

# 2022

## Annual Meeting Book and Impact Statement



**EVERGREEN ASSOCIATION**

— OF AMERICAN BAPTIST CHURCHES USA —

TRANSLATING OUR UNITY TO THE WORLD

### First Baptist Church of Denver

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### October 13th-15th

**Thursday Night:** Minister's Council, starting 6:30pm

**Friday:** Workshops and Worship, starting 11am

**Saturday:** Business Meeting, Workshops, and Worship starting 8:30am

# Table of Contents

Schedule of Events for the 2022 Annual Meeting .....	3
Welcome from Regional Executive Minister, Rev. Doug Avilesbernal ..	4
Welcome from First Baptist Denver Pastor, Rev. Dr. Brian Henderson..	4
Ministers’ Council Dinner Program.....	5
Ministers’ Council Updated Code of Ethics.....	6
Friday Workshop Offerings and Workshop Leader Bios .....	8
Friday Night Worship—Order of Service .....	9
Welcoming New Churches into the Association .....	10
Business Session Agenda.....	11
Evergreen Association Regional Executive Minister’s Report .....	12
Assoc. Executive Minister of Innovation & Design’s Report .....	13
Ministerial Associate for Social Media’s Report .....	13
Assoc. Executive Minister of Operations & Administration’s Report....	14
Minutes of the 2021 Annual Meeting Business Session .....	15
2023 Proposed Budget .....	19
Current Balance Sheet.....	21
Budget vs. Actual for 2022 .....	23
Honoring the Legacy of Closing Churches .....	26
Saturday Workshop Offerings and Workshop Leader Bios .....	27
Saturday Night Worship—Order of Service .....	29
Special Thanks to Organizations, Staff, and Volunteers!.....	30
Hotel Information & Calvary Baptist Van Transportation Schedule .....	31



# Evergreen Association of American Baptist Churches

## 2022 Annual Meeting Schedule of Events

### Thursday

**6:30pm**—Ministers' Council Dinner—  
Guest Speaker: Rev. Dr. Dan Hamil,  
Director of Strategic Partnerships, BJC



### Friday

**11am**—Registration  
**11:45am**—Lunch  
**1pm**—Welcome Plenary  
**1:45pm—3:15pm**—First Workshop  
Session  
**3:30pm—5pm**—Second Workshop  
Session  
**5pm**—Dinner  
**7pm**—Worship—Proclaimer: Rev. Dr.  
Marie Onwubuariri, Director of  
Intercultural Ministries, ABHMS



### Saturday

**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: Rev. Dr.  
Molly T. Marshall, President, United  
Theological Seminary of the Twin Cities



### Sunday

The Evergreen Annual Meeting is technically over, but you can worship with either First Baptist Church of Denver or Calvary Baptist Church Denver!

<https://www.rethinkbaptist.org/>

<https://calvarydenver.org/>

# Welcome from Evergreen and FBC Denver



It is my joy to welcome you all wherever you are to our Annual Gathering. Thank you Denver First for your most wonderful welcome, preparation and care for us all before, during and after our gathering.

I thank you all for your continued flexibility during these most unusual times. We have been in similar spaces before as a nation but never ourselves. We will adjust and re-engage with life as those who've come before us have. What I hope we learn together, this weekend and season, is that we rarely get the opportunity to remake our world as significantly as we now can. I pray we listen to the Spirit's leading as we seek to remake our worlds following

Christ, willing to give up what should be given up and humble enough to embrace the new, especially when we might not prefer it.

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



**First Baptist Church**  
*of Denver*

Welcome Evergreen Association of American Baptist Churches! First Baptist Church of Denver is delighted to host this year's annual meeting. We hope that your visit with us will be good and that together we will experience something of God's goodness and faithfulness. While these are challenging days in which to be about ministry, we believe always that there is far more we can do together than any of us can do on our own. And isn't this the spirit of the Evergreen Association?

Through our plenary sessions, workshops, moments of worship, and meal times, we pray that all of us will be renewed and inspired for the work of justice and love to which the gospel calls us daily. Should you need anything while you're here at First Baptist, please reach out to our staff and volunteers.

Again, welcome!

~ Rev. Dr. Brian Henderson, Minister, First Baptist Church of Denver

*P.S. Don't forget to stay hydrated while you're in Denver. The altitude is probably higher than your body is accustomed to.*

# Evergreen Chapter, Ministers' Council Dinner

## October 13th, 2022, 6:30pm, FBC Denver

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 and Registration**

### **6:30pm—Welcome and some fun together**

Rev. Curtis Price, Rev. Evelyn Heyman, Rev. Bianca Luna, Rev. Paul Schneider

### **7:00pm—Necessary Ministers' Council Business—Need Officers for 2023 & Approval of Updated Ministers' Council Covenant and Code of Ethics**

### **7:20pm—Presentation about Christian Nationalism**

Rev. Dr. Dan Hamil, Director of Strategic Partnerships, Baptist Joint Committee for Religious Liberty (BJC)

### **8:10pm—Announcing the Evergreen Ministers' Council Retreat**

April 12th—15th, 2023 at Cascade Meadows Camp, Leavenworth, WA

### **About Tonight's Speaker**



Dan Hamil is BJC's director of strategic partnerships, leading the organization's efforts in the development of financial, denominational and advocacy partnerships. A longtime BJC supporter and former BJC board chair, Hamil is passionate about BJC's mission. He joined BJC after leading one of the organization's member bodies: the North American Baptist Conference (NABC) of churches. Ordained in the NABC, Hamil has extensive ministry experience, having served in various pastoral roles in Ohio, Illinois and North Dakota. Hamil earned a Doctor of Education in Adult and Continuing Education, and he holds a bachelor's degree in Biblical Theology and master's degrees in Educational Ministries as well as Christian History and Theology. He and his wife, Rhonda, live in Rocklin, California, and have two married children. They are members of Oak Hills Church in Folsom, California.



## Covenant and Code of Ethics for Ministerial Leaders of American Baptist Churches, USA

Having accepted God's call to leadership in Christ's Church, I covenant with God to serve Christ and the Church, and with the help of the Holy Spirit, to deepen my obedience to the Two Great Commandments: to love the Lord our God with all my heart, soul, mind and strength, and to love my neighbor as myself.<sup>1</sup>

In affirmation of this commitment, I will abide by the Code of Ethics of the Ministers Council of the American Baptist Churches and I will faithfully support its purposes and ideals. When needed, I will seek out best practices from others and share my guidance when it might edify and empower wise choices for others. As further affirmation of my commitment, I covenant with my colleagues in ministry that we will hold one another accountable for fulfillment of all the public actions set forth below in this Code of Ethics.

### CENTEREDNESS

- A. I will grow in and show my personal love for God as revealed in Jesus Christ in my life and ministry, as I strive together with my colleagues to preserve the dignity, maintain the discipline and promote the integrity of the vocation to which we have been called.
- B. I will strive for a disciplined life by tending to my mental, physical, spiritual and emotional well-being in such ways as keeping hours of prayers, devotion and rest, endeavoring to maintain wholesome family relationships, sexual integrity, financial responsibility, constructive use of social media, and regularly engaging in educational and leisure activities for ministerial and personal development.
- C. I will strive for balance and will work toward being fully present in my obligation to the church or employing group to which I have been called.
- D. I will not seek personal favors or discounts on the basis of my ministerial status.

### COMPETENCE

- A. I will not use my ministerial status, position or authority knowingly to abuse, misguide, negatively influence, manipulate, or take advantage of anyone, especially children. I will be

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<sup>1</sup> Editors' Note: Paragraph One of the 2006 Covenant and Code of Ethics was not revised in any way during the proposed revisions process. We regret that some readers have encountered a circulated version with a portion of lines 2-3 mistakenly omitted. This document reflects the intentions of the 2019-2022 subcommittee and its presentations for the November 19, 2020 vote.



constantly mindful of my ministerial status, position, and authority, and will use them to advocate for those in need.

- B. I will not plagiarize; I will be truthful in all my communication and give due credit to others' words.
- C. I will report all instances of abuse as required by law to the appropriate agency. In any case involving persons working in ABC ministry, I will also report the circumstances to the appropriate regional and/or national denominational representative.
- D. I will hold in confidence and treat as confidential communication any information provided to me with the expectation of privacy. I will not disclose such information in private or public except when, in my practice of ministry, I am convinced that the sanctity of confidentiality is outweighed by my well-founded belief that life-threatening or substantial harm will be caused.
- E. I will not proselytize from other Christian churches.

### **COLLEGIALITY**

- A. I will respect and recognize the variety of calls to ministry among my American Baptist colleagues, and other Christians.
- B. I will seek to support all colleagues in ministry by building constructive relationships wherever I serve, both with the staff where I work and with colleagues in neighboring churches.
- C. I will work to gain greater awareness and sensitivity to colleagues who experience discrimination on any basis in order to discern and undertake my obligations for support.
- D. I will, upon my resignation or retirement **discontinue my ministerial leadership roles** with my former constituents and will not make ministerial contacts in the field of another ministerial leader without request and/or consent.
- E. I will advocate adequate compensation for my profession. I will help lay persons and colleagues to understand that ministerial leaders should not expect or require fees for pastoral services from constituents they serve, when these constituents are helping pay their salaries.
- F. I will hold in trust the traditions and practices of our American Baptist Churches; I will not accept a position in the American Baptist family unless I am in accord with those traditions and practices; nor will I use my influence to alienate my congregation/constituents or any part thereof from its relationship and support of the denomination. If my convictions change, I will resign my position.

Signed \_\_\_\_\_ Date \_\_\_\_\_

# Friday Workshops and Presenter Bios

## Workshops

### **Rev. Carolyn Matthews & Rev. Wim Mauldin—Reparations**

Rev. Matthews and Rev. Mauldin will lead a workshop where the idea of reparations, both the what and the why, are explained and discussed, as they relate to our churches, ourselves, and our communities.

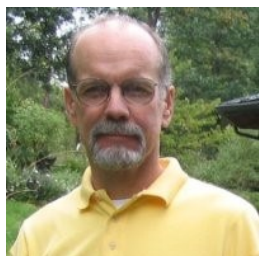
### **Rev. Dr. Marcia Patton—Evergreen Association History and the Consensus Model**

Rev. Dr. Marcia Patton, Executive Minister Emerita of the Evergreen Association of American Baptist Churches will provide an overview of our region's history and also the model of caucuses and consensus we use to do our business, which is unique within the regions of the American Baptist Churches.

## Presenters



**Rev. Carolyn Matthews** currently serves as the Pastor of Christian Education at Lakeshore Avenue Baptist Church in Oakland, CA. She holds a Bachelor of Science degree in mathematics from the Illinois Institute of Technology in Chicago, Masters in Religious Education and Master of Divinity degrees from Golden Gate Seminary (now Gateway Seminary), and a Master of Arts in Humanities from Dominican University in San Rafael, CA. Carolyn has served churches in Northern California as minister of education, led retreats, and pulpit supply in various churches. Carolyn has three grown children and four grandchildren.



**Rev. Wim Mauldin** is a retired ABC pastor and community organizer. Within Evergreen, he works with the Euro Caucus Anti-Racism Team (providing workshops), Euro Caucus Anti-Racism Network (training lay leaders), and the Intercultural Committee (providing cross-caucus conversations). He enjoys play golf, kayaking and talking with his grandchildren. He and Annette, his partner of fifty years, live in Kenmore. Their two grown daughters contribute to agroforestry in East Africa and affordable housing in King County.



**Rev. Marcia J. Patton, Ph.D.** is the Executive Minister Emerita of Evergreen Association of American Baptist Churches. She was given this title when she retired after her work with the establishment of the Association and serving as its Executive Minister for its first 13 years.

She was born in Waynesburg Pennsylvania, raised in Temperance Michigan. She is a graduate of Michigan State University (B.A.) and twice a graduate of Eastern Baptist Theological Seminary (now Palmer Theological Seminary), with a Master of Arts in Religion and a Master of Divinity. In 1989 she earned her Ph.D. from Temple University. She served churches in New Jersey, Salt Lake City Utah and Hatboro Pennsylvania and for the American Baptist Churches of the Northwest. She was ordained in 1976 at First Baptist Church, Salt Lake City Utah.

She is the author of *Intentionally Inclusive: Together at the Table for Ministry* and *Sacred Decisions: Consensus for Faith Communities*, published by Judson Press.



# Friday Night Worship Order of Service

October 14th, 7:00pm MT at First Baptist Church of Denver, CO

**Prelude** – I'll Fly Away – arr. Joel Raney

**Call to Worship** – Rev. Paul Schneider

**Invocation** – Rev. Paul Schneider

**Hymn** - #800 – All Are Welcome

**Welcome & Time of Greetings** – Rev. Doug Avilesbernal, Rev. Dr. Brian Henderson

**Gospel Medley** – Minister Daryl Walker

**Evergreen Moment** – Rev. Sam Kim

**Welcoming in New Evergreen Churches** – Bethlehem Baptist Church, Tacoma; Calvary Baptist Church, Denver; House of Hope Fellowship, Tukwila

**Offering** – Rev. Morgan Caruthers-Fletcher

**Offertory** – Min. Alex Zarecki

**Sacred Reading** – Acts 13:14-34 – Min. Shavon Walker

L: The word of God, for the people of God.

**P: Thanks be to God.**

**Special Music** – Joshua Fought the Battle of Jericho – arr. Mark Haynes

**Sermon** – What Changes Are You Seeing? – Rev. Dr. Marie Onwubuariri

**Hymn** – #508 – We, O God, Unite Our Voices

**Benediction** – Rev. Dr. Marie Onwubuariri

**Postlude** – Behold the King! – Lanie Smith

## About Tonight's Preacher: Rev. Dr. Marie Onwubuariri

Rev. Dr. Marie Onwubuariri serves as Director of Intercultural Ministries for ABHMS. Prior to that she served as Associate General Secretary for Mission Resource with OGS, and before that was Regional Executive Minister of the ABC of Wisconsin. She earned both her DMin and MDiv from the Berkeley School of Theology, where she also served as Director of Admissions, and has a BS in Business Management from Binghamton University. She is a co-editor of *Trouble the Water: A Christian Resource for the Work of Racial Justice* (Nurturing Faith, 2017). She lives in King of Prussia, Pennsylvania with her husband, Franklin, and her two children Anaya and Sol.



# Welcoming New Churches into the Association

## House of Hope Fellowship - Tukwila, WA



Namaste Evergreen! House of Hope Fellowship is a ministry established upon four identifying pillars gleaned from the scriptures. 1. Restorative (1 Peter 5:10), 2. Resourceful (Ephesians 2:10), 3. Revolutionary (Luke 5:32), and 4. Relevant (Colossians 2:8).

With these foundational pillars in mind, it is the intent of House of Hope to collectively be a Kingdom Ambassador to both build and travel the bridge between Christ and community.

May God's Choicest Blessings Be Yours, Rev. Dr. J.J Youngblood and The House of Hope Family

## Calvary Baptist Church - Denver, CO



Calvary Baptist Church

*Open to all. Closed to none.*

Calvary's a community shaped by the Spirit of Christ that strives to name, claim, and proclaim Belovedness:

- As we worship God, we come to know our identity as a Beloved Child of God.
- As we gather together, we learn to live out our faith without fear.
- As we serve with others, we risk our comfort for the sake of God's justice in the world.

We are people of grace, not just in word but in practice: toward one another, toward those seeking understanding and meaning in their lives, and to the greater community and world.

## Bethlehem Baptist Church - Tacoma, WA



Bethlehem Baptist Church was founded in 1890 and will celebrate 132 years of service to our Lord and the surrounding community this year 2022. Our campus has been the site of a community daycare, the local Boys and Girls Club, a Community Back to School Bash, and recently outdoor movie night. In our Family Life Center, we've hosted weddings, basketball tournaments, dinners Health Fairs, Job Fairs, and current-

ly we have a family shelter and ECEAP Program. Our Senior Pastor Willie J Mitchell was installed on June 12<sup>th</sup> 2022.

# Business Session Agenda

## 09:15 AM Business Session Review

Opening Prayer

Personnel committee recognition

Review of Agenda

Common Agenda for Action

- Affirmation of 2021 Minutes
- Approval of 2023 budget
- 2023 Annual Meeting Host
- 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

## 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 2022.
- Report of Board of General Ministries - Representative Stephanie Commandest
- 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
- Reminder that officers serve for two years.
- Report - Executive Minister Douglas Avilesbernal

## 12:00 PM Adjourn

# Regional Executive Minister's Report



Rev. Doug Avilesbernal

“Plenty of people wish well to any good cause, but very few care to exert themselves to help it, and still fewer will risk anything in its support. Some one ought to do it, but why should I?...”

Some one ought to do it, so why not I? is the cry of some earnest servant.”

- William James

This year has been one of transition and re-engagement for us at the office. We began the year with deep roots and connections to nearly the entire life of EBA. Then Clem retired and, for various reasons, I spent a good chunk of time by myself in the office. Fortunately, what could have been an impossible task was made nearly manageable by the way Clem retired, as well as her and Marcia's continued help. Their “why not I?”

attitude has helped us start a new stage in EBA's leadership life.

This year we have been about the work of dreaming and working toward how EBA can continue to be the leading space in ABC where Baptist life can be nurtured into the constantly new world we're living into as well as rooted in our historic principles and distinctives.

A big portion of my time this year has been dedicated to the search of and the welcoming of our new staff. We have added three remarkable individuals to our EBA staff this year. As with our caucuses, our new staff represents our diversity in more ways than I can describe here. Their remarkable gifts will allow us to impact our region in ways that will offer broad expertise and perspective.

This year we have been preparing to serve through training and learning to increase our impact in administration, innovation, design, media, conflict engagement and more. Additionally, having more staff has given us the time to do things we have not been able to before.

Some examples.

**Administration-** Paul has helped us begin the large process of reviewing our databases so the various ways we hold information are updated and designed to make it easier to keep them current. He is also preparing to be a resource for our churches who would like to review, improve and more their administrative structures and practices.

**Innovation and Design-** Sam is well on his way to help churches engage in the discernment process necessary to engage with the complexities of where we are and how we can become relevant to the world we're walking into. He will help us address the two aspects of ministry that often get in the way of Sharing Christ. Often our ministries don't do as well as they can because they're not as relevant as they can be so they aren't innovative enough nor designed in appealing ways.

**Media-** Shavon has already been working with churches toward growing their ability to build a life online that translate who our churches are into a new and very real world space. The cyber world needs sacred spaces that are responsive, well designed, and more. This world is very real and Shavon is well on her way to help our churches be present and significant in this world.

**Conflict embracing-** Conflict is unavoidable and engaging with it in a healthy way needs to be part of all of our practices. It has been my honor to help our churches suffering conflict and will be ready to help us all prepare to engage with conflict in healthy ways.

Of course, the gifts of our staff are such that all our role boundaries are very flexible and we live in the collaborative spirit that is fundamental to who we are as EBA.

I cannot express to you how thankful and honored I am to have the blessing to lead this new stage in our life as the longest serving staff person with less than 5 years in the office!



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



**Rev. Sam Kim**

I am excited to be a part of this new season of Evergreen. We are embarking on an exciting time in our history as an association where we are looking forward to how God might be calling us to respond to these changing times. Although I just started officially in July, it seems that many things are already happening.

Currently, I am beginning a journey with Olympia First Baptist, Good Shepherd Baptist, Wedgewood Community Church and Bountiful First Baptist Church to talk about a visioning journey that will help these communities respond to their current circumstances. After getting training in Design Thinking and also drawing on my own experience as a local pastor, I want to help all of our ministries discover their calling and what they can do to stay faithful to that.

I am also currently helping the Intercultural Committee think about how God is calling us to grow in our work of being a genuinely diverse family of caucuses at Evergreen and how we can grow in this important work. It is one of our defining characteristics as a region and something that we should strive to further cultivate and celebrate.

I am also beginning to prepare for our upcoming leadership in February. I strongly encourage you to make the time to attend and join us in this important time of worship, reflection and vision. It will be held on February 9-11 at Camp Burton on Vashon Island. I am excited for what God will do in our time together.

I am excited about future plans of further developing the use of our Endowment Fund to help churches renew and innovate. I will continue to develop a more comprehensive program to help churches all across the region to do this work and to assist ministry leaders to think about thriving and cultivation in a new way.

I am very grateful and thankful to be serving you all in this important way. I look forward to seeing how God will work in our midst!

## Ministry Associate for Social Media's Report



**Min. Shavon Walker**

Ever since the pandemic began, we as church people have been moved toward a more digital form of communication. Although it's taken some getting used to, it's blessed us with the ability to create a closer community with individuals and churches from all over our region. In my position as Ministry Associate of Social Media, my job is to foster that communication. To do this, I let the world know about our work here in Evergreen, whether it's going to a baseball game, promoting a church's youth program, celebrating the retirement of a beloved member, or mourning the death of one of our own. My job is dependent on all of you; every event you send in and every picture you provide gives me one more opportunity to share our good work. Together, we can share the message of God's love through community and connection.

If you'd like help creating a social media plan for your church, or simply want to spruce up your website, feel free to contact me at [media@ea-abc.org](mailto:media@ea-abc.org). We'll work together to find a path that's right for you. And you can check out Evergreen's web and social media presence: <https://ea-abc.org/>

Facebook



Instagram



Linktree



Twitter



Youtube





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



Rev. Paul Schneider

Wow! There's been a LOT of change in the last eight months for Evergreen. I'm pleased to be a part of that, helping make the many moving parts of the day to day business of Evergreen lock into place. We've updated the computers, systems, and tools we're using to keep track of people and churches within the Region, monies donated, and contacts made. Even our connection to ABCIS (the American Baptist Computer Information Systems, where we enter everything from total American Baptist support given by each congregation, to listing the leaders and churches for the whole denomination) has been updated with a new interface and system. In addition, I've begun working on unifying and updating the databases to help us make sure we're in contact with each congregation, in the ways that work best for them. And there's been a lot to learn about the unique ins and outs of Evergreen business, getting to know the different ministry partners, contractors, vendors, and financial supports that help us do the various tasks we need to do on a daily, weekly, and monthly basis.

Starting at the end of February, I am very excited to bring the skills I acquired in years in the private sector to benefit Evergreen. Further, I'm looking forward to putting not just those skills, but also develop new skills in order to support the Evergreen churches as they improve their operations, become familiar with an ever increasing array of technology, and continue to minister to their communities and the world.

While early the year it was only myself and Pastor Doug in the office, with Minister Shavon working remotely, starting in July, Pastor Sam came on board, and brought with him new energy and inspiration. Quickly we've become a comprehensive team, looking for ways to support one another, and empower and encourage the churches we serve together as your Regional Staff. It's exciting to add my own abilities and skills to Pastor Sam's talent for design thinking and innovative strategies, Minister Shavon's focused communication and teaching aptitude, and Pastor Doug's generous servant leadership, understanding of Evergreen's fundamental principles, and clear vision for a vibrant future for the region.

We are a very new team however, and there is a learning curve. With 3/4s of the staff on the job for less than a year at this point, I'm infinitely grateful for the generosity of Min. Clem Winbush and Rev. Dr. Marcia Patton for being continually willing to answer my questions of where to find things, who to contact and how and why Evergreen did certain things in the past. Not only did these amazing women serve the region well in the past, they continue to graciously help us newbie staff members develop. I'm consolidating the information they provide, so we can be sure to support our mission partners, and continue to develop our internal connections across caucuses, as God calls us to.

I want to express my sincere gratitude to all of the members and churches of the Evergreen Region. I knew from the jump that I was stepping into a role with big shoes to fill, following someone who is beloved by Evergreen for excellent reasons. I am profoundly blessed by the appreciation, encouragement, and warmth which you all have given not just me, but all of the Evergreen Staff. You all truly make it a pleasure and privilege to serve this Region. God bless each of your churches, and each of you!



Evergreen Association of American Baptist Churches  
18<sup>th</sup> Annual Meeting Business Session  
Saturday, October 9, 2021  
MINUTES

PRESENT: New Beginnings Christian Fellowship, Mt Zion Baptist Church, Panther Lake Community Church, Lakeshore Avenue Baptist Church, Queen Anne Baptist Church, Olympia First Baptist Church, Berkeley First Baptist Church, Chico First Baptist Church, Seattle First Baptist Church, Salt Lake City First Baptist Church, Washington Kachin Baptist Church, Wedgwood Community Church, Japanese Baptist Church, Denver First Baptist Church, CrossWalk Napa, Grace Baptist Church, Good Shepherd Baptist Church, Urban Grace – Tacoma, Shell Ridge Community Church, Sky Center for Spiritual Empowerment, Martin Luther King, Jr. Memorial Baptist Church, Karen Community Church of Greater Seattle, Grace Baptist Church – Tacoma, Seattle First Baptist Church, Burien Community Church, Fairview Community Church, Karen Community Church of Greater Seattle, Fremont Baptist Church, New Walk Christian Church

With 43 present, the 18<sup>th</sup> Annual Business Meeting was opened. Chairperson DaValle will continue the tradition and pass along the talking stick to the next Executive Committee Chair when the two can meet in person. Business Session Review began with Chair Liliانا DaValle leading the welcome & opening prayer.

Review of Common Agenda for Action

- Affirmation of 2020 Annual Meeting Minutes
- Approval of Proposed 2021 budget – Budget Officer Ken Curl
- Executive Committee Officers/Representatives
  - Euro Caucus: Chair – John Armagost
  - Black Caucus: Vice Chair – Ernestine Robinson
  - Asian Caucus: Budget Officer – TBD
  - Hispanic Caucus Rep: Debbie Bustos
- Welcoming New churches and Ministries
  - New Church: Wenatchee Brethren Baptist Church
- 2022 Annual Meeting Host - First Baptist Church, Denver CO  
Host Pastor: Rev. Brian Henderson
- Introducing Building Bridges Fund - Douglas Avilesbernal
- Fundraising Committee requests *fundraising ideas* from each caucus (to be taken to the Committee by Caucus fundraising committee rep).

9:45 AM We were 59 by the time we returned from Caucus groups.

11:00 AM Business Session Reconvenes

- **Report on Audits & Treasurer's Report - Budget Officer Curl reporting.**  
Financially we are doing well -operating within budget. 2022 Budget proposal is on the agenda for approval. We received a clean audit for 2017 and are working on the 2018 and 2019 audits. When they are finished the 2020 and 2021 audits

will become the responsibility of the new budget officer. 2021 we have been able to maintain and grow until now we manage a 350 thousand dollar operating budget.

- **Report from Board of General Ministries - Representative Stephanie Commandest reporting.** Meets twice a year –June and November. At the June (online) meeting conversations on race were begun. November meeting will be in-person. She has served for the past six years.
- **Caucus Reports/Affirmations of Common Agenda**

***Black Caucus – Stephanie Commandest reporting (prayer by Stephen Dunn of the Asian Caucus).***

- Affirm 2020 Annual Meeting Minutes
- Approve of Proposed 2021 budget
- Include letter on Treatment of Haitians and is asking Doug to share it with the wider ABC Family
- Caucus Co-Chairs– Ken Curl and Priscilla Low
- Memorial Resolution of Frank Leonard Lowe shared with Family
- Affirm Executive Committee Officers/Representatives
  - Euro Caucus: Chair – John Armagost
  - Black Caucus: Vice Chair – Ernestine Robinson
  - Asian Caucus: Budget Officer – Stephen Dunn
  - Hispanic Caucus Rep: Debbie Bustos
- Welcome to Wenatchee Brethren Baptist Church
- Affirm 2022 Annual Meeting Host - First Baptist Church, Denver CO  
Host Pastor: Rev. Brian Henderson
- Introducing Building Bridges Fund
- Fundraising Committee requests *fundraising ideas* from each caucus (to be taken to the Committee by Caucus fundraising committee rep).

***Euro Caucus – Pete Shaw reporting (prayer by Priscilla Lowe of the Black Caucus)***

- Welcomed for Mentorship, Calvary Baptist Church, Denver CO – which means they are members and will be officially welcomed at the 2022 annual meeting.
- Affirm 2020 Annual Meeting Minutes
- Approve of Proposed 2021 budget
- Affirm Executive Committee Officers/Representatives
  - Euro Caucus: Chair – John Armagost
  - Black Caucus: Vice Chair – Ernestine Robinson
  - Asian Caucus: Budget Officer – Stephen Dunn
  - Hispanic Caucus Rep: Eric Lopez and Horacio DaValle
  - Appreciative and supportive of the Black Caucus Letter on the treatment of Haitians at our borders. In response to the



question, how may we help?, the group suggested: Post it on websites. Move the ball forward on race relations. Treat brothers and sisters as ourselves. Plaster it on the wall. Share as you will to make a change.

- Black Caucus: Vice Chair – Ernestine Robinson
- Asian Caucus: Budget Officer – Stephen Dunn
- Hispanic Caucus Rep: Eric Lopez and Horacio DaValle
- Welcome Wenatchee Brethren Baptist Church
- Affirm 2022 Annual Meeting Host - First Baptist Church, Denver CO  
Host Pastor: Rev. Brian Henderson
- Introducing Building Bridges Fundraising Committee requests *fundraising ideas* from each caucus (to be taken to the Committee by Caucus fundraising committee rep).

***Hispanic Caucus - Bianca Luna reporting (prayer by Pete Shaw of the Euro Caucus)***

- Affirm 2020 Annual Meeting Minutes
- Approve of Proposed 2021 budget
- Affirm Executive Committee Officers/Representatives
  - Euro Caucus: Chair – John Armagost
  - Black Caucus: Vice Chair – Ernestine Robinson
  - Asian Caucus: Budget Officer - Stephen Dunn
  - Hispanic Caucus Reps: Eric Lopez and Horacio DaValle
- Welcome to Wenatchee Brethren Baptist Church
- Affirm 2022 Annual Meeting Host - First Baptist Church, Denver CO  
Host Pastor: Rev. Brian Henderson
- Introducing Building Bridges Fund - Douglas Avilesbernal
- Fundraising Committee requests *fundraising ideas* from each caucus (to be taken to the Committee by Caucus fundraising committee rep).

***Asian Caucus Sandy Stice reporting (prayer by Horacio DaValle of the Hispanic Caucus)***

- Affirm 2020 Annual Meeting Minutes
- Approve of Proposed 2021 budget
- Executive Committee Officers/Representatives
  - Euro Caucus: Chair – John Armagost
  - Black Caucus: Vice Chair – Ernestine Robinson
  - Asian Caucus: Budget Officer – Stephen Dunn
  - Hispanic Caucus Rep: Eric Lopez and Horacio DaValle
- Welcome Wenatchee Brethren Baptist Church
- Affirm 2022 Annual Meeting Host - First Baptist Church, Denver CO  
Host Pastor: Rev. Brian Henderson
- Things in Burma are still difficult. Specific difficulty is that the Peoples Defense Fund (PDF) are having difficulty trying to protect themselves when faced with a military invasion. Continue to pray for the People of Burma.

- We will look at the proactive letter and resolution for Frank Lowe who is also missed by our caucus.
- Introducing Building Bridges Fund - Douglas Avilesbernal
- Fundraising Committee requests *fundraising ideas* from each caucus (to be taken to the Committee by Caucus fundraising committee rep).

**Greetings from James Brenneman, President of BST (Berkeley School of Theology).** President Brenneman issued a shout out to the BST Board, naming at least three clergy leaders in our midst and shared how great it was for him to be with us.

**Marcia Patton, Executive Minister Emerita, prayed for Wenatchee Brethren Church** which has now joined the region as the newest Evergreen member church!

**Thank You to Clem Winbush:** Marcia delivered flowers to Clem at home, though the meeting was being held virtually. Sometime after the New Year there will be an in-person gathering to celebrate Clem's retirement. The Event Planning Committee includes: Stephanie Commandest, Curtis Price, Sandy Stice, Guadalupe Vasquez, Marcia Patton, and Doug Avilesbernal. Clem shared a heartfelt 'thank you' in response to the outpoured love.

Executive Minister Douglas Avilesbernal shared highlights from his written annual report.

Closing remarks from Chairwoman Liliana Davalle included looking to 2022 with a shifting/new leadership; and thanks to Scott Pegues for agreeing to serve as our next General Board Representative.

12:15 PM Rev. Douglas Avilesbernal led the closing prayer and we were adjourned.



# Proposed Budget for 2023

	Approved 2022	Proposed 2023	Incr. (Decr.)	% Inc/Dec	Note
<b>INCOME</b>					
<b>ABC MISSION RECEIPT</b>					
ABC Return Percentage	126,125.21	121,752.02	(4,373.19)	-3%	1
America for Christ	3,000.00	4,884.02	1,884.02	63%	
Region Offering	16,000.00	11,084.47	(4,915.53)	-31%	
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	30,000.00	22,975.22	(7,024.78)	-23%	
Interest	150.00	150.00	-	0%	
Multi-Region Corp. (ABF)	2,500.00	2,500.00	-	0%	
UBC ANNUAL GIFT #1073	70,220.61	76,715.74	6,495.12	9%	2
Investment Income	40,000.00	136,032.36	96,032.36	240%	2
Seattle Baptist Union	60,000.00	45,000.00	(15,000.00)	-25%	3
<b>TOTAL INCOME</b>	<b>364,995.82</b>	<b>438,093.82</b>	<b>73,097.99</b>	<b>20%</b>	
<b>EXPENSES</b>					
<b>PERSONNEL</b>					
Exec Min Salary	78,386.98	82,698.27	4,311.28	6%	4
Housing	26,000.00	27,534.00	1,534.00	6%	4
Exec Min M&M	17,902.42	18,903.70	1,001.27	6%	4
Exec Min Medical	1,800.00	1,800.00	-	0%	4
SS Offset	7,503.17	7,915.85	412.67	6%	4
Staff Salaries	93,362.26	98,000.04	4,637.78	5%	5
SStaff M&M	15,871.58	16,660.01	788.42	5%	5
SStaff FICA/Medicare	7,655.71	8,036.00	380.30	5%	5
SStaff Medical	10,800.00	32,069.04	21,269.04	197%	5
Social Media Contractor		7,800.89	7,800.89		6
WebDesign/Master	750.00	750.00	-	0%	
Bookkeeping Service	9,600.00	9,600.00	-	0%	
Sabbatical Leave Support	-	-	-	-	
Staff Paid Fam & Med Prem	1,195.61	1,164.68	(30.94)	-3%	7
<b>TOTAL PERSONNEL</b>	<b>270,827.74</b>	<b>312,932.47</b>	<b>42,104.73</b>	<b>16%</b>	
<b>PROGRAM SUPPORT</b>					
Staff Travel	15,000.00	45,000.00	30,000.00	200%	8
Annual Special Travel	6,000.00	9,000.00	3,000.00	50%	8
Continuing Education	500.00	500.00	-	0%	
Resources (books, etc)	500.00	500.00	-	0%	
EBA Board Programs	3,000.00	3,000.00	-	0%	
Annual Meeting	7,000.00	7,000.00	-	0%	
Asian Caucus	500.00	500.00	-	0%	

## Proposed Budget for 2023 (cont.)

	Approved 2022	Proposed 2023	Incr. (Decr.)	% Inc/Dec	Note
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%	
Latino Institute Scholars	-	-	-	-	
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%	
Church Council Gtr Seattl	1,000.00	1,000.00	-	0%	
Faith Action Network	550.00	550.00	-	0%	
Fund Raising Share	-	-	-	-	
<b>TOTAL PROGRAM SUPPORT</b>	<b>52,450.00</b>	<b>85,450.00</b>	<b>33,000.00</b>	<b>63%</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%	
Web Site	-	-	-	#DIV/0!	
Office Rental--WBC	6,360.00	6,420.00	60.00	1%	9
Bulk	860.00	860.00	-	0%	
Postage	500.00	500.00	-	0%	
Office Supplies	1,500.00	1,500.00	-	0%	
Copier Lease	3,600.00	3,300.00	(300.00)	-8%	
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	12,500.00	10,500.00	(2,000.00)	-16%	10
Subscriptions&Memberships	400.00	400.00	-	0%	
Finance Charges	400.00	400.00	-	0%	
Bank Service Fees	250.00	250.00	-	0%	
Media					
<b>TOTAL ADMINISTRATIVE</b>	<b>43,070.00</b>	<b>40,830.00</b>	<b>(2,240.00)</b>	<b>-5%</b>	
<b>TOTAL EXPENSES</b>	<b>366,347.74</b>	<b>439,212.47</b>	<b>72,864.73</b>	<b>20%</b>	
<b>EXCESS INCOME/EXPENSE</b>	<b>-1,351.92</b>	<b>-1,118.65</b>	<b>233.27</b>	<b>-17%</b>	

# Proposed Budget for 2023 (cont.)

## Notes from Proposed Budget

1. Number modified based on Actual Giving to date in 2022.
2. Calculated as 5% of balance, with \$1 Million being added to Building Bridges Endowment balance.
3. Scheduled Decrease of 25% from SBU Grant for 2023.
4. Includes 5.9% COLA adjustment across salary. May restructure Healthcare Reimbursement into salary.
5. Includes salaries for both Associate Executive Ministers, plus Healthcare Reimbursements. Associate Executive Minister of Innovation & Design salary also 50% covered by proceeds from Building Bridges Endowment, and not reflected in this budget.
6. 5.9% COLA Adjustment for Ministry Associate for Social Media (Contract Position)
7. WA PFML = .667 of all salaries.
8. Increase in staff travel based on this year's actual travel, with some less travel by Exec. Minister, and slightly more travel by Assoc. Exec. Ministers. Annual Special Travel increased as Annual Meeting 2023 somewhere in WA State (so decrease), but ABC Biennial being held in Puerto Rico, and current totals for air travel and board for that event are higher.
9. \$5.00 per month increase in rent from WBC.
10. Audit expenses projected to go down.

## Evergreen Association of American Baptist Churches Balance Sheet

As of September 30, 2022

	01 - General Fund	02 - Endowment Fund	03 - Mission Funds	04 - Ministry Fund	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	4,125.06				4,125.06
Home Street Money Market - 4025	152,702.05	0.00	0.00		152,702.05
Home Street Savings Mission Account - 6661	0.00	0.00	30,779.83		30,779.83
New Ministry Grant	15,000.00				15,000.00
<b>Total Bank Accounts</b>	<b>\$ 172,410.87</b>	<b>\$ 0.00</b>	<b>\$ 30,779.83</b>	<b>\$ 2,006.44</b>	<b>\$ 205,197.14</b>
<b>Accounts Receivable</b>					
Accounts Receivable (A/R)	-5,000.00				-5,000.00
<b>Total Accounts Receivable</b>	<b>-\$ 5,000.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>-\$ 5,000.00</b>
<b>Other Current Assets</b>					
1073 UBC-Seattle Endowment		1,534,314.72			1,534,314.72
1187 AB Foundation Investment		589,450.07			589,450.07
1317 Pullman Endow Blend		300,012.03			300,012.03
1683 Haiti Mission Fund		1,099.47			1,099.47
1725 Roger Williams Fund		32,703.74			32,703.74
1812 Clergy Misconduct Prevent		11,145.80			11,145.80
1824 Building Bridges AB Foundation		786,206.13			786,206.13
EA Haiti School Fund (deleted)	-30.00	30.00			0.00
Undeposited Funds	15,334.26				15,334.26
<b>Total Other Current Assets</b>	<b>\$ 15,304.26</b>	<b>\$ 3,254,961.96</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 3,270,266.22</b>
<b>TOTAL ASSETS</b>	<b>\$ 182,715.13</b>	<b>\$ 3,254,961.96</b>	<b>\$ 30,779.83</b>	<b>\$ 2,006.44</b>	<b>\$ 3,470,463.36</b>

**LIABILITIES AND EQUITY**

**Liabilities**

**Current Liabilities**

**Accounts Payable**

Accounts Payable (A/P)	9,529.06	0.00	0.00	9,529.06
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<b>Total Accounts Payable</b>	<b>\$ 9,529.06</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 9,529.06</b>
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**Credit Cards**

American Express	-1,788.26			-1,788.26
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Citi Card 8768-1	0.00			0.00
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Citi-6596	-476.90			-476.90
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<b>Total Credit Cards</b>	<b>-\$ 2,265.16</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>-\$ 2,265.16</b>
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**Other Current Liabilities**

AB Men Payable	180.96			180.96
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Asian Caucus Scholarships	250.00			250.00
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Burien Community Rental	-1,800.00			-1,800.00
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Direct Deposit Payable	0.00			0.00
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Harborston CU	0.00			0.00
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Ministerial Standard Fund	250.00			250.00
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Mission Audit Adj			0.00	0.00
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Mission Receipt Payable	621.88	0.00	47,142.65	47,764.53
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Paid Family & Medical Pre	447.66			447.66
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Payroll Liabilities	0.00			0.00
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Federal Taxes (941/944)	2,691.70			2,691.70
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WA Paid Family and Medical Leave Tax	158.04			158.04
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WA SUI Employer	0.00			0.00
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WA Workers Compensation	115.54			115.54
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<b>Total Payroll Liabilities</b>	<b>\$ 2,965.28</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 2,965.28</b>
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Payroll Taxes	0.00			0.00
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PPP Loan	0.00			0.00
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Specifics Payable	100.00			100.00
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Stimulus Grant	0.00			0.00
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Venezuela Church Support	100.00			100.00
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<b>Total Other Current Liabilities</b>	<b>\$ 3,115.78</b>	<b>\$ 0.00</b>	<b>\$ 47,142.65</b>	<b>\$ 0.00</b>	<b>\$ 50,258.43</b>
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<b>Total Current Liabilities</b>	<b>\$ 10,379.68</b>	<b>\$ 0.00</b>	<b>\$ 47,142.65</b>	<b>\$ 0.00</b>	<b>\$ 57,522.33</b>
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<b>Total Liabilities</b>	<b>\$ 10,379.68</b>	<b>\$ 0.00</b>	<b>\$ 47,142.65</b>	<b>\$ 0.00</b>	<b>\$ 57,522.33</b>
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**Equity**

ABCUSA Grant Income	6,058.04			6,058.04
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Book Project	211.41			211.41
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Burmese Refugees	4,844.72			4,844.72
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EA Haiti School Fund Equity	263.31			263.31
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Euro Caucus Privilege Tra	18,122.04			18,122.04
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Fund Balance	-3,578.35	3,266,589.58	-83,333.47	2,006.44	3,181,684.20
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Haiti School Project	39,767.04				39,767.04
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Net Assets-Audit Adj			0.00		0.00
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New Church Development	290.49				290.49
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Opening Balance Equity	0.00				0.00
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Pull Endow Fixed #1318		36,385.37			36,385.37
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Retained Earnings	-37,847.70	-78,807.95	66,326.20		-50,329.45
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Roger Williams Fund		30,794.96			30,794.96
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<b>Changes to net Assets</b>	<b>144,204.45</b>		<b>644.45</b>		<b>144,848.90</b>
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<b>Total Equity</b>	<b>\$ 172,335.45</b>	<b>\$ 3,254,961.96</b>	<b>-\$ 16,362.82</b>	<b>\$ 2,006.44</b>	<b>\$ 3,412,941.03</b>
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<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 182,715.13</b>	<b>\$ 3,254,961.96</b>	<b>\$ 30,779.83</b>	<b>\$ 2,006.44</b>	<b>\$ 3,470,463.36</b>
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# Evergreen Association of American Baptist Churches

## Budget vs. Actuals: Budget 2022 - FY22 P&L Classes

January - September, 2022

	01 - General Fund				TOTAL			
	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget
<b>Revenue</b>								
ABC United Mission Return Percentage	78,500.48	94,593.87	-16,093.39	82.99%	78,500.48	94,593.87	-16,093.39	82.99%
America for Christ	3,127.65	2,250.00	877.65	139.01%	3,127.65	2,250.00	877.65	139.01%
Annual Meeting Income	1,035.00	0.00	1,035.00		1,035.00	0.00	1,035.00	
Event Income	3,429.00	2,250.00	1,179.00	152.40%	3,429.00	2,250.00	1,179.00	152.40%
Fund Raising Event Income		4,500.00	-4,500.00	0.00%	0.00	4,500.00	-4,500.00	0.00%
Individual Contributions	27,406.95	22,500.00	4,906.95	121.81%	27,406.95	22,500.00	4,906.95	121.81%
Interest	148.21	112.50	35.71	131.74%	148.21	112.50	35.71	131.74%
Investment Income	140,019.08	30,000.00	110,019.08	466.73%	140,019.08	30,000.00	110,019.08	466.73%
Region Offering	7,631.22	11,999.97	-4,368.75	63.59%	7,631.22	11,999.97	-4,368.75	63.59%
Seattle Baptist Union	40,000.00	45,000.00	-5,000.00	88.89%	40,000.00	45,000.00	-5,000.00	88.89%
UBC Annual Gift Income	129,902.47	52,665.48	77,236.99	246.66%	129,902.47	52,665.48	77,236.99	246.66%
<b>Total Revenue</b>	<b>\$ 431,200.06</b>	<b>\$ 265,871.82</b>	<b>\$ 165,328.24</b>	<b>162.18%</b>	<b>\$ 431,200.06</b>	<b>\$ 265,871.82</b>	<b>\$ 165,328.24</b>	<b>162.18%</b>
<b>Expenses</b>								
5131 Exec Min Medical	177.10		177.10		177.10	0.00	177.10	
5131 SStaff Medical		8,100.00	-8,100.00	0.00%	0.00	8,100.00	-8,100.00	0.00%
5262 Staff M&M	1,111.27		1,111.27		1,111.27	0.00	1,111.27	
5273 Contract Support Staff	675.75		675.75		675.75	0.00	675.75	
5310 Staff Travel	36,402.27	11,250.00	25,152.27	323.58%	36,402.27	11,250.00	25,152.27	323.58%
5310-001 Annual Special Travel	4,482.29	4,500.00	-17.71	99.61%	4,482.29	4,500.00	-17.71	99.61%
5311 Continuing Education	1,098.00	375.03	722.97	292.78%	1,098.00	375.03	722.97	292.78%
5312 Resources (books, etc)		375.03	-375.03	0.00%	0.00	375.03	-375.03	0.00%
5501-001 Annual Meeting Expenses	1,097.88		1,097.88		1,097.88	0.00	1,097.88	
5501-002 Asian Caucus Expenses	4,925.00	375.03	4,549.97	1313.23%	4,925.00	375.03	4,549.97	1313.23%
5501-003 Black Caucus	250.00	375.03	-125.03	66.66%	250.00	375.03	-125.03	66.66%
5501-005 Hispanic Caucus	460.00		460.00		460.00	0.00	460.00	
5503 Association Board & Comm.	556.08	749.97	-193.89	74.15%	556.08	749.97	-193.89	74.15%



5506 Fund Raising Expenses	500.00	500.00	0.00	500.00	0.00	500.00	169.90%	169.90%
5507 Event Expenses	13,592.03	8,000.00	5,592.03	13,592.03	8,000.00	5,592.03	133.34%	133.34%
5508 Kaleidoscope Collective	1,000.00	749.97	250.03	1,000.00	749.97	250.03	38.09%	38.09%
6001 Denominational Fees	100.00	262.53	-162.53	100.00	262.53	-162.53	1,500.03	79.58%
6360 Telephone	1,193.65	1,500.03	-306.38	1,193.65	1,500.03	-306.38	2,437.47	51.66%
6361 Cell Phone	1,259.10	2,437.47	-1,178.37	1,259.10	2,437.47	-1,178.37	0.00	439.69
6363 Website	439.69	439.69	0.00	439.69	0.00	439.69	375.03	430.41
6392 Postage	805.44	375.03	430.41	805.44	375.03	430.41	1,125.00	644.20
6430 Office Supplies	1,769.20	1,125.00	644.20	1,769.20	1,125.00	644.20	2,250.00	183.53
6452 Software	2,433.53	2,250.00	183.53	2,433.53	2,250.00	183.53	0.00%	450.00
6453 Video Conferencing	450.00	450.00	-450.00	0.00	450.00	-450.00	519.61%	519.61%
6454 Computer Hardware	11,691.24	2,250.00	9,441.24	11,691.24	2,250.00	9,441.24	299.97	-6.73
6900 Subscriptions&Memberships	293.24	299.97	-6.73	293.24	299.97	-6.73	299.97	283.38
6910 Finance Charges	583.35	299.97	283.38	583.35	299.97	283.38	40.00	40.00
6920 Miscellaneous	40.00	900.00	-900.00	40.00	900.00	-900.00	0.00%	0.00%
A.B. Foundation -Multi Re	2,500.00	2,500.00	0.00	2,500.00	0.00	2,500.00	0.00%	0.00%
ABSW	-50.00	-50.00	0.00	-50.00	0.00	-50.00	262.53	-262.53
ABWomen (National)	2,294.62	2,294.62	0.00	2,294.62	0.00	2,294.62	0.00%	0.00%
ABWomen (Pacific NW)	5,249.97	5,249.97	-5,249.97	0.00	5,249.97	-5,249.97	9,375.03	0.00%
Advertising & Marketing	9,375.03	9,375.03	-9,375.03	0.00	9,375.03	-9,375.03	7,200.00	3,500.45
Annual Meeting	10,700.45	7,200.00	3,500.45	10,700.45	7,200.00	3,500.45	0.00%	645.03
Audit	645.03	645.03	-645.03	0.00	645.03	-645.03	666.69%	666.69%
Bookkeeping Service	5,000.00	749.97	4,250.03	5,000.00	749.97	4,250.03	105.90%	105.90%
Bulk	2,859.22	2,700.00	159.22	2,859.22	2,700.00	159.22	885.90	-239.10
Church Council Gtr Seattl	885.90	1,125.00	-239.10	885.90	1,125.00	-239.10	0.00%	2,250.00
Copier Lease	18,439.90	13,426.83	5,013.07	18,439.90	13,426.83	5,013.07	128.49%	128.49%
DSL / Internet	75,541.66	58,790.25	16,751.41	75,541.66	58,790.25	16,751.41	0.00%	412.47
EBA Board Programs	-85.49	412.47	-412.47	0.00	412.47	-412.47	0.00%	0.00%
Exec Min M&M	375.03	375.03	-375.03	0.00	375.03	-375.03	19,500.03	-13,000.03
Exec Min Salary	6,500.00	19,500.03	-13,000.03	6,500.00	19,500.03	-13,000.03	33.33%	33.33%
Faith Action Network	0.00	0.00	0.00	0.00	0.00	0.00	0.00%	0.00%
Fund Raising Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00%	0.00%
Hispanic Caucus	0.00	0.00	0.00	0.00	0.00	0.00	0.00%	0.00%
Housing	0.00	0.00	0.00	0.00	0.00	0.00	0.00%	0.00%

Insurance-Liability	1,012.50	-1,012.50	0.00%	0.00	1,012.50	-1,012.50	0.00%
Labor and Industries	1,125.00	-1,125.00	0.00%	0.00	1,125.00	-1,125.00	0.00%
Legal & Professional Services	600.00	600.00	0.00%	600.00	0.00	600.00	0.00%
Legal Fees	420.00	44.97	111.99%	420.00	375.03	44.97	111.99%
Office Rental--WBC	5,300.00	530.00	111.11%	5,300.00	4,770.00	530.00	111.11%
Reimbursable Expenses	0.00	0.00		0.00	0.00	0.00	
Reimbursements	0.00	0.00		0.00	0.00	0.00	
Social Media Specialist	618.00	618.00		618.00	0.00	618.00	
SS Offset	1,875.78	-3,751.56	33.33%	1,875.78	5,627.34	-3,751.56	33.33%
SStaff M&M	2,133.34	-9,770.33	17.92%	2,133.34	11,903.67	-9,770.33	17.92%
SStaff Payroll Taxes	4,391.58	-2,246.91	66.15%	4,391.58	6,638.49	-2,246.91	66.15%
Staff Salaries	60,134.54	-9,887.17	85.88%	60,134.54	70,021.71	-9,887.17	85.88%
WebDesign/Master	562.50	-562.50	0.00%	0.00	562.50	-562.50	0.00%
<b>Total Expenses</b>	<b>\$ 286,995.61</b>	<b>\$ 271,098.44</b>	<b>105.86%</b>	<b>\$ 286,995.61</b>	<b>\$ 271,098.44</b>	<b>\$ 15,897.17</b>	<b>105.86%</b>
<b>Changes to Net Assets</b>	<b>\$ 144,204.45</b>	<b>-\$ 5,226.62</b>	<b>\$ 149,431.07</b>	<b>56%</b>	<b>\$ 144,204.45</b>	<b>-\$ 5,226.62</b>	<b>\$ 149,431.07</b>
							<b>56%</b>

# Honoring the Legacy of Closing Churches



On June 26, 2022, **First Baptist Church of Berkeley** held worship for the last time, celebrating 133 years of ministry. FBCB was founded in the San Francisco Bay Area in 1889. We lived out our faith during immense societal and world change with a strong focus on worship and music, missions, community outreach, and education (through our neighbors, American Baptist Seminary of the West, the Graduate Theological Union, and UC Berkeley).

Our church stood for justice and inclusion throughout its long life. We were charter members of the Association of Welcoming and Affirming Baptists, as well as advocates for women in ministry and for harmony and understanding among people of all heritages and ethnicities.

As members of the American Baptist Churches of the West, the ABC of Wisconsin, and the Evergreen Association of ABCUSA, our contributions to denominational life, along with the workers for Christ we sent into the world, stand now as our legacy for the future. As a dispersed family we will continue “Seeking to live out the Good News of God’s love for all people.”

In 1891, an intrepid group of Baptists started a church in a rented saloon in Mayfield, California. Two years later, they moved north (2 miles) to work on the building of Stanford University and the town of Palo Alto. Baptists in Palo Alto worked ecumenically with other Christians to establish the religious life of the community. **First Baptist Palo Alto** itself was started in 1893, the original church meeting in the chapel car, Emmanuel.

The congregation reached a peak of 700 members in the 1960s. Living out their understanding of the Gospel, its members were long involved in meaningful worship and caring for the community and world through commitment to mission work and for the welfare of the city.

In recent time, the congregation had shrunk in membership and its leadership was aging out.

The congregation made a wise decision to close its doors and distribute its considerable resources to support the ministries that had been so much a part of its history. The choice was made to “die with dignity” while they still had the agency to shape that legacy. Though sad to close the church, the wisdom of the decision continues to prove wise as many beneficiaries report the good First Baptist’s legacy gifts are doing around the world.





# Honoring the Legacy of Closing Churches



Since its foundation in 1952, to closing. **First Baptist Church of Mountlake Terrace** has strived to be a light in the neighborhood it was founded. Throughout the 69 years, FBC Mountlake Terrace opened its doors to people of all ages through worship, children's programs, community gatherings, and special musical perfor-

mances.

FBC Mountlake Terrace also hosted several groups from the community and shared its sanctuary with other congregations, including our sister Evergreen Church, the Filipino American Christian Community.

Upon its closure, the group pictured here shared their hopes and prayers that their legacy would continue to be a blessing to other Evergreen Churches. May it be so, in the name of Jesus.

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## Saturday Workshops and Bios

### Workshops

#### **Rev. Anne Scalfaro & Rev. Dr. Eugene Downing—Responding Together Across Races—A workshop in 2 parts**

As racial division in our society has exacerbated, how can turning towards each other help us return to God? The problem has never been God, but our refusal to see each other as God's beloved children. People of faith can wait no longer; our churches must lead the way as we build God's kin-dom. Join Rev. Dr. Eugene M. Downing, Jr. (New Hope Baptist, Denver) and Rev. Anne J. Scalfaro (Calvary Baptist, Denver) in this two part workshop designed to provide tools for responding together.

#### **Workshop I**

Share a meaningful conversation with Pastors Downing & Scalfaro about the partnership they have forged in Denver. As a result of the shooting at Emmanuel AME church in 2015, New Hope & Calvary joined together to address building relationships across races. They will share how their partnership got started, the initiatives they engage together, and the intentionality it takes to keep the partnership alive.

#### **Workshop II**

Pastors Downing & Scalfaro will continue the conversation about building relationships across races, inviting you to consider this vital work in your own ministry context and community. They will share practical ideas about how to get started with a similar partnership, including addressing the resistance that often surfaces in such work. This workshop will be interactive,

# Saturday Workshops and Bios

include your input and questions, and provide participants actionable steps to engage this work seriously.

## Rev. Travis Norvell—Church on the Move: Community Ministry

Reverend Travis Norvell challenges church leaders and members, persistently asking them and their respective churches what they are doing to make a real difference in others' lives. He proposes that the people of the "living church" start moving in, around, and with their communities to truly move toward renewal and social justice, drawing on his own experiences as a church pastor who walked, rode his bike, and took the bus as he went about his work. This workshop provides concrete, practical ways for the church body and individuals to begin implementing this movement.

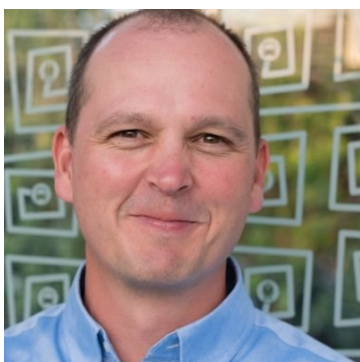
## Presenters



**Rev. Anne Jernberg Scalfaro (she/her/hers)** is the Senior Pastor of Calvary Baptist Church of Denver, where she has served in pastoral ministry for 14 years. She's a graduate of Austin College (B.A. Religion) and Harvard Divinity School (M.Div.) and was ordained at Wilshire Baptist Church in Dallas, TX following a two-year pastoral residency program. Anne's ministry, locally and nationally, is shaped by her belief that faith is a lifelong journey best shared in community, as it requires continual vulnerability, courage, and compassion. She is the co-author of the commentary, *Hebrews (Preaching the Word)*. Born and raised in Dallas, Anne enjoys Tex Mex, yoga, learning, poetry, travel, game nights, coffee conversations, puzzles, podcasts, and spending time in the Colorado outdoors with her husband, Damon, and their golden retriever, Deacon.



**Rev. Dr. Eugene Downing, Jr.** is an alum of North Carolina A&T State University, the Samuel DeWitt Proctor School of Theology and Pittsburgh Theological Seminary. Rev. Dr. Downing began in ministry in Richmond, Virginia in 1994 as a Youth Ministry intern at the First Baptist Church of South Richmond then Assistant Pastor until the year 2000 when he became pastor of the Sixth Mount Zion Baptist Church of Pittsburgh, Pennsylvania. There he served numerous community groups purposed for community revitalization along with boards of civic, community and private agencies. In 2011 Rev. Dr. Downing became pastor of the New Hope Baptist Church which has since been striving to Inspire Hope in Christ in Northeast Denver and beyond.



**Rev. Travis Norvell** is a proud native West Virginian from the town of St. Albans. He graduated from Marshall University in Huntington, West Virginia, and in 2000 from Colgate Rochester Crozer Divinity School. The pastoral life called him to serve churches West Virginia, Rhode Island, and Louisiana before arriving at Judson Memorial Baptist in Minneapolis in July, 2012, where he currently serves as Pastor. He is also an adjunct professor for United Theological Seminary of the Twin Cities. A prolific writer, his most recent book is *Church on the Move: A Practical Guide for Ministry in the Community* (Judson, 2022).



# Saturday Night Worship Order of Service

October 15th, 7:00pm MT at First Baptist Church of Denver, CO

**Prelude** – “Psalm 19” by Marcello

**Call to Worship** – Rev. Dr. Liliana Da Valle

**Invocation** – Rev. Dr. Liliana Da Valle

**Hymn** - #371 – Now Thank We All Our God

**Welcome & Time of Greetings** – Rev. Doug Avilesbernal, Rev. Anne Scalfaro

**Gospel Medley** – Minister Daryl Walker

**Evergreen Moment** – Rev. Sam Kim

**Welcoming New Evergreen Pastors** - Rev. Willie Mitchell; Rev. Anne Scalfaro, Rev. Alice Horner-Nelson, Rev. Morgan Caruthers-Fletcher; Rev. Nicole Iaquinto; Rev. Johnny Youngblood; Pastor Angeline Lau; Rev. Dr. Victoria Carr-Ware

**Offering** – Pastor Scott Pegues

**Offertory** – Min. Alex Zarecki

**Sacred Reading** – Acts 13:14-34 – Rev. Ken Curl

L: The word of God, for the people of God.

**P: Thanks be to God.**

**Special Music** – The Lord Is My Shepherd — Grace Christus

**Sermon** – Does God Really Not Change? – Rev. Dr. Molly T. Marshall

**Hymn** - #058 – Immortal, Invisible, God Only Wise

**Benediction** – Rev. Dr. Molly Marshall

**Postlude** – “Psalm 18” by Marcello

## About Tonight’s Preacher: Rev. Dr. Molly T. Marshall

Rev. Dr. Molly T. Marshall is a mentor, teacher, and guide for theological students, and challenges patriarchal structures that hinder women from full acceptance in all forms of ministry. She has worked as a youth minister, campus minister, pastor, scholar, and theological educator, seeking to dismantle all forms of oppression.

Dr. Marshall taught at Southern Baptist Theological Seminary for 11 years, and at Central Baptist Theological Seminary for 25 years, 16 of which she also served as President. Currently she is the President of United Theological Seminary of the Twin Cities. She has published thirteen books, notably *Joining the Dance: A Theology of the Spirit*.



# 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!

### First Baptist Church of Denver

Rev. Dr. Brian Henderson, Minister  
Brendan Bassett, Director of Music  
Scott Pegues, Pastoral Associate  
Kurt Kaufman, Office Manager  
Ken Johnson, Building Manager  
Arnulfo Dominguez, Custodian  
Kenny Orr, Collaborative Pianist & Organist  
Sylvia Hernandez, Church Caterer  
Volunteers from the congregation: Jacki Loftis, Kristine Rodine, Kenton Kuhn, Adam McGowen, Becky Davis, Marlene Price, Ron Sandford, Lianne Lockey, Michael Holmes, Bill Loftis.

### Calvary Baptist Church of Denver

Rev. Anne Scalfaro, Senior Pastor  
Rev. Morgan Caruthers-Fletcher, Pastor  
Rev. Alice Horner-Nelson, Pastor  
Bill Warren, Volunteer Technology Specialist  
Chad Lawrence, Facilities and Operations Mgr

Volunteers from the congregation: Denise Wylde, Virg Musil, Gordon Keift, Tom Madden.

### Evergreen Association Volunteers and Special Guests

Min. Alex Zarecki, Worship Musician at Large  
Min. Daryl Walker, Minister of Worship and Arts at Park Hill United Methodist  
Volunteers from Evergreen: Jackie Williams, Ernestine Forester  
Translators: Mario Seth Morales, Español; Lwan May Oo, Burmese

### 2022 Annual Meeting Planning Committee

Ernestine Robinson, Brian Henderson, Doug Avilesbernal

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

# Hotel Information & Calvary Van Transport Schedule



We're staying at the Warwick Hotel Denver, which is at 1776 Grant Street, Denver, CO 80203. The phone number for the hotel is (303)-861-2000. It is a four block walk south right on Grant Street, past the Colorado State Capital to reach the First Baptist Church of Denver. However, we know that not everyone is able to walk four

blocks. Calvary Baptist Church in Denver, one of our newest Evergreen congregations has volunteered their large church van, and found volunteer drivers who will shuttle people from the Hotel to the Church in the morning and from the Church to the Hotel in the Evening. These shuttle runs will start about 45 minutes before any events begin in the morning, and until 30 minutes after the worship services in the evenings. Please wait out front to be picked up.

**Friday Morning** Hotel to Church: Three runs, beginning around 10:15am going to 11am

**Friday Evening** Church to Hotel: Three runs, beginning after worship, approx. 9pm - 9:30pm

**Saturday Morning** Hotel to Church: Three runs, beginning around 7:45am going to 8:30am

**Saturday Evening** Church to Hotel: Three runs, beginning after worship, approx. 9pm - 9:30pm

**Evergreen thanks to Calvary Baptist Denver for helping make our meeting accessible for all!**

## My Notes

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# Evergreen Association

## Mission Statement

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



### EVERGREEN ASSOCIATION OF AMERICAN BAPTIST CHURCHES

Rev. Doug Avilesbernal  
Executive Minister  
P.O. Box 1044  
Kent, WA 98032

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Cell: 253-204-3067  
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[www.ea-abc.org](http://www.ea-abc.org)

