,006.44</b>	<b>\$1,950,300.74</b>	<b>\$0.00</b>	<b>\$4,896,253.44</b>	<b>\$0.00</b>	<b>\$4,896,253.44</b>
<b>LIABILITIES AND EQUITY</b>									
<b>Liabilities</b>									
<b>Current Liabilities</b>									
Accounts Payable	2,324.00	0.00	0.00	0.00	0.00	0.00	2,324.00	0.00	2,324.00
Accounts Payable (A/P)									
<b>Total Accounts Payable</b>	<b>\$2,324.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$2,324.00</b>	<b>\$0.00</b>	<b>\$2,324.00</b>
<b>Credit Cards</b>									
American Express	55.48					0.00	55.48		55.48
Citi Card 8768-1	0.00					0.00	0.00		0.00
Citi-6596	2,010.62					0.00	2,010.62		2,010.62
<b>Total Credit Cards</b>	<b>\$2,066.10</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$2,066.10</b>	<b>\$0.00</b>	<b>\$2,066.10</b>
<b>Other Current Liabilities</b>									
AB Men Payable	180.96						180.96		180.96
Asian Caucus Scholarships	-825.00						-825.00		-825.00
Burien Community Rental	2,000.00						2,000.00		2,000.00
Direct Deposit Payable	0.00					0.00	0.00		0.00
Ministerial Standard Fund	250.00						250.00		250.00
Mission Receipt Payable	-21,787.33	0.00	21,747.33			0.00	-40.00		-40.00
Paid Family & Medical Pre	447.66						447.66		447.66
Payroll Liabilities	618.00						618.00		618.00
Federal Taxes (941/944)	3,568.50					0.00	3,568.50		3,568.50
WA Paid Family and Medical Leave Tax	391.62					0.00	391.62		391.62
WA SUI Employer	0.00					0.00	0.00		0.00
WA Workers Compensation	776.04					0.00	776.04		776.04
<b>Total Payroll Liabilities</b>	<b>\$5,354.16</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$5,354.16</b>	<b>\$0.00</b>	<b>\$5,354.16</b>
Payroll Taxes	0.00						0.00		0.00
PPP Loan	0.00						0.00		0.00
Specifics Payable	122.05						122.05		122.05
Venezuela Church Support	100.00						100.00		100.00
<b>Total Other Current Liabilities</b>	<b>-\$14,157.50</b>	<b>\$0.00</b>	<b>\$21,747.33</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$7,589.83</b>	<b>\$0.00</b>	<b>\$7,589.83</b>
<b>Total Current Liabilities</b>	<b>-\$9,767.40</b>	<b>\$0.00</b>	<b>\$21,747.33</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$11,979.93</b>	<b>\$0.00</b>	<b>\$11,979.93</b>
<b>Total Liabilities</b>	<b>-\$9,767.40</b>	<b>\$0.00</b>	<b>\$21,747.33</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$11,979.93</b>	<b>\$0.00</b>	<b>\$11,979.93</b>

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
Due to / Due from	-33,821.01							33,821.01	0.00
EA Haiti School Fund Equity	702.00								702.00
Euro Caucus Privilege Tra	18,122.04								18,122.04
Fund Balance	46,030.42	2,896,533.19	838.90	-6,099.80	1,939,420.75				4,876,723.46
Haiti School Project	39,767.04								39,767.04
Minister's Council Dues	1,445.00								1,445.00
Net Assets-Audit Adj			0.00						0.00
New Church Development	290.49	15,400.00		8,106.24					23,796.73
New Ministry Grant	-14,000.00								-14,000.00
Opening Balance Equity	0.00								0.00
Pull Endow Fixed #1318		36,385.37							36,385.37
Retained Earnings	72,088.68	-78,807.95	-20,126.59				0.00		-26,845.86
Roger Williams Fund		30,794.96							30,794.96
Translation Project Donation	1,350.00								1,350.00
Changes to Net Assets	-79,268.11	-22,120.00	9,247.73		-22,941.02				-115,081.40
<b>Total Equity</b>	<b>\$63,820.72</b>	<b>\$2,878,185.57</b>	<b>-\$10,039.96</b>	<b>\$2,006.44</b>	<b>\$1,950,300.74</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$4,884,273.51</b>	<b>\$4,884,273.51</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$54,053.32</b>	<b>\$2,878,185.57</b>	<b>\$11,707.37</b>	<b>\$2,006.44</b>	<b>\$1,950,300.74</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$4,896,253.44</b>	<b>\$4,896,253.44</b>



**Evergreen Association of American Baptist Churches**  
**Budget vs. Actuals: 2023 Annual Budget - FY23 P&L Classes**  
 January - September, 2023

	01 - General Fund				TOTAL			
	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget
<b>Revenue</b>								
ABC United Mission Return Percentage	80,785.79	91,314.00	-10,528.21	88.47%	80,785.79	91,314.00	-10,528.21	88.47%
America for Christ	2,165.35	3,663.00	-1,497.65	59.11%	2,165.35	3,663.00	-1,497.65	59.11%
Annual Meeting Income	1,220.00	8,000.00	-6,780.00	15.25%	1,220.00	8,000.00	-6,780.00	15.25%
Event Income	2,053.82	2,250.00	-196.18	91.28%	2,053.82	2,250.00	-196.18	91.28%
Fund Raising Event Income	960.00	4,500.00	-3,540.00	21.33%	960.00	4,500.00	-3,540.00	21.33%
Honoraria	700.00		700.00		700.00	0.00	700.00	
Individual Contributions	21,149.66	17,231.40	3,918.26	122.74%	21,149.66	17,231.40	3,918.26	122.74%
Interest	270.11	112.50	157.61	240.10%	270.11	112.50	157.61	240.10%
Multi-Region Corp. (ABF)	10,000.00	1,874.97	8,125.03	533.34%	10,000.00	1,874.97	8,125.03	533.34%
Region Offering	6,706.14	8,313.39	-1,607.25	80.67%	6,706.14	8,313.39	-1,607.25	80.67%
Seattle Baptist Union	45,000.00	33,750.00	11,250.00	133.33%	45,000.00	33,750.00	11,250.00	133.33%
Square Fee	-190.41		-190.41		-190.41	0.00	-190.41	
<b>Total Revenue</b>	<b>\$170,820.46</b>	<b>\$171,009.26</b>	<b>-\$188.80</b>	<b>99.89%</b>	<b>\$170,820.46</b>	<b>\$171,009.26</b>	<b>-\$188.80</b>	<b>99.89%</b>
<b>Expenses</b>								
5131 Exec Min Medical	1,050.00	1,350.00	-300.00	77.78%	1,050.00	1,350.00	-300.00	77.78%
5131 SStaff Medical	20,189.53	24,051.78	-3,862.25	83.94%	20,189.53	24,051.78	-3,862.25	83.94%
5262 Staff M&M	9,600.03	12,494.97	-2,894.94	76.83%	9,600.03	12,494.97	-2,894.94	76.83%
5275 - WebDesign/Master		562.50	-562.50	0.00%	0.00	562.50	-562.50	0.00%
5310 Staff Travel	24,622.23	33,750.00	-9,127.77	72.95%	24,622.23	33,750.00	-9,127.77	72.95%
5310-001 Annual Special Travel	13,476.58	9,000.00	4,476.58	149.74%	13,476.58	9,000.00	4,476.58	149.74%
5311 Continuing Education	750.00	375.03	374.97	199.98%	750.00	375.03	374.97	199.98%
5312 Resources (books, etc)	-320.65	375.03	-695.68	-85.50%	-320.65	375.03	-695.68	-85.50%
5501-001 Annual Meeting Expenses	2,201.43	4,000.00	-1,798.57	55.04%	2,201.43	4,000.00	-1,798.57	55.04%
5501-002 Asian Caucus Expenses		375.03	-375.03	0.00%	0.00	375.03	-375.03	0.00%
5501-003 Black Caucus		375.03	-375.03	0.00%	0.00	375.03	-375.03	0.00%
5501-005 Hispanic Caucus	555.00	375.03	179.97	147.99%	555.00	375.03	179.97	147.99%
5503 Association Board & Comm.		749.97	-749.97	0.00%	0.00	749.97	-749.97	0.00%
5507 Event Expenses	22,105.22	3,000.00	19,105.22	736.84%	22,105.22	3,000.00	19,105.22	736.84%
5508 Kaleidoscope Collective		749.97	-749.97	0.00%	0.00	749.97	-749.97	0.00%



<b>6001 Denominational Fees</b>	99.00	262.53	-163.53	37.71%	99.00	262.53	-163.53	37.71%
<b>6360 Telephone</b>	1,380.10	1,500.03	-119.93	92.00%	1,380.10	1,500.03	-119.93	92.00%
<b>6361 Cell Phone</b>	2,042.32	2,437.47	-395.15	83.79%	2,042.32	2,437.47	-395.15	83.79%
<b>6363 Website</b>	23.11		23.11		23.11	0.00	23.11	
<b>6391 Bulk Mail Postage</b>	600.00	645.03	-45.03	93.02%	600.00	645.03	-45.03	93.02%
<b>6392 Postage</b>	261.51	375.03	-113.52	69.73%	261.51	375.03	-113.52	69.73%
<b>6430 Office Supplies</b>	2,283.45	1,125.00	1,158.45	202.97%	2,283.45	1,125.00	1,158.45	202.97%
<b>6452 Software</b>	-245.20	2,250.00	-2,495.20	-10.90%	-245.20	2,250.00	-2,495.20	-10.90%
<b>6453 Video Conferencing</b>	242.54	450.00	-207.46	53.90%	242.54	450.00	-207.46	53.90%
<b>6454 Computer Hardware</b>	4,835.81	3,000.00	1,835.81	161.19%	4,835.81	3,000.00	1,835.81	161.19%
<b>6900 Subscriptions&amp;Memberships</b>	103.03	299.97	-196.94	34.35%	103.03	299.97	-196.94	34.35%
<b>6910 Finance Charges</b>	80.00	299.97	-219.97	26.67%	80.00	299.97	-219.97	26.67%
<b>6920 Miscellaneous</b>	609.34		609.34		609.34	0.00	609.34	
<b>A.B. Foundation -Multi Re</b>		900.00	-900.00	0.00%	0.00	900.00	-900.00	0.00%
<b>ABWomen (Pacific NW)</b>		262.53	-262.53	0.00%	0.00	262.53	-262.53	0.00%
<b>Advertising &amp; Marketing</b>	505.15		505.15		505.15	0.00	505.15	
<b>Audit</b>		10,750.00	-10,750.00	0.00%	0.00	10,750.00	-10,750.00	0.00%
<b>Bookkeeping Service</b>	12,603.09	7,200.00	5,403.09	175.04%	12,603.09	7,200.00	5,403.09	175.04%
<b>Church Council Gtr Seattl</b>	208.00	749.97	-541.97	27.73%	208.00	749.97	-541.97	27.73%
<b>Copier Lease</b>	4,078.59	2,475.00	1,603.59	164.79%	4,078.59	2,475.00	1,603.59	164.79%
<b>DSL / Internet</b>	613.61	1,125.00	-511.39	54.54%	613.61	1,125.00	-511.39	54.54%
<b>EBA Board Programs</b>		2,250.00	-2,250.00	0.00%	0.00	2,250.00	-2,250.00	0.00%
<b>Exec Min M&amp;M</b>	18,161.91	14,177.79	3,984.12	128.10%	18,161.91	14,177.79	3,984.12	128.10%
<b>Exec Min Salary</b>	52,750.08	62,023.68	-9,273.60	85.05%	52,750.08	62,023.68	-9,273.60	85.05%
<b>Faith Action Network</b>		412.47	-412.47	0.00%	0.00	412.47	-412.47	0.00%
<b>Housing</b>	19,499.94	20,650.50	-1,150.56	94.43%	19,499.94	20,650.50	-1,150.56	94.43%
<b>Insurance</b>	81.68		81.68		81.68	0.00	81.68	
<b>Insurance-Liability</b>		1,012.50	-1,012.50	0.00%	0.00	1,012.50	-1,012.50	0.00%
<b>Labor and Industries</b>		1,125.00	-1,125.00	0.00%	0.00	1,125.00	-1,125.00	0.00%
<b>Legal &amp; Professional Services</b>	2,675.00		2,675.00		2,675.00	0.00	2,675.00	
<b>Legal Fees</b>	260.00	375.03	-115.03	69.33%	260.00	375.03	-115.03	69.33%
<b>Office Rental--WBC</b>	4,815.00	4,815.00	0.00	100.00%	4,815.00	4,815.00	0.00	100.00%
<b>Office Supplies &amp; Software</b>	315.82		315.82		315.82	0.00	315.82	
<b>Reimbursements</b>	24.00		24.00		24.00	0.00	24.00	
<b>Social Media Specialist</b>	6,798.00	5,850.63	947.37	116.19%	6,798.00	5,850.63	947.37	116.19%
<b>SS Offset</b>	7,915.86	5,936.85	1,979.01	133.33%	7,915.86	5,936.85	1,979.01	133.33%
<b>SStaff FICA/Medicare</b>	10,335.89	6,027.03	4,308.86	171.49%	10,335.89	6,027.03	4,308.86	171.49%
<b>Staff Salaries</b>	73,500.17	73,500.03	0.14	100.00%	73,500.17	73,500.03	0.14	100.00%

<b>UBC Endowment Fund</b>	7,499.97	-7,499.97	0.00%	0.00	7,499.97	-7,499.97	0.00%
<b>Web Design/Master</b>	562.50	-562.50	0.00%	0.00	562.50	-562.50	0.00%
<b>Total Expenses</b>	<b>\$321,686.17</b>	<b>\$333,910.85</b>	<b>96.34%</b>	<b>\$321,686.17</b>	<b>\$333,910.85</b>	<b>-\$12,224.68</b>	<b>96.34%</b>
<b>Excess (Deficit) of Revenue less Expenses</b>	<b>-\$150,865.71</b>	<b>-\$162,901.59</b>	<b>4%</b>	<b>-\$150,865.71</b>	<b>-\$162,901.59</b>	<b>\$12,035.88</b>	<b>4%</b>
<b>Other Income</b>							
<b>ABF Fund Drawdowns</b>	34,440.00	34,440.00		34,440.00	0.00	34,440.00	
<b>Investment Income</b>	-64,550.07	102,024.27	-63.27%	-64,550.07	102,024.27	-166,574.34	-63.27%
<b>UBC Annual Gift Income</b>	101,707.67	57,536.82	176.77%	101,707.67	57,536.82	44,170.85	176.77%
<b>Total Other Income</b>	<b>\$71,597.60</b>	<b>\$159,561.09</b>	<b>44.87%</b>	<b>\$71,597.60</b>	<b>\$159,561.09</b>	<b>-\$87,963.49</b>	<b>44.87%</b>
<b>Other Expenses</b>							
<b>Reimbursements ZBA</b>	0.00	0.00		0.00	0.00	0.00	
<b>Total Other Expenses</b>	<b>\$0.00</b>	<b>\$0.00</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
<b>Net Other Income</b>	<b>\$71,597.60</b>	<b>\$159,561.09</b>	<b>44.87%</b>	<b>\$71,597.60</b>	<b>\$159,561.09</b>	<b>-\$87,963.49</b>	<b>44.87%</b>
<b>Changes to Net Assets</b>	<b>-\$79,268.11</b>	<b>-\$3,340.50</b>	<b>48%</b>	<b>-\$79,268.11</b>	<b>-\$3,340.50</b>	<b>-\$75,927.61</b>	<b>48%</b>

Financial Statement Report for the YTD September 30, 2023

#### Financial Report Highlights

Endowment fund drawdowns have been received, in the amount of \$7,460 from the Pullman Fund, \$12,320 from the Evergreen Endowment, and \$14,660 from the University Baptist Church Endowment. These amounts representative the interest from the first half of 2023, and the drawdowns did not reduce the corpus of the investments.

Seattle Baptist Union has not yet paid the \$5,000 monthly grant for July, August, or September. Paul spoke with them and they indicated they will send the funds next week for the rest of the year (\$30,000 through December). We originally only budgeted for \$45,000, however, they increased the grant back to \$60,000.

The funds held in trust by the Washington Baptist Convention has been added to the balance sheet with a separate earmark for Pneuma. This amount includes the loan to Queen Anne Baptist Church.

The expense for software is showing as negative, because a payment from 2022 never cleared, so the amount was refunded to this year's expenditure line item.

#### Finance Team actions

Status of the limited scope audit: we are attempting to locate a copy of the audit report from 2018 to provide to the potential audit firms.

# A Look at Our Funds in ABF and with WBC

Fund #	Fund Name	6/30/23 Balance	Gain from Jan 1 to Jun 30	Notes
1073	University Baptist Endowment	\$1,381,371.91	\$114,708.95	
1187	Evergreen Endowment	\$568,055.84	\$46,910.42	
1317	Pullman Blended	\$289,123.04	\$23,875.97	
1683	Haiti Mission Fund	\$1,059.54	\$87.49	Restricted Use
1725	Roger Williams Fund	\$31,516.75	\$2,602.67	Restricted Use
1812	Clergy Misconduct Prevention	\$10,670.20	\$215.96	Restricted Use
1824	Pneuma (Building Bridges) Fund	\$757,670.64	\$62,568.96	Restricted Use
1856	Morgan Valley Legacy Fund	\$269,206.20	\$9,206.20	Restricted Use - Does not reflect \$31K pulled at MVCC request for Camp Utaba

\* As of 6/30/23

Funds with WBC	As of 5/15/23	
Unrestricted	\$249,242.09	This total is less the \$100K loan provided to QABC, will be repaid over 15 years Restricted Use
Pneuma Fund Portion	\$1,204,950.00	

## Honoring the Legacy of Morgan Valley Christian Church



Founded in 1984, Morgan Valley Christian Church was a community church located in Petersen, Utah, and serving the larger Morgan County Area. An inclusive congregation, it was originally led by Pastor Gilbert Moore, who was followed by Pastor Jerry Schmick, and then by Pastor Fran Holm, and finally by Pastor Fred Smullin. They purchased what had been Petersen Ward Chapel in 1985 to house the growing congregation, and it was their home until

they closed. With a strong mix of ordained and lay pastors, the church faithfully served Morgan County as a beacon of Baptist freedom for 38 years. Though its doors are now closed, it will not be forgotten. It leaves behind a legacy of lives bettered through love of Christ, and funds which will continue to support the American Baptist Camping Ministry, Camp Utaba, and contributing to the growing Pneuma Fund which supports developing and innovative ministries across the Evergreen Association of American Baptist Churches.

# Saturday Night Worship Order of Service

October 14th, 7:00pm PT at Seattle First Baptist Church

## Words of Preparation

“Nothing we accomplish in life is totally free of the influence of spirit and community. We do nothing alone.”

— Tricia Hersey, **Rest Is Resistance: A Manifesto**

Prelude Variations on Nettleton – Undine S. Moore Christian Broughton, organ (SFBC)

Call to Worship (by Thom Shuman) Min. Shavon Walker

One: Be still!

**ALL: We come to quiet ourselves in this haven of holiness.**

One: Be still and know . . .

**ALL: we come to discern the Word which can set us free.**

One: Be still and know that God is

**ALL: our Hope, our Help, our Refuge, and our Redeemer.**

Invocation Min. Shavon Walker

\*Hymn #437 We Shall Not Give Up the Fight

Welcome & Time of Greetings

From Seattle First Baptist Church Rev. Leigh Curl-Dove

From Evergreen Association Rev. John Armagost

Reflection on Theme: Is It Well With Our Soul? Rev. Sam Kim

Pneuma Initiative Intro Rev. Sam Kim

Invitation to Wild Goose Festival Rev. Mark Rambo

Anthem Over My Head – arr. Adam and Matt Podd Evergreen Mass Choir

Call to Giving ABW Representative

Offertory Special Music Karen Community Church of Greater Seattle Youth Group

Prayer Over the Offering ABW Representative

Introduction of Speaker Rev. Doug Avilesbernal

\*Hymn #553 There Is a Balm in Gilead

Sacred Reading Psalm 46 (NRSVUE)

1 God is our refuge and strength,  
a very present help in trouble.

2 Therefore we will not fear, though the earth should change,  
though the mountains shake in the heart of the sea,

3 though its waters roar and foam,  
though the mountains tremble with its tumult. *Selah*

4 There is a river whose streams make glad the city of God,

the holy habitation of the Most High.  
 5 God is in the midst of the city; it shall not be moved;  
 God will help it when the morning dawns.  
 6 The nations are in an uproar; the kingdoms totter;  
 he utters his voice; the earth melts.  
 7 The Lord of hosts is with us;  
 the God of Jacob is our refuge. *Selah*  
 8 Come, behold the works of the Lord;  
 see what desolations he has brought on the earth.  
 9 He makes wars cease to the end of the earth;  
 he breaks the bow and shatters the spear;  
 he burns the shields with fire.  
 10 “Be still, and know that I am God!  
 I am exalted among the nations;  
 I am exalted in the earth.”  
 11 The Lord of hosts is with us;  
 the God of Jacob is our refuge. *Selah*

**One: The word of God, for the people of God**

**All: Thanks be to God.**

Message

Pastor Susan Hernandez

Primera Iglesia Bautista de Santa Barbara

Communion Music

Communion

\*Hymn #581 Lead Us from Death to Life

Announcements

Rev. Paul Schneider

Benediction

Postlude

Postlude-Cantique – Théodore Dubois

Christian Broughton, organ (SFBC)

## About Tonight's Preacher



Rev. Dr. Susan Hernandez pastors the First Hispanic Baptist Church of Santa Barbara, CA. It is the first Hispanic ministry of the American Baptists in the continental U.S. She has been in ministry either as a pastor, or assistant pastor for the past 26 years serving in Orange County, Ca, East Los Angeles, and Central Valley of CA. Before that she was a secondary teacher in public schools, worked as a community organizer, and -- like most people in Anaheim -- worked for a while at Disneyland. She currently lives in Anaheim, CA.



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



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

## Seattle First Baptist Staff and Volunteers

Rev. Anita Peebles—Co-Pastor  
Rev. Leigh Curl-Dove—Co-Pastor  
Ben Luedcke—SFBC Minister of Music  
Scott Kovacs—Guest Choir Director (Sat. Night)  
Christian J. Broughton—SFBC Organist  
Darren Hochstedler—Church Administrator  
Judy Scott—Office Manager  
Dick Steele—Facilities Manager  
Vanessa Perkinson—Small Groups Coordinator  
Kellie Whitlock—Sound & Video Engineer  
Cherry Johnston—Retreats Coordinator  
Volunteers: Sarah Cooper, Carole Cornell,  
Inola de la Cruz, Bob Sittig, Linda Zaugg, Mike Zaugg

## Mount Zion Baptist Church Volunteers and Leadership

Deacon Brenda Charles-Edwards, Coordinator  
Phillip Miller, Shuttle Driver

## Evergreen Association Volunteers and Special Guests

Volunteers from Evergreen: Stephanie Com-mandest, Lynn Pulliam, Bob Reed, Barb Reed, Ernestine Robinson, Jackie Williams

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

## 2023 Annual Meeting Planning Committee

Ernestine Robinson, Anita Peebles, Doug Avilesbernal, Bob Fukano, Paul Schneider

## 2023 Budget Committee

Doug Avilesbernal, Steve Dun, Liliana Da Val-le, Robert Simmons, Jerome Polite

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

# Parking Information & Transport Schedule

We are grateful to Mount Zion Baptist Church for helping us with parking for Friday and Saturday. You can park in the Mount Zion Baptist Parking Lot, and catch a shuttle from there to Seattle First Baptist. The shuttle will also be stopping by the Silver Cloud Hotel as it has availability for those who cannot make the walk from the Hotel to Seattle First.

On the return trip from the church, the shuttle will again stop by the Hotel if there is someone who has a need to be dropped off there on board.

Mount Zion Baptist Church is at 1634 19th Ave, Seattle, WA 98122. The shuttle is going to be running at the following times, approximately every half hour (subject to delays owing to factors beyond anyone's control, such as construction).

**Friday Morning** Mt. Zion to SFBC: Four runs, beginning at 9:00am going through 10:30am

**Friday Evening** SFBC to Mt. Zion: Three runs, beginning after worship, approx. 9pm - 10pm

**Saturday Morning** Mt. Zion to SFBC: Three runs, beginning around 7:30am going to 8:30am

**Saturday Evening** SFBC to Mt. Zion: Three runs, beginning after worship, approx. 9pm - 10pm

**Evergreen thanks to Mt. Zion Baptist Church, and their driver, Phillip Miller for helping make our meeting accessible for all!**

## Silver Cloud Hotel



SILVER CLOUD.  
HOTELS

For those coming in from out of town, you'll be staying at the Silver Cloud Hotel (1100 Broadway, Seattle, WA 98122). There is a discounted rate for those who registered with the Evergreen Room Block. In addition to excellent rooms and the excellent Jimmy's restaurant there in the hotel, the Silver Cloud is just a couple

short blocks from Seattle First Baptist.

To walk to Seattle First from the Silver Cloud, just cross Broadway, and walk up Harvard Avenue, past the Whole Foods parking lot entrance. Seattle First Baptist's main entrance will be a bit to the left down Spring Street once the street levels off.

In addition to being close to the church, the hotel is also near several other restaurants, a Whole Foods Market just across the street, and the hotel is centrally located in the vibrant Seattle University District.

# Evergreen Association

## Mission Statement

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



### EVERGREEN ASSOCIATION OF AMERICAN BAPTIST CHURCHES

Rev. Doug Avilesbernal  
Executive Minister  
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