



Capital Baptist Newsletter

www.dcbaptist.org

A Publication of the District of Columbia Baptist Convention

October 2018 - VOLUME 10

un·di·vid·ed

[,əndə'vīdə]

not divided, separated, or broken into

Welcome to the 142nd Annual Gathering of Churches

A Litany for *Undivided* Churches

Leader | When the world is split on differences of opinion, we confess that we are not split down the middle—but are all on the Lord's side. We stand arm in arm, leading the charge for unity, chanting:

Congregation | **We are undivided.**

Leader | When we are tempted to worship our interpretation more than the Holy Spirit's inspiration. Not blown about by every wind of doctrine, we confess:

Congregation | **We are undivided.**

Leader | Because we have hatreds we love and people we love to hate, we ask for the vision of Peter who said to the leaders in Jerusalem: "The Spirit told me to go with them and not to make a distinction between them and us" (Acts 11.12, NRSV).

Congregation | **We are undivided.**

Leader | We wrestle not against flesh and blood but set our sights on the words of Paul who said to the church at Galatia: "There is no longer Jew nor Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus" (Galatians 3.28, NRSV).

Congregation | **We are undivided.**

Leader | Because Christ's body cannot be separated "for in the one Spirit we were baptized all into one body—Jews or Greeks, slaves or free—and we were all made to drink the one Spirit" (First Corinthians 12.13, NRSV).

Congregation | **We are undivided.**

Leader | Because Jesus prayed that we may all be one, give us the courage to answer his prayer (John 17.22). Because his blood is thicker than water, let our differences become water under the bridge.

Congregation | **We are undivided.**



October

CALENDAR

1

Grant Writing Class

22

Grant Writing Class

8

Columbus Day
DCBC Offices Closed

25-27

DCBC 142nd Annual
Gathering of Churches

10

Chapel and Staff
Meeting

29

DCBC Offices Closed

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Grant Writing Class

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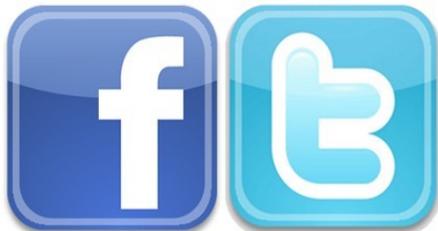
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District of Columbia Baptist Convention

UNITED IN CHRIST
EPHESIANS 4:4-6

UNDIVIDED

142nd Annual Gathering of Churches

Editor's Note

about this month's edition....

Welcome to October!

We are excited that you have decided to spend your moments with us at the 142nd Annual Gathering! Thank you to Pathways Baptist Church for graciously hosting the DCBC this year. This month we also celebrate Breast Cancer Awareness and Domestic Violence Awareness . We pray you enjoy your moments with during this great time of fellowship, love and enrichment.



Blessings to you and Enjoy!

Kimberly Anne

<https://www.tricentis.com/community/>

Purity Baptist Church & Urban Center

1325 Maryland Avenue, Northeast

Washington, DC 20002

202 397-4333

Rev. Dr. Robin A. Toogood, II- Senior Pastor



The Music and Fine Arts Ministry Presents:

CHOIR DAY 2018

Sing For Joy

“The Masses: Strengthened In Unity”

“Behold, how good and how pleasant it is for brethren to dwell together in unity!”

Psalm 133:1



Featuring the:

Senior Choir

Young People's Choir

New Generation

Gospel Jubilees

Men's choir

&

PURITY PRAISE DANCERS

Of Purity Baptist Church

Sunday, October 28th 2018

At 3:00 p.m.

COME ON AND LET'S HAVE A GOOD TIME IN THE LORD!

THE GIVING STATEMENTS



WAYS to GIVE

Our hands are open. As your partner in ministry and co-laborer in the gospel, the D.C. Baptist Convention aims to connect you to opportunities, resources and services that multiply your ministry efforts. And we are able to do this because month after month, year after year, generation after generation, your hands have been open.

You have given to us in a myriad of ways.



Visit us online at dcbaptist.org
Click the **DONATE** button at the top right corner

Text 'DCBC' and the amount you want to give to 73256.

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- 2 Send your gift.

Mail your donations to:
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Please visit [www.dcbaptist.com/GIVE NOW](http://www.dcbaptist.com/GIVE_NOW) to view more on **THE GIVING STATEMENTS!**

DON'T MUZZLE THE OX

By Andre Towner, Minister to Engage Communities



In keeping with its overall call for just societies, Christian Scripture consistently exhorts employers to justly compensate employees. A few examples are:

You shall not muzzle an ox while it is treading out the grain. (Deuteronomy 25:4)

Let the elders who rule well be considered worthy of double honor, especially those who labor in preaching and teaching; for the scripture

says, “You shall not muzzle an ox while it is treading out the grain,” and, “The laborer deserves to be paid.” (1 Timothy 5:17-18)

“You shall not withhold the wages of poor and needy laborers, whether other Israelites or aliens who reside in your land in one of your towns. 15 You shall pay them their wages daily before sunset, because they are poor and their livelihood depends on them; otherwise they might cry to the Lord against you, and you would incur guilt.” (Deuteronomy 24:14-15)

Despite this, many Christian religious organizations consistently underpay their employees while frequently expecting them to assume more responsibilities. This underpaid and overworked paradigm is one of the major reasons so many religious professionals suffer from burnout, other health problems, and/or leave the ministry all together. A 2010 New York Times article, “Taking a Break from the Lord’s Work” states “Members of the clergy now suffer from obesity, hypertension and depression at rates higher than most Americans. In the last decade, their use of antidepressants

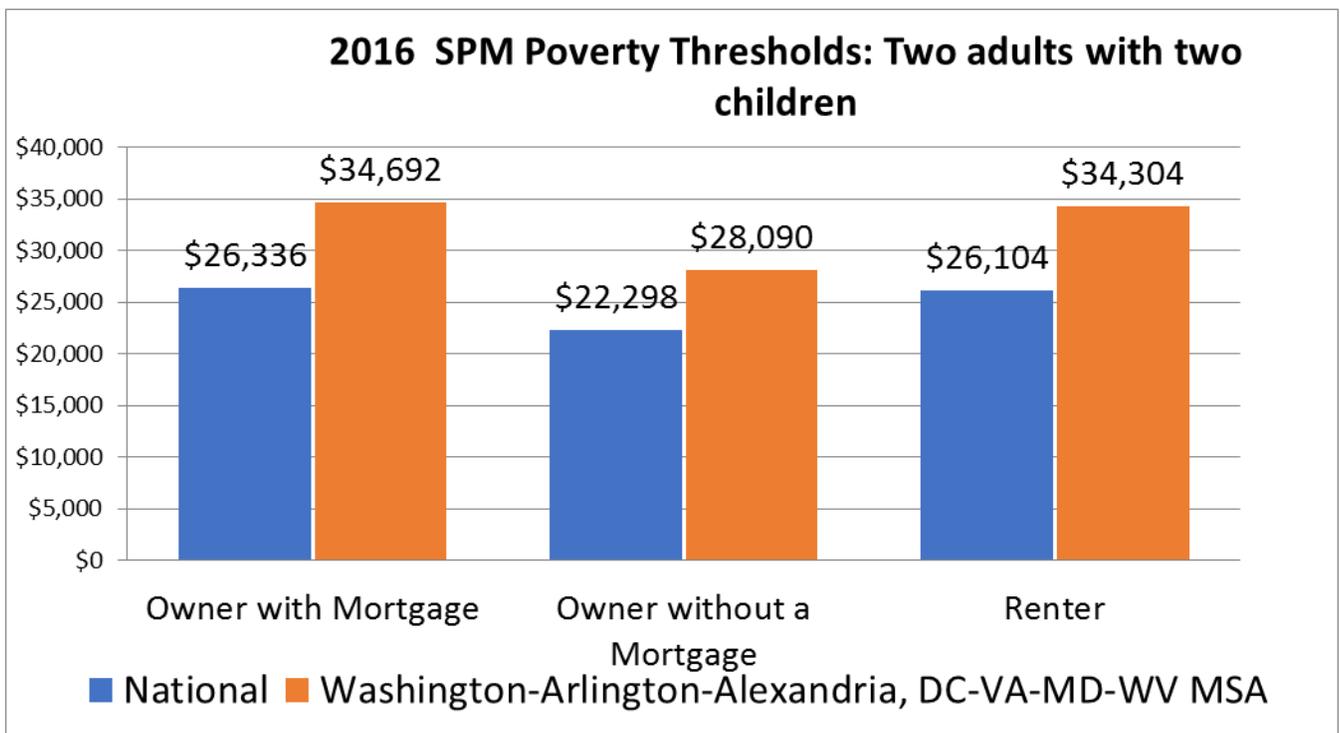
has risen, while their life expectancy has fallen. Many would change jobs if they could.” To help reverse this trend and remain viable and sustainable during these times of decreased giving and shrinking budgets, religious institutions, should consider modifying their existing employee compensation packages and work expectations to better match current realities. To do otherwise exposes their employees to the same spiritual, physical, and fiscal perils faced by so many of their peers.

Supplemental Poverty Measure

One resource to aid in this work is the Supplemental Poverty Measure (SPM). “The supplemental poverty measure takes into account family resources and expenses not included in the official measure as well as geographic variation. First, it adds the value of in-kind benefits that are available to buy basic goods to cash income. In-kind benefits include nutritional assistance, subsidized housing and home energy assistance. Then it subtracts necessary expenses for critical goods and services not included in the thresholds from resources. Necessary expenses that are subtracted include income taxes, Social Security payroll taxes, child care and other work-related expenses, child support payments to another household, and contributions toward the cost of medical care and health insurance premiums.” The DC Metro Area’s 2016 SPM of \$34,304 adjusted for inflation equals \$35, 890 in 2018 dollars and is a good reference for determining the lower salary threshold for employees working 40 hours per week or more.

2016 SPM Thresholds from Bureau of Labor Statistics for Two Adult Two Child Families living Washington, DC Metro Area

Index based on Median Rents	Homeowners with Mortgage	Homeowners without a Mortgage	Renters
1.63204	34,692	28,090	34,304



Cost of Living Adjustments

Congregations and other religious institutes should also consider implementing annual cost of living adjustments (COLA) to employee salaries to mitigate the effects of inflation as measured by the Consumer Price Index (CPI). In the case of deflation, employee salaries would remain the same. Without these adjustments, inflation will erode employee purchasing power, effectively decreasing their pay for the same or greater level of work.

Telework

In an increasing digital workspace, there is a decreased need for employees to always be physically present in a traditional office. To capitalize on this growing trend, consider allowing employees to work remotely. Many organizations have discovered that when done well a telework program has reduced office space requirements, increased productivity, and led to higher employee retention and job satisfaction rates.

Decreased Workload

One of the more difficult decisions to make during times of scarce resources is to discontinue a beloved program. However, lack of response to appeals for increased program support, in the form of volunteers assuming work previously assigned to paid staff or increased giving, could be a sign your congregation or organization is being called to minister in other and possibly new ways. While difficult, discontinuing under resourced ministries will ultimately allow staff and volunteers to focus on doing a few things well instead of struggling to maintain an unsustainable status quo.

Conclusion

Employees are an organization's greatest asset. As such, our organizations should go beyond simply complying with applicable labor laws and serve as an example of a fair, balanced workplace that matches employee compensation and work expectations. To do this, we should ensure all those in our employ are paid a living wage that places them above the poverty line. Additionally, compensation policies should include annual reviews and possible adjustments to salaries to mitigate the effects of inflation. Finally, restructuring how and what work is done can free organizations and employees to focus on their core callings. Ultimately, the long-term health and sustainability of any organization will depend on how it treats its people. To maintain or regain legitimacy as moral leaders in the communities we serve it is imperative that the Church be at the vanguard of balancing employee compensation and work expectations.



DAY OF PRAYER

The Intercessory Prayer Ministry invites you to join us for our Day of Prayer

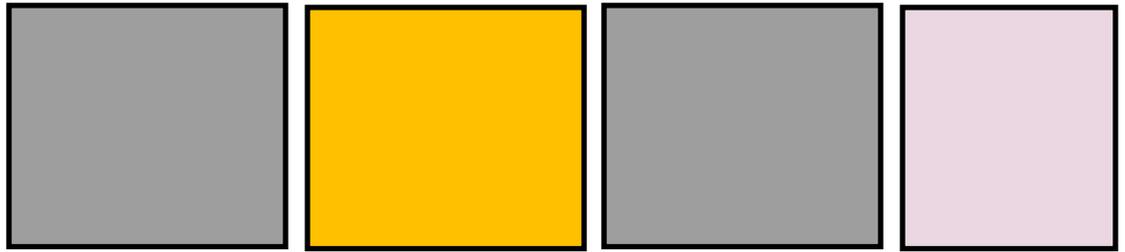
Light lunch will be served.



TUESDAY, NOVEMBER 6, 2018
10:00AM - 2:00PM

Purity Baptist Church
1325 Maryland Ave, NE Washington, DC 20002
Rev. Dr. Robin A. Toogood, II, Senior Pastor

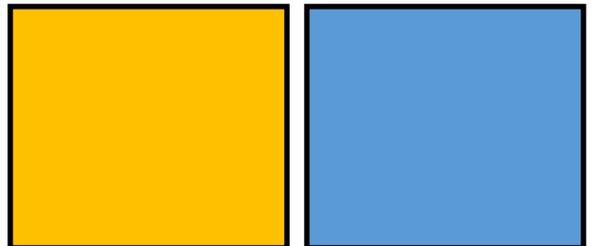
RSVP: Nelleanvail@gmail.com



**ANNUAL GOAL:
\$32,500**



the blessing



The Blessing is a campaign for the DCBC family to extend the reach of individual member congregations by collectively supporting ministries of compassion.



All monies collected will go directly to support the ministries listed. With more than 150 member churches, we believe we can reach this goal together.

LUTHER RICE MEMORIAL BAPTIST CHURCH



2nd

PASTORAL ANNIVERSARY

Rev. John William Cheek, Jr.

SUNDAY, NOVEMBER 18, 2018
11:00AM



GUEST PREACHER
Rev. Aleisha Langhorne

801 UNIVERSITY BOULEVARD W, SILVER SPRING, MARYLAND

THE *Undivided* BODY OF CHRIST

By Starlette Thomas, Minister to Empower Congregations

Our reconciler, Christ is the middle man. Our sacrifice, his body brings us together. Jesus shortens the distance between us and God. He paves the way, makes the way, clearing up any confusion about the way that we should go. His cross is our signpost. His hands pinned to a cross say, "This way. This way."

Golgotha remains largely undeveloped. The faith doesn't make martyrs like it used to. Instead, Christianity produces businesspeople and great success. Christ's life is a transaction; we exchange his message for materials. Capitalism divinized, the Scriptures become a kind of coinage and we cash in on it. Just "name it and claim it." This message has turned some heads and turned others away.

Yes, we get turned around. The songwriter is right: "Our hearts our prone to wander." And we are conditioned to turn on each other. Us against them, it is the American way. Capitalism calls for contests, for fights to the death. There can only be one winner. Crabs in a barrel, we will claw each other's eyes out for the distinction, the blue ribbon,

the plastic trophy, the sash that is a good meal for moths.

We push each other and pull on our own flesh. It all seems to get in the way. And we do this every day in a myriad of ways, this separation of self and soul, self and sibling. All God's children, we invent differences. We draw lines in the sand and around our circle of influence, our cultural group. But, our people are not God's only people. God's circle of love is so much bigger.

We cannot get a hold of God's finger. We cannot get a handle on God's love. God keeps reaching out and touching persons strange to us and those whose faces we are trying to forget. God's will is undivided. Mind made up, God's attention is not divided.

Father, Son and Spirit, God is community and the divine norm is unity. There is no separation in God, no getting between Father and Son or Son and Spirit. They work together, and this arrangement has worked forever. Christ's body, the expectation will not change. Come together.

Eyes, ears, nose, mouth and feet, all are needed. We cannot be a body without each other. This is message of the Apostle Paul to the people in Rome: "For as in one body we have many members and not all the members have the same function, so we, who are who are many, are one body in Christ, and individually we are members one of another (12.4-5, NRSV);

to the church at Corinth: "For just as the body is one and has many members, and all the members of the body, though many are, one body, so it is with Christ. For in the one Spirit we were all baptized into one body—Jews or Greeks, slaves or free—and we were all made to drink of one Spirit" (12.12-13, NRSV);

to the Galatians: "As many of you as were baptized into Christ have clothed yourselves with Christ. There is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus" (3.27-28, NRSV);

and to the Colossians, "Do not lie to one another, seeing that you have stripped

off the old self with its practices and have clothed yourselves with the new self, which is being renewed in knowledge according to the image of its creator. In that renewal there is no longer Greek and Jew, circumcised and uncircumcised, barbarian, Scythian, slave and free; but Christ is all and in all!" (3.9-11, NRSV)

Time and again, this is Paul's message and as baptized believers, it is our new reality and aim. We must reduce our allegiances, cut the ties that bind us to old identities. We must get smaller, to decrease that Christ might increase (John 3.30). We must be singular in our focus, setting our eyes on the prize and become the answer Christ's prayer: "Make them one as we are one" (John 17.22).

We need to get down to one, one body, his body. Because we share one Lord, one faith and one baptism (Ephesians 4.5). As Christ is, so we must be. *Undivided.*



OCTOBER IS DOMESTIC VIOLENCE ABUSE AWARENESS MONTH

Engaging Communities

2018 Annual Report

By Andre Towner, Minister to Engage Communities

The District of Columbia Baptist Convention's (DCBC) Office of Engaging Communities has had an extremely impactful year working with and for DCBC member congregations. We have expanded the venues in which we share the Good News of God's redemptive work. We have also been able to leverage formal and informal relationships to enhance and expand the Convention's work. Finally, we have begun revamping our community engagement model to embrace a more collaborative approach to ministry that recognizes and augments existing community efforts. Throughout the past year, the Office of Engaging Communities has vastly expanded the Convention's sphere of influence in ways that expose thousands of people to the love and work of Christ.

During the 2017–18 convention year, I had the pleasure of speaking and sharing the work of the convention in numerous forums. The first and most important were the nearly one dozen preaching and teaching opportunities afforded me by DCBC-affiliated congregations in the District of Columbia, Maryland, and Virginia. These times of worship and fellowship have enriched my understanding of the unique character of these congregations and helped me gain new insights into the specific contexts in which they minister. In addition to speaking in congregational settings, I participated in several religion-focused events. In recognition of National Religious Freedom Day, I served as a panelist for the Religious Freedom Center of the Newseum Institute's discussion titled "Faith and Freedom in a Fractured America." The event acknowledged how our current cultural moment has heightened the urgency to understand and advocate for the earliest of America's First Amendment freedoms: free exercise and non-establishment of religion. At a time when our liberties are being threatened by polarized perspectives and exclusionary politics, we are reminded daily that our country has no freedom at all unless we have freedom for all. Additionally, I participated in the DC Public School's Teacher Professional Development Day by helping social studies teachers prepare for

their upcoming world religions module. During this event, I facilitated a one-hour "Christianity 101" session that focused on Jewish Messianic prophecies, the life and teachings of Jesus, and the contributions of the Apostle Paul. Throughout this dynamic session, the teachers were able to connect major events in the life of the church to other historical events in ways that will help their students develop a holistic view of our interconnected world. In May this year, I had the privilege of being a presenter and featured panelist during Pittsburg Theological Seminary's Metro-Urban Institute's Conference, "Reimagining Faith and Community Collaboration." My presentation highlighted the unique and innovative ways the DCBC is partnering with faith-based, nonprofit, government, and business organizations to create communities where everyone has an opportunity to succeed.

In addition to speaking engagements, I have furthered the work of the convention by serving on the board of directors of several organizations. This spring, I led convention efforts to partner with the National Advocacy Center of the Sisters of the Good Shepherd, to conduct an anti-human trafficking conference at the U.S. Capitol Visitor Center. The conference was cosponsored by Congressman Jamie Raskin of Maryland and Congresswoman Ann Wagner of Missouri. During the conference, the participants heard from sex and labor trafficking survivors; federal, state, and local law enforcement officials; and treatment agencies who shared ways to recognize and thwart trafficking efforts while also ministering to victims with love and compassion. As a board and executive committee member for the InterFaith Conference of Metropolitan Washington (IFC), I helped organize and mobilize efforts to offer love-inspired alternatives to the Unite the Right white supremacist rally held in the district this summer. IFC activities such as pre- and post-event educational forums, press conferences, and parallel rallies were extremely successfully and helped shape and highlight the inclusive character of our region.

Despite its inclusiveness, our metro area mirrors much of the country in that it contains communities with high concentrations of people living at or below the poverty line. This concentration of poverty can often be directly attributed to local and national cultural, political, and economic policies and practices that have and/or continue to exploit people based on social constructs such as race and class. To engage this issue on a deeper level, the Office of Engaging Communities, in conjunction with several DCBC member congregations and partners, have been exploring ways to change the structures and practices that create these conditions. In conjunction with the American Baptist Churches USA, we have begun a multifaceted pilot program to work toward alleviating hunger in the District of Columbia's Ward 8, the district's most economically challenged and underserved community. The project is employing a three-tiered methodology of direct service (feeding programs), self-help (community gardens and increased access to nutritious meals), and structural/systemic community improvement (advocacy for the elimination of food deserts, living wages, etc.). One of our key partners in this effort is the Anacostia Coordinating Council (ACC), a volunteer membership consortium of organizations and individuals involved in the revitalization of Ward 8 neighborhoods. By coordinating DCBC efforts with the ACC's Ward 8 Faith Leaders Committee, we are beginning to better understand community dynamics and create a faith-based coalition of community members dedicated to serving long-neglected areas. In addition to the generous support of DCBC congregations, this work has also been underwritten by a generous grant from the Virginia and Gordon Palmer Jr. Trust of the American Baptist Foundation. This financial support has allowed us to host interns from local seminaries to help document and coordinate this work. Once a working model is solidified in Ward 8, we plan to share it with others who can implement its process throughout the D.C. metro area.

We are extremely thankful for all the volunteers, prayers, and financial contributions that contributed to an extremely fruitful year of serving as the hand and feet of Christ! Our work has been regionally recognized as a model for how to "do ministry" in times of declining church membership and decreased giving. People from across the nation are consistently amazed at how the DCBC continues to thrive and grow. We know that much of our work would not be possible without the tireless dedication of our member congregations and partners. For this we are eternally thankful.



40TH ANNIVERSARY INTERFAITH CONCERT



Presented by the InterFaith Conference of Metropolitan Washington



Baha'i
Buddhist
Hindu-Jain
Islamic
Jewish
Latter-day Saint
Protestant
Roman Catholic
Sikh
Zoroastrian

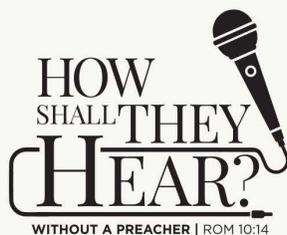
Honoring: Senator Gordon Smith
President and CEO of the
National Association of Broadcasters

THURSDAY NOVEMBER 29, 2018 7:30PM
Washington Hebrew Congregation
3935 Macomb Street NW Washington, DC

Satellite Parking Available - FREE Trolley Shuttle Provided

Reserved Section: \$40, General Admission: \$20, Senior /Student: \$10

Ticketing & Sponsorship Information: www.ifcmw.org (202) 234 - 6300



How Shall They Hear
Preaching Conference
c/o Calvary Baptist Church
10 Martin Luther King Avenue
Morristown, New Jersey
Phone: 973.267.0136 x201

Media Contact: Rev. Anthony L. Riley, Conference Director
director@howshalltheyhear.net

Press Release
For Immediate Release

How Shall They Hear Preaching Conference Returns to Morris County, New Jersey

(Morristown, NJ – June 23, 2018) On Nov. 15-17, 2018, the 11th annual How Shall They Hear (HSTH) preaching conference will take place at the Western Governor Morris Hotel in Morristown, New Jersey. Founded to “impact preachers who impact churches that impact the world,” HSTH reaches across gender, social-economic, generational, and denominational lines to empower and equip individuals who are called to share the good news.

This year’s theme is entitled “*Proclamation & Transformation: Preaching That Changes Lives*” (Isaiah 55:11b).

Confirmed presenters include...

Dr. Claudette Copeland | New Creation Christian Fellowship of San Antonio, Texas | Windcrest, TX

Dr. William Curtis | Mt. Ararat Baptist Church | Pittsburgh, PA

Dr. F. Bruce Williams | Bates Memorial Baptist Church | Louisville, KY

Pastor Jeff Dennis | Mt. Calvary Baptist Church | Akron, OH

Bishop John Guns | St. Paul Missionary Baptist Church of Jacksonville | Jacksonville, FL

Dr. Paris Smith | The Official Preacher’s Reading Challenge for 2018 and Beyond

Dr. Lisa Thompson | Union Theological Seminary | New York, NY

Held annually in November since 2008, HSTH was founded by Rev. Jerry M. Carter, Jr., Ph.D., Senior Pastor of the Calvary Baptist Church in Morristown, New Jersey. HSTH is spiritually grounded in Romans 10:9-15, which states “faith comes by hearing” the Word of God preached by someone sent by God. The scripture further asks, “How shall they hear without a preacher?”

HSTH equips proclaimers, with practical, theological resources aimed at developing the discipline of preaching in this regional leadership experience. Pastors, staff and associate ministers, ministers-in-training, and seminarians from the Northeast are encouraged to attend HSTH for instruction, inspiration, edification, and empowerment for societal transformation.

Plenary sessions and interactive workshops are facilitated by nationally and internationally acclaimed expositors. Conference attendees glean from the teaching and preaching experiences of some of today’s most prolific, prophetic, and often poetic voices who have impact in their communities.

A full listing of conference information, including the agenda and registration details as well as vendor and sponsorship opportunities, are available at www.HowShallTheyHear.net. Questions concerning the preaching conference should be directed to Rev. Anthony L. Riley, Conference Director at director@howshalltheyhear.net.

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*Impacting
preachers who
impact churches
that impact
the world...*

Space for *Grace* 2018

THY WILL BE DONE

November 14 – 16, 2018 Loews Hotel, Philadelphia



At this national conference, connect with passionate speakers and workshop leaders to consider critical issues facing Christians today and seek God's leading for creating social transformation—in an urban retreat offering refreshment and renewal.

Get more information
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800.222.3872, x2394



American Baptist Home Mission Societies
Connect. Cultivate. Change.