



The Association of Welcoming & Affirming Baptists

Associational

An Ongoing eNewsletter from the Executive Director

Issue 51 ~ February 2009

From the Director of Community Outreach

Dear Sisters and Brothers in Christ,

Recently, a female pastor of one of AWAB's newer member congregations shared with me the following story: "Fifteen years ago, a lesbian couple asked me to perform a union ceremony for them. I didn't ask permission. I just did it. Afterwards, there was quite a bit of controversy about my decision. We learned that we would need a long and deliberate discernment process about whether to join AWAB. Gratefully, we eventually joined. Just last week in worship, on the 15th anniversary of the lesbian couple's union ceremony, they stood and testified of God's faithfulness and of their love for the church. The congregation applauded enthusiastically. Joining AWAB has allowed us to be more freely and openly who we really are!"

I was deeply moved by this pastor's story. I was inspired by her courage to perform the union ceremony despite opposition, by her wisdom and perseverance in leading the congregation through a careful, deliberate and long welcoming & affirming discernment process, and by her joy in being a part of a truly inclusive community of saints.

This pastor and those who walked with her over the past 15 years are the heroes of the welcoming & affirming movement.

Lovingly,

Rev. Ken Pennings
Association of Welcoming and Affirming Baptists
The National Voice for LGBT Baptists
P.O. Box 42544
Washington D.C. 20015
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Inauguration Benediction Speaks of Inclusion

The Association of Welcoming and Affirming Baptists joins Rev. Joseph Lowery in praying, "Lord, in the complex arena of human relations, help us to make choices on the side of love, not hate; on the side of inclusion, not exclusion; tolerance, not intolerance." Following is the full text of Rev. Lowery's benediction during President Barack Obama's inauguration:

"God of our weary years, God of our silent tears, thou, who has brought us thus far along the way, thou, who has by thy might led us into the light, keep us forever in the path we pray, lest our feet stray from the places, our God, where we met thee, lest our hearts drunk with the wine of the world, we forget thee. Shadowed beneath thy hand, may we forever stand true to thee, oh God, and true to our native land. We truly give thanks for the glorious experience we've shared this day. We pray now, oh Lord, for your blessing upon thy servant Barack Obama, the 44th president of these United States, his family and his administration. He has come to this high office at a low

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About Associational

Associational is published monthly by the Association of Welcoming & Affirming Baptists, an organization of churches, groups and individuals that advocate for the full inclusion of lesbian, gay, bisexual and transgender persons with Baptist churches.

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Barbara Hulsing, Editor

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moment in the national, and indeed the global, fiscal climate. But because we know you got the whole world in your hands, we pray for not only our nation, but for the community of nations. Our faith does not shrink though pressed by the flood of mortal ills. For we know that, Lord, you are able and you're willing to work through faithful leadership to restore stability, mend our brokenness, heal our wounds, and deliver us from the exploitation of the poor, of the least of these, and from favoritism toward the rich, the elite of these.

We thank you for the empowering of thy servant, our 44th president, to inspire our nation to believe that yes we can work together to achieve a more perfect union. And while we have sown the seeds of greed — the wind of greed and corruption, and even as we reap the whirlwind of social and economic disruption, we seek forgiveness and we come in a spirit of unity and solidarity to commit our support to our president by our willingness to make sacrifices, to respect your creation, to turn to each other and not on each other. And now, Lord, in the complex arena of human relations, help us to make choices on the side of love, not hate; on the side of inclusion, not exclusion; tolerance, not intolerance. And as we leave this mountain top, help us to hold on to the spirit of fellowship and the oneness of our family. Let us take that power back to our homes, our workplaces, our churches, our temples, our mosques, or wherever we seek your will. Bless President Barack, First Lady Michelle. Look over our little angelic Sasha and Malia.

We go now to walk together as children, pledging that we won't get weary in the difficult days ahead. We know you will not leave us alone. With your hands of power and your heart of love, help us then, now, Lord, to work for that day when nations shall not lift up sword against nation, when tanks will be beaten into tractors, when every man and every woman shall sit under his or her own vine and fig tree and none shall be afraid, when justice will roll down like waters and righteousness as a mighty stream. Lord, in the memory of all the saints who from their labors rest, and in the joy of a new beginning, we ask you to help us work for that day when black will not be asked to get in back, when brown can stick around ... when yellow will be mellow ... when the red man can get ahead, man; and when white will embrace what is right. Let all those who do justice and love mercy say Amen."

Lake Street Church to Ordain Ann-Louise Haak



Ann-Louise Haak was called by Lake Street Church to be its Associate Minister in December of 2003 and has served in that capacity since January 1, 2004. She initially joined the staff in June of 2003 as the Director of Youth Programs and continues to work with youth and their families in her ministerial role. Having been raised a “generic Protestant” – initially raised in a Methodist church, confirmed in the Swedish Lutheran church, and fervently active in a Presbyterian church during her youth – Ann-Louise cherishes the open and inclusive spirit of Lake Street Church. Although the United Church of Christ is Ann-Louise’s home denomination, she is honored and joy-filled serving a congregation affiliated with American Baptists.

The Baptist distinctive of “soul liberty” perhaps best describes the path Ann-Louise wandered while coming to understand her own calling to ordained ministry. The seeds of faith that her parents planted in her during childhood blossomed into a passionate commitment to God and church during her teen years. Wanting to serve, Ann-Louise suspected that she would be a pastor’s wife one day. When she entered college and realized that she wanted instead to have a wife, the picture became more complicated. A sense of God’s presence outside the walls of organized religion sustained her during a decade of self-imposed exile from the church. Struggling to reconcile the truths she had once been taught with the emerging truth of her life, she came to understand the words of 1 John 4 – “Love is from God; everyone who loves is born of God and knows God” – in a new light. Following the path of her own conscience, and listening for the voice of the Divine in those around her, Ann-Louise realized that she was being called back into the church to work for wholeness and healing for all of God’s people. Enrollment at Chicago Theological Seminary soon followed, and eventually the path led her to Lake Street Church.

A commitment to following the radical inclusivity of Jesus flavors all of Ann-Louise’s work, not only in the pulpit, but also when leading youth trips, coordinating study groups, planning peace and justice events, or unlearning her own racism. In the words of the poet Mary Oliver, Ann-Louise says, “When it’s over, I want to say all my life/I was a bride married to amazement./I was the bridegroom, taking the world into my arms./When it’s over, I don’t want to wonder/ if I have made of my life something particular, and real./I don’t want to find myself sighing and frightened,/or full of argument./I don’t want to end up simply having visited this world.” In her sensational experience of this world, Ann-

Louise delights in the company of her partner, Shelby Hatch, and is thankful for the grounding that her family provides.

Washington Plaza Welcomes New Pastor



Rev. Elizabeth Hagan came to Washington Plaza in January 2009 with a variety of previous experiences—ministry internships with children and youth in places such as Charleston, SC, Lexington, KY, Jamaica, and Mexico. She also taught 5th grade in an inner city school for a period in Birmingham, AL. Since 2003, she has served churches as an associate pastor in North Carolina, Washington, DC, and Maryland. As the senior pastor, Elizabeth is passionate about building a strong community of faith at Washington Plaza—people who know and love each other well and who use their gifts and resources for the good of God's purposes in the world. You will often hear her sharing stories about her community of family and friends with whom she loves to have new and fun experiences. When Elizabeth has free time, she enjoys movies and keeping up with Duke basketball, hanging out with her very cool husband, Kevin, and planning her next trip with whomever wants to do something fun. Elizabeth has journeyed to places like Uganda, Rwanda, Kenya, Burma, Thailand, and Argentina in the past several years and uses these trips to shape her worldview and find opportunities for shared learning and service. Elizabeth thinks that the Washington DC area is one of the most exciting places to be and is thrilled to have this opportunity to serve this community!

Pullen Memorial Baptist Church Addition Dedication

Increases community missions, welcomes all, reduces crowding, in 'green as can be' structure.

RALEIGH - Pullen Memorial Baptist church, which celebrates its 125-year anniversary in 2009, dedicates a 9,000 square foot addition on Sunday, February 1, 2009. After years of crowding, the 700-member, progressive Baptist church needed more space to house current programs and expand missions for its homeless, marginalized and job-seeking neighbors.

Designed for accessibility and energy efficiency by Dixon Weinstein Architects, a Carrboro-based firm, the addition won a North Carolina AIA Honor Award - which recognizes excellence in architecture, interior architecture and urban design - before it was built. The new, ramped entry welcomes people and allows public access to a quiet, planted area designed for contemplation. To preserve and protect the environment, the addition was built using recycled materials, and features a green roof, rainwater cistern, geothermal heating/cooling and daylighting to take advantage of natural light.

"We've been holding Sunday school in the hallways for more than 15 years, so it was clear the church needed a solution," said Nancy Petty, co-pastor of Pullen Memorial Baptist.

The effort, which was inspired in part by co-pastor Jack McKinney's observations about the church's needs, involved "considerable research, plenty of congregational meetings and much prayer" before a decision was reached to build, stated Regina Parham, chair of Pullen's Design and Construction committee. "The church's 2003 Master Plan named our goals to be more welcoming, more accessible and to expand our missions, but the more we discussed it, the clearer it became that we also wanted to design as 'green' a structure as we could. We're very proud to have included so many sustainable features in the project."

Pullen began its three-year capital campaign in 2006 with pledges totaling \$2.2M of the needed funds. An unexpected bequest in 2008 was a welcome additional boost leaving the remainder of approximately 20% of total costs to be financed through First Citizens Bank. "The Pullen congregation is to be commended for its generosity and faithful stewardship," said Steve Smith, chair of the capital campaign committee.

The new space will offer showers, laundry facilities and programs for job seekers. "The addition meets long-standing congregational needs and will house our new non-profit, The Hope Center at Pullen. By providing space for other community services, we can increase our impact" said Cathy Tamsberg, Minister of Outreach and Adult Education.

Libby Stephens, Minister of Children and Their Families, is delighted with the 3 additional classrooms and new playground because "Now our children's programs are all in one part of the building and our youngest can reach the playground now without having to look both ways." Adding a larger kitchen and social hall with adjacent courtyard, as well as a spacious rooftop patio outside a new chapel, the expansion provides new opportunities for informal gatherings and community fellowship.

The ribbon-cutting will be held after the 11 a.m. service and the public is invited to enjoy tours and refreshments. The address is, 1801 Hillsborough Street Raleigh, NC 27605. For more info call: 919.828.0897

Writing Bug Struck Pastor

by Bill McCleery, Indianapolis Star

T. Wyatt Watkins is both a pastor and a published author, ministering to the congregation of Cumberland First Baptist Church. Though some people may associate the Baptist name with conservative traditions, Watkins stresses the need for a progressive outlook aimed at how to "practice Christian faith in a post-modern world. His congregation, for example, is "intentionally welcoming and affirming of gay and lesbian individuals," he says. Via e-mail, Watkins answered five questions about his faith, ministry and writing.

Question: You are both a pastor and a published author. What motivated you to write books?

Answer: My father is a published poet and composer. I've always marveled at his creative process. About a decade ago, I caught a muse myself. Writing became not merely an option but a necessity. You write about what you know. "Gospel, Grits and Grace" and "How Sweet the Sound" are books set in a fictional church that -- imagine my shock! -- parallel my crucible pastorate, fresh from seminary. My third and fourth books are musings on the sacred privilege and challenge of parenthood. Raising my kids has been a faith education like none other. "What Our Kids Teach Us About Prayer" chronicles my discovery that parents have at least as much to learn about spirituality from their children as the other way around. Unscripted, kids can speak simply and directly to God in a way we adults struggle to do. Through listening to our children praying, we can be newly emancipated from prayer's drudgery to its unfettered wonder.

Q: What drew you to the Baptist tradition and doctrine?

A: During my childhood, my parents were ministers of music at an American Baptist church in Illinois. I have family roots and ministry ties among Presbyterians, Methodists, Disciples, Congregationalists and Episcopalians. But I have long cherished the [historic](#) Free Church principles championed by Baptists. These include the fragile freedoms of local church autonomy, individual soul freedom, and separation of church and state -- fragile because of religion's constant temptation to impose conformity on the mistaken grounds of some person or group's claim to absolute truth. What excites me is when Baptists recall and renew their formative experience of championing religious liberty amid tyranny, even at personal risk. This makes me proud to be Baptist.

Q: How would you describe the church you now serve?

A: At Cumberland First Baptist Church, we aim for excellence through thoughtful teaching and preaching, passionate and personal worship, and conscientious mission. Music and the arts also characterize our life, through such ministries as Cumberland Arts and Off the Beaten Path Coffee House. And we strive to be a community of genuine warmth and extravagant welcome. We are brimming with children and are attracting new and young

families to our ministry. We are also intentionally welcoming and affirming of gay and lesbian individuals who are on a journey toward devoted covenant relationships similar to most all people of faith.

Q: What writing projects are you currently involved in?

A: Just now I am developing with my Cumberland colleague Kevin Rose a line of resources for progressive Christians and congregations called FaithNext. How do we practice Christian faith in a post-modern world? FaithNext seeks concrete and thoughtful answers to this question. Our goal is to help congregations honor their historic faith while reimagining it in light of new, broadened and enriching understandings. I am also excited about my collaboration with T.H. Gillespie, a local veteran Celtic music performer, on White River Celtica, a new Irish Celtic band.

Q: What, in your mind, is the significance of the Christmas holiday?

A: It's hard to imagine that Christmas as we know it is a fairly recent phenomenon. In his new book, "The Man Who Invented Christmas," Les Standiford points out that until Charles Dickens wrote "A Christmas Carol," little of the pomp existed -- Christmas trees, cards, gifts, garland. Some might bemoan the change. I am thankful that a tale of empathy and charity caught the cultural imagination. Consumer excess aside, the splendor and pageantry of Christmas can still focus the attention of the entire globe on the lavish grace of God which Christians find bound up with the birth of an extraordinary child and a miraculous hope in Bethlehem. Keep it coming!

New Baptist Covenant Update

The New Baptist Covenant is gearing up for increased activity this year, including four regional Celebrations. (The first took place in Birmingham, Alabama, in January.) The New Baptist Covenant is also planning a triennial national celebration in 2011. The organizers hope you will participate in the regional meeting near your location and continue to pray and financially support the New Baptist Covenant. Please spread the word about these regional Celebrations and plan to attend the event near you.

Kansas City, Missouri

The Kansas City Celebration will be April 2-4, 2009 at the Pleasant Valley Baptist Church (1600 North 291 Highway in Liberty, MO 64068). The theme for the Kansas City event is "Baptist Border Crossing." Learn more about the Kansas City event at [their website](#).

Speakers include:

President Jimmy Carter
 David Coffey, President of Baptist World Alliance
 David Goatley, Executive Secretary of Lott Carey Foreign Mission Convention
 Carolyn Ann Knight, Can Do Ministries
 Tony Campolo, Eastern University

Co-chairs of the Network Task Force include Rev. Dr Wallace Hartsfield II (Pastor, Metropolitan Missionary Baptist Church of Kansas City, MO) and Dr. James Hill (Executive Director, Baptist General Convention of Missouri).

Winston Salem, North Carolina

The Winston Salem Celebration will be April 24-25, 2009 at Wake Forest University with the theme, "This is God's Year to Act: Responding to a Society in Crisis." For more information on the Winston Salem event, visit [our website](#) or call 336-758-5121.

Speakers Include:

President Jimmy Carter
 Maya Angelou
 Dr. Clifford Jones, Pastor, Friendship Missionary Baptist Church, Charlotte
 Rev. Amy Deane, Co-Pastor, Park Road Baptist Church, Charlotte
 Special Feature: Honoring Dr. James Dunn with Judson/ Rice Award

Co-chairs include Dr. Bill Leonard (Dean, Divinity School WFU) and Dr. Serenus Chunn (Pastor Zion Baptist Church, Winstorn-Salem, NC).

Norman, Oklahoma

The Norman, Oklahoma Celebration will be August 6-7, 2009 at the Norman, OK Convention Center.

Speakers Include:

President Jimmy Carter
(Others in Process)

Co-chairs of a Thirty Member Steering Committee include Bruce Prescott (Mainstream Baptists of Oklahoma, United Ministry Center) and George Young (Pastor, Holy Temple Baptist Church, Oklahoma City, OK).

The Baptist Theological Student Network, formed out of the New Baptist Covenant, meets at Mercer University Atlanta campus March 26-28. Theme: Serving the least of these.

For more information, contact Lauren Waggoner, McAfee School of Theology, 678-547-6474

A fifth regional Celebration will be in Chicago, with an anticipated date in June, 2010. Other events are expected to emerge in the coming weeks and months, including the triennial celebration to be held in 2011.

For more information about the [New Baptist Covenant](#) visit our [website](#).

Jimmy R. Allen
Coordinator, New Baptist Covenant

New Transgender Resources Available

Spiritual Reflections

Gender Identity and Our Faith Communities: A Congregational Guide for Transgender Advocacy, is a new curriculum based on the contributions of transgender people, their families, and clergy. The curriculum is edited by Rev. Chris Glaser with contributions by transgender educators Margaret Blankers; Dana Beyer, M.D.; Rev. Sarah Carpenter-Vascik; Jakob Hero; Rabbi Elliot Rose Kukla; Rev. Elizabeth Macaulay; Dr. Virginia Ramey Mollenkott; Rev. Phyllis V. Pennese; Rev. Drew Phoenix; Rev. Allyson Robinson; Rayees Shah; and Rev. Dr. Erin Swenson.

Drawing on a wide array of personal experiences, religious and cultural analysis, and diverse faith journeys, the hope is that this curriculum will empower people of faith with the knowledge and skills necessary to transform their communities and congregations into welcoming environments and will turn participants into advocates for transgender rights.

- [Download the curriculum](#)
- [Download accompanying audio files](#)

Out in Season: A Transgender Encounter with the Church Year

Through the Church Year, Christians - as individuals and communities of faith - remember and celebrate God's holy time of healing, freeing, and reconciling. Year after year, Christians journey from the longings of Advent, the joy of Christmas, and the depths of Lent to the good news of Easter hope. Here we explore that journey with transgender sisters and brothers. Through these commentaries you will discover fresh perspectives about the seasons of the Church Year from a wide-range of transgender experiences. Included are stories and reflections by eleven transgender laity and clergy. Together, prayerfully and imaginatively, they listened to their hearts and now let you in on what these days and seasons mean to them. [Read more](#) about *Out In Season* and watch the video with **Rev.**

Dr. Sidney D. Fowler, editor for *Out In Season* and Rev. Dr. Erin Swenson, one of the *Out In Season* writers. [Read the first commentary](#) for Advent, Christmas, and Epiphany and watch the video with Rev. Allyson Robinson, one of the writers for *Out in Season* and HRC's Associate Director of Diversity.

Alliance Newsletter Goes Digital

The [Alliance of Baptists](#) monthly newsletter is going digital! Beginning January 2009 *connections* will become an e-newsletter and you won't want to miss a single issue of news, [mission offering recipients](#), features, [church profiles](#), [job openings](#), [upcoming events](#), and other information of interest to progressive Christians.

We are thrilled that *Connections*, the Alliance's monthly newsletter that has been published and mailed since January 1998, will help the Alliance conserve both natural and financial resources, will provide space for more news and features, and will allow the reader to quickly link to more detailed information. If interested in receiving *Connections* electronically, [Sign up for the newsletter](#).

Church News

Good Shepherd Community of Faith, an American Baptist and UCC congregation and an AWAB member church located in Buffalo, NY, is hosting a *Candlelight Celebration of Music for the Children of Roswell*. The event, featuring **The Buffalo Gay Men's Chorus**, will benefit Carly's Club and the children's unit of Roswell Park Cancer Institute. The concert will be held on Saturday, February 7, 2009.

Tell us what is happening at your church! You can send the information to bhulsing@timeposition.com so that it can be included in this e-newsletter.

Bits 'n' Bytes

- An outspoken and polarizing voice in conservative Christian politics resigned from the National Association of Evangelicals after a radio interview in which he voiced support for same-sex civil unions and said he is "shifting" on gay marriage. The Rev. Richard Cizik's comments — made on a Dec. 2, 2008, "Fresh Air" broadcast on National Public Radio — triggered an uproar that led to his stepping down as NAE vice president of governmental affairs.
- The January 18th big Lincoln Memorial show was billed as the "We Are One" concert, intended to celebrate the inauguration of Barack Obama with a spirit of unity. But for those watching at home, [one participant was excluded](#) -- Gene Robinson, the "first openly gay, non-celibate priest to be ordained a bishop in a major Christian denomination." Robinson was on hand to deliver an opening prayer to the event, but this prayer [went unseen by anyone watching](#) on HBO. Reached for comment, a spokesperson for HBO stated that decisions regarding the timing and presentation of Robinson's remarks were made by the Presidential Inaugural Committee and that Robinson was "not a part of our show from the start." Indeed, Robinson appeared minutes before the 2:30 pm start time of the concert coverage. HBO's response to the matter has been uniform. "The producer of the concert has said that the Presidential Inaugural Committee made the decision to keep the invocation as part of the pre-show."

For a complete reading of the above articles and additional Bits 'n' Bytes of information, go to www.welcomingresources.org/news.

Opportunities

First Baptist Church of Iowa City Seeks Pastor

First Baptist Church of Iowa City, an open and inclusive community of faith, seeks to call a full-time pastor to lead our small but vibrant church family in the path God has set for us.

QUALIFICATIONS

A degree from an accredited seminary is required (M.Div. preferred). A minimum of a year's experience as pastor of a congregation is preferred. Because our Sunday morning worship service is the centerpiece of our congregational life, our new pastor should be particularly gifted at preaching and teaching the Word of God, to encourage and sustain all who join us in worship. In addition, our new pastor should possess: gifts for ministering and counseling individuals and groups; talents for visualizing and initiating new ministries; and administrative abilities to organize and supervise a small part-time staff and dedicated volunteers.

RESPONSIBILITIES

The pastor's primary responsibilities include: preparing compelling weekly sermons, planning a Sunday worship service in coordination with the church cantor, counseling and visiting members and nonmembers, managing daily operations, and meeting with church committees.

ABOUT FIRST BAPTIST CHURCH OF IOWA CITY

Founded in 1841 and affiliated with American Baptist Churches USA, First Baptist Church of Iowa City (www.fbc-iowacity.org) maintains a long tradition of Christian service to our community and our world. We are a congregation marked by diversity across many spectra: ethnic, political, economic, and educational. This diversity reveals our dedication to Christian love, and also challenges our leaders to sustain a common vision. We are known for outstanding sermons and music, and we currently follow a liturgical worship style, although the congregation remains open to adapting our style of worship and to calling a man or woman not currently ordained in the ABC-USA.

Home to 67,000 residents and the University of Iowa (www.uiowa.edu), Iowa City (www.iowa-city.com) is consistently named one of the best places to live in the United States. Access to academics, the arts, healthcare, and athletics is outstanding. Our neogothic church building is walking distance to both campus and downtown.

TO APPLY

Applicants should forward the following: a cover letter indicating interest in leading our church; a resume; a brief vision statement elaborating your philosophy for small, growing churches; and a copy of a sermon exemplifying your understanding of Christ's life, death, and resurrection. (Finalists will be asked for a taped service/sermon.) Please mail these to: Pastor Search Committee, First Baptist Church of Iowa City, 500 North Clinton Street, Iowa City, IA 52245. Review of applications begins February 15, 2009, and continues until the position is filled. Direct questions to committee chair Brendan Young at YoungPS@prodigy.net or phone the church office at 319-338-7995.

Center for Social Inclusion Seeks Advocacy Director

CENTER FOR SOCIAL INCLUSION: A PROJECT OF THE TIDES CENTER

65 Broadway, Suite, 1800
New York, NY 10006

www.centerforsocialinclusion.org

The Center for Social Inclusion (CSI) is a national intermediary organization. CSI works to build a fair and just society by dismantling structural racism. We partner with communities of color and other allies to create policy strategies, leadership capacity, and multi-racial alliances to end racial disparities and promote equal opportunity. With our partners we conduct applied research, develop policy reform ideas, translate them for the public, engage in public education activities, teach our communities, and convene stakeholders. CSI works at the local, state, and national levels, with a geographic emphasis on the Southern United States and New York. CSI is also building its

relationships with the field of organizing nationally. CSI is creating a new mid-level management position to support the organization's ability to meet organizational and project goals.

FULL-TIME: 40 hours per week SALARY RANGE: \$60,000 - \$75,000

ESSENTIAL FUNCTIONS:

The Advocacy Director's essential functions are to assist the organization and its partners in development of policy reform ideas and strategies to transform the current structural arrangements that produce racial inequity. The Advocacy Director conducts policy research, develops reform ideas and models with staff and allies, builds organizational relationships, and develops and executes public education strategies. Public and ally education activities includes designing tools to support policy reform activities and public will-building, as well as communications activities to win policy reforms at local, state and national level. The Advocacy Director works closely with all organizational staff to support advocacy strategies connected to on-going projects and programs. As necessary, the Advocacy Director supports fundraising activities.

MAJOR DUTIES AND RESPONSIBILITIES:

- Developing policy reform strategies to advance organizational goals;
- Conducting and reviewing research;
- Drafting and editing reports and creating other advocacy tools;
- Developing dissemination strategies for reports and advocacy tools;
- Developing communications strategies to advance organizational policy goals and building public will for racial justice policies;
- Identifying and developing relationships with potential organizational and individual partners for project activities;
- Working to build a stronger field that supports racial justice;
- Supervising project staff (Advocacy Coordinator, Researcher, Research Associate), when appropriate;
- Designing and facilitating meetings to develop and move ideas and network relationships;
- Participating in workshops, conferences, panel discussions.

SUPERVISION:

The Advocacy Director reports to the Director and the Associate Director.

REQUIREMENTS:

- Demonstrated commitment to social justice and antiracism work;
- A minimum of five years experience in social justice advocacy;
- A minimum of two years supervisory experience;
- Strong analytic skills, particularly related to structural transformation and race;
- Strong strategic thinking skills;
- Strong interpersonal skills;
- Ability to develop strong working relationships with other organizations;
- Ability to supervise staff to ensure project goals are met;
- Ability to work closely with others in a small office environment;
- Strong organizational skills;
- Strong communication skills, written and oral;
- Strong meeting facilitation skills;
- Completion of at least a Masters Degree in a relevant social science (e.g., political science, economics, sociology) or a law degree;
- Competent in the use of Access, Windows, Excel and Power Point.

Interested individuals should send a cover letter, resume and three references to:
Natalie Almonte, Office Manager, Center for Social Inclusion at the above address.

APPLICATION DEADLINE

February 15, 2009

Yesenia Bran, Administrative Assistant
Center For Social Inclusion
65 Broadway, Suite 1800
New York, NY 10006

P: 212-248-2785 x1453

www.centerforsocialinclusion.org

Associational is a periodic e-newsletter of the Association of Welcoming & Affirming Baptists, a network of 75 churches and hundreds of individuals who have joined together to advocate for the full inclusion of lesbian, gay, bisexual and transgender persons within Baptist communities of faith. Please forward this e-newsletter to interested friends. Copy relevant information into your organization's bulletin and newsletter. To subscribe, send an e-mail to subscribe@wabaptists.org with SUBSCRIBE in the subject line. To be removed from this list, send an e-mail to unsubscribe@wabaptists.org with REMOVE in the subject line. To read back issues of Associational, go to: www.wabaptists.org/associational.htm.

To learn more about the Association, go to: www.wabaptists.org