



1501 S. MoPac Expressway
Suite 200
Austin, Texas 78746

February 4, 2026

Via hframpton@afdlegal.org

Dr. Andrew Fox
c/o Alliance Defending Freedom
15100 N. 90th Street
Scottsdale, AZ 85260

RE: *Andrew Fox v. City of Austin et al*, Case No. 1:22-CV-00835-DAE, in the Western District of Texas, Austin Division.

Dear Dr. Andrew Fox:

I am writing to recognize and to thank you for your service to the Austin Fire Department ("AFD") as a volunteer chaplain between 2013 and 2021. Promoting the mental and emotional well-being of AFD members has been very important to me, as I know it was for you. The volunteer chaplain program, which you helped establish, is a vital part of our wellness mission to support the medical, psychological and fitness needs of AFD members. I appreciate that the chaplain program serves AFD members best when the program is inclusive of all faiths and viewpoints, while respecting the perspectives of everyone involved in the program.

I know you dedicated many hours to establishing AFD's volunteer chaplain program for the benefit of our members. Your station visits, invocations at ceremonies and funerals, counseling, and guidance meant a great deal to many of the department's firefighters.

Thank you for your eight years of valued service. I wish you nothing but the best in your future endeavors.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Joel G. Baker', written over a circular stamp.

Joel G. Baker
Fire Chief
Austin Fire Department