

NBCUSA Faith Based Initiatives Vision and Ministry Plan

Executive Summary

This plan is submitted outlining the vision, rationale and plan for the Faith Based Initiatives.

As Chair of the Faith Based Initiatives of the National Baptist Convention, USA, Inc., it is my vision to provide resources to the denomination which will build capacity for ministry.

We will seek, through the National Faith Based Initiatives, to add value to NBCUSA church membership, by building a vehicle which will support the local Church, Association and State Convention in accomplishing its ministries, by providing grant opportunities for financial support, as well as, training opportunities for its member, thus building both capacity sustainability.

Our goal is to advance best practices of ministry and community engagement to the local church, district association and state conventions.

The National Faith Based Initiatives department will seek to engage each State Convention, District Association and Church in enhancing its organizational structure, community outreach and ministry objectives in a way which will improve the eventual outcomes of their individual work.

Denominational Vision Support

The Faith Based Initiatives department will leverage the strength of the National Baptist Convention, USA, Inc. to bring resources from each of the federal departments, having faith-based offices and from private funding sources in order to provide capacity for Convention programs.

The Faith Based Initiatives Department will create a series of competitive bid grants which member churches may apply to the Convention for funding. This will assist the Convention in transitioning to a denominational model by adding value to membership and unifying NBCUSA churches in purpose and program.

The Faith Based Initiatives Department will provide sufficient funding to the Convention to enable it to plan for denominational ministry, rather than focusing upon paying for the next meeting.

The Faith Based Initiatives Department will provide to the Convention, a steady stream of income through which to maintain current ministry objectives.

The Faith Based Initiatives Department will provide additional resources to the Convention which will allow it to envision expanded denominational ministry.

Enhancement of Convention Infrastructure

Denominational funding from various Faith Based Initiative commissions will enable the Department to support the work of Convention Auxiliaries, Boards and Ministries.

The Faith Based Initiatives Department will utilize and resource current ministries possessing the capacity, to supply scope of work

requirements called for in grant deliverables. **For Example:** If a grant calls for web presence and digital communication, the National Baptist Convention will utilize and pay the Convention's Technology Ministry to provide such services. This will provide more resources to the group or ministry and build the capacity of the Convention as a whole.

We want to build a foundation for becoming more responsive, efficient and effective in meeting the needs of our members and fulfilling the purpose of the Convention in the 21st century.

There is a need for realigning the Faith Based Initiatives Department of the Convention to:

- become more operationally efficient and effective
- international/global
- National
- State
- Local
- better meet the needs of its members;
- formulate and carry out its mission in a way that is relevant and speaks to the needs and culture of our current times; and provide a foundation for growth and long-term success of the Convention.

The Departmental Structure

Central to the success of this initiative is its structure. Each **Commission** within the department is organized to correspond to each of the federal faith-based offices within the United States Government. Each of the Commissions is led by a **Director** who will oversee all matters pertaining to the focus of the Commission. Within each Commission several key processes will take place:

1. sharing information
2. identifying areas of overlap and gaps in service

3. developing policy to be transmitted to local, state and national governmental bodies.
4. Identify resources from federal and private funding sources.
5. Create vehicle for effective utilization of all resources obtained.
6. Policy development.

Major Recommendations/Initiative Structure and Processes Needed for Success

1. Incorporate the Faith Based Initiative structure into the strategic planning processes of the Convention.
2. Establish a tri-annual schedule of Department meetings for sharing information, identifying opportunities for coordination and sharing responsibility for achieving goals.
3. Share progress on the Department goals with the Convention on a tri-annual basis at the time of the Mid-Winter Board Session, Congress Meeting and Annual Session.
4. Develop qualifications and processes for the selection and appointment of Commission members and leaders.
5. Include substantive participation of a representative cross-section of the Convention membership in the work of the Commission. A special emphasis will be placed on ensuring that younger pastors and leaders are represented and actively involved with opportunities for hands-on development of leadership skills.
6. Identify recommendations for organizational re-alignment and/or structural changes needed to continue making progress beyond 2020.
7. Develop and promote a systematic public policy and advocacy agenda that will inform and inspire the totality of the Convention to act as agents of change.

Department of Homeland Security/FEMA

Disaster Equity

Disaster management is an \$8 billion business. The Robert T. Stafford Act declares that 26 percent of those dollars should be directed to or set aside for Minority Certified Businesses. Today, less than 7 percent of those dollars are being directed to Minority Certified Businesses.

The US Department of Transportation and the National DBE Certification Agency, currently have a listing of over 876,000 Minority Certified businesses with 76 percent of those businesses being Service Providers—53 percent Construction, and 58 percent Contractors. This is the Contractor breakdown: 2 percent prime Contractors; 10 percent tier 1 Contractors; 28 percent tier 2 Contractors; and 30 percent tier 3 Contractors.

These statistics show a large disparity between funds available and funds being dispersed to certified minority contractors. The following is being done by the NBCUSA, Inc.:

- Developing a working database that will be approved on the federal level and presented to state officials to assure that the Robert T. Stafford Act is met.

Rationale: This database is designed to help eliminate the epidemic of the underutilization of Minority Certified Businesses by our government and assist Minority Certified Businesses with obtaining federal, state and local government level contract opportunities.

Train leadership for Disaster Relief at state and regional levels and implement training at local levels so that our churches are prepared to respond to disasters in their local communities; identify and secure external funding to under gird our efforts.

Goals:

1. Build the capacity base for program operations in each state.

2. Establish membership and partnerships with other organizations active in disaster.
3. Establish relationships with affiliated government offices i.e. Homeland Security and FEMA
4. Provide training seminars at local church base levels.

Housing and Urban DEvelopment

Mission to develop affordable housing for low and moderate income persons, particularly for senior citizens and the disabled. NBC USA, Inc. has 30 Housing Properties in 27 cities and 15 states.

Department of Education

Nationally, a third of all students who enter high school do not graduate on time (if ever). According to the Pew Foundation, almost 2500 students leave high school every day. At risk students are disproportionately from low-income and minority families. The Education Testing Services (ETS) report that there are three factors that add to this problem: socioeconomic characteristics, the number of parents living in the home; and the history of frequently changing schools. Additional factors include truancy, low test scores—causing students to fall behind grade level, and chronic misbehavior.

Children with minimal education credentials represent a community failure. The one-million- students-per-year dropout rate is not only community and state disgrace, but also a national disgrace. This is a call for action. Losing one out of three high school students is unacceptable. Having low- performing schools is unacceptable.

The state of education for African-American youth is even more abysmal. According to ETS, in a publication *One Third of a Nation*, 50 percent of African-American students graduate from high school. The rate for

African-American males is lower. The results of these statistics are unemployment, crime, ill health and chronic despair. This is a call for action.

The National Baptist Convention, USA, Inc. has accepted the call for action and is poised to make its presence known in the education enterprise. There are several reasons why NBC is ready to accept the call to action.

- NBC, USA, Inc. has established educational resources among some of its member churches;
- NBC, USA, Inc. has established rapport and connections with other entities among Faith-based Partnership Initiatives; and
- NBC, USA, Inc. has the capacity to impact millions of students through its member churches.

Education Priorities

- Equitable funding
- Early childhood education
- Low-performing schools (AYP)
- HBCUs and other Institutions serving minorities
- Support for the ESEA flexibility plan

Work to be done:

- Train faith-based leaders in order to disseminate information about educational resources.
- Disseminate information about funding sources.
 - (1) Writing grants
 - (2) Completing grant applications
 - (3) Forming partnerships
- Identification of state contacts and other significant contacts that can assist in the education endeavors.
- Urge state officials to take advantage of the ESEA flexibility.
- Work with state and local officials in determining a course of action.

Department of Justice

Mission Statement, Goals, Officers

To coordinate, collaborate, and give oversight to all efforts of our Convention in areas of crime, violence and imprisonment.

Goals:

1. Continue to collect and compile prison ministry surveys for NBC, USA, Inc.
2. Conduct National justice Sunday (held the Sunday prior to Martin Luther King Jr. Holiday Observance) which Celebrates the legacy of preaching by Rev. Dr. Martin Luther King Jr., and engage local NBC, USA pastors and churches to pursue peace, justice, and service in the area of prison ministry and criminal justice.

Voter Suppression—State Voting Law Changes

Several states have enacted Voter Identification Laws such as Texas and South Carolina. In addition, some states have also mandated a change to their early voting rules curtailing Sunday voting. Important questions that need to be addressed are the following:

- How have changes in State Voting Laws affected individual voting rights in predominantly African-American communities?
- Have public assistance and disability services been curtailed in any form?
- Has absentee balloting been affected by any of the recent changes?
- Will our service men and women overseas still be able to vote while serving on the foreign battlefields?
- Does the process of registering and voting favor veterans returning from war?

The Reentry of Former Prisoners Back into Society

- Statistics show that there are disproportionate numbers of African Americans incarcerated as it relates to a percentage of the population and as compared to other ethnic groups. What steps are being taken by the administration to reduce the probability of incarceration on the front end, which further reduces the risk of reentry on the back end?
- Incarceration continues to be a method used to disenfranchise African-American men with regard to jobs, housing, and voting rights privileges. Community re-entry should be of utmost importance to all law-abiding, concerned citizens. There is a need for faith entities, community organizations and government to collaborate in an effort to provide meaningful transition.

- With only 30 percent of all high school students graduating HS which increases the probability of 70 percent getting involved in criminal activity, how is the administration addressing this alarming issue called “the school-to-prison pipeline”?

Department of Health and Human Services

Establish a formal health and wellness agenda and capacity development that is coordinated across all Convention entities.

- Health Fair - Offers health screenings, particularly focused on health problems facing African Americans.
- Provides information and resources regarding health issues affecting African Americans; offers classes, screenings, etc.

While segments of the American population are living longer, more productive lives—and while it seems as if the health of the nation has improved—a tremendous number of health disparities still exist between African Americans and other ethnic groups. African Americans have the highest age- adjusted death rate for heart disease, cancer, diabetes, and HIV/AIDS.

Health Disparities

- There are many health disparities in the African-American community. What actions are being taken by the Administration to combat these debilitating diseases?
- The role of Community Wellness Centers: "What central meaning or purpose does the Administration see regarding Community Wellness Centers?" "Does the Administration place a priority on these centers?"
- How does the Affordable Care Act end health disparities in the African-American community?

Department of Labor

With unemployment existing at an alarmingly high rate of 15 percent or more in the African- American community—and with 1.25 million African Americans out of work for more than six months—jobs and an improving economy must be the number one priority for the Administration.

Questions Regarding the American Jobs Act

- How does the American Jobs Act benefit the African-American community?
- Most African-American businesses are small businesses—what is the administration doing to get needed capital to small businesses within the African-American community?
- Are there targeted programs to retrain unemployed workers in other fields of labor?

Department of Veterans Affairs

President Obama said, “Of the 39,000 troops in Iraq, about 150, a negligible force, will remain to assist in arms sales...the rest will be out by December 31.” Additionally, as reported by the Alliance to End Homelessness, there are 24.5 million veterans already in America who are hopefully, gainfully employed. Statistics report that too many of our existing veterans are without benefits, medical treatment, and homes. A November 4 report of the Alliance also revealed the following: 35 out of every 10,000 veterans are homeless; 76,000 veterans are homeless on any given night in the USA; and 145,000 veterans use homeless housing programs every year.

- Military personnel, military families, and veterans (in particular), are living in every community across this nation.
- With thousands of churches and affiliates all across the nation, the NBCUSA, Inc. is positioned to ensure that both information and provisional resources are made available to all veterans within each of our constituent bodies.
- Our veterans need to be respected and treated like the heroes that they are.
- Many veterans still are dealing with psychological and physiological issues unique to military personnel.

U.S. Agency for International Development

The National Baptist Convention, USA, Inc. is assisting the Liberian president in reestablishing and/or increasing formal and informal educational opportunities, as well as, creating economic and social

conditions to reintegrate and rehabilitate ex-combatants and those who feel left out in society in the countries.

Destroyed during the Civil War, the National Baptist Convention, USA, Inc. is returning and rebuilding its mission stations in Liberia not only to serve the spiritual needs of its Baptist members, but also to serve as regional centers of economic and educational development. The Convention is taking a holistic approach in assisting in the revitalization of Liberia. The mission stations are being rebuilt to continue to serve the community on a long-term basis. Thus, we are seeking funds to assist our Board in carrying out strategic goals that will assist Liberia in alleviating poverty and promoting reconciliation.

The National Baptist Convention, USA, Inc. is seeking funds to develop and carry out a three-year economic development plan that would bring reconciliation, employment, and education to the areas served by our Suehn and Bendoo mission stations. The NBCUSA, Inc. will partner with the Liberian government, The Mississippi Consortium for International Development (MCID), a consortium of four Historically Black universities in Mississippi, and other Liberian universities to accomplish our strategic goals.

- The National Baptist Convention, USA, Inc. is positioned to carry out such projects. The NBCUSA, Inc. has maintained missions in Liberia since 1873. Throughout its work in Liberia over the years, NBCUSA, Inc. has successfully spread the Gospel of Jesus Christ and uplifted Liberians in the areas of health and education. Prior to the Civil War, NBCUSA, Inc. developed high-quality schools and hospitals in Bendoo, Cape Mount County, Monrovia, the capital of Liberia, Suehn, Bomi County, and Fortsville, Grand Vassa County.
- The NBCUSA, Inc. will concentrate its efforts in the Suehn and Bendoo regions. The strategic goals of the Suehn and Bendoo Regional Redevelopment and Reconciliation Project are the following:
 1. The alleviation of poverty in the Suehn and the Bendoo districts, where one would see improvement in educational and economic opportunities in the regions.
 2. Promotion of self- sufficiency and sustainability, where individuals have sufficient training and education to become employed or self-employed.
 3. Reconciliation among the various ethnic groups.

4. Promotion of economic growth in the districts associated with the National Baptist Convention's mission stations.

The major objectives of the redevelopment and reconciliation for the target areas are the following:

1. To reconstruct the primary and secondary schools that were severely damaged during the Civil War on the Convention's Suehn and Bendoo mission grounds.

2. To work toward setting up mechanisms to carry out the recommendations of the republic of Liberia Truth and Reconciliation Commission in the context of child welfare, religion, and tradition.

3. To establish and manage a planning process that includes the various ethnic groups, civic and political organizations, the religious leaders, and youth. The purpose of the planning committee is to develop short-and long-range objectives to accomplish the strategic goals of the project.

4. To develop a polytechnic school in the regions to establish vocational/technical training for it youth and adults. The establishment of these schools would improve the literacy rate and enable individuals to qualify for jobs that are opening up in the new, emerging local and national Liberian economy.

5. To improve and expand community health facilities and services in the target areas in order to improve the health of the districts' residents.

6. *To establish community revitalization and reintegration programs in the target that assist in the revitalization and reintegration of communities in post-conflict Liberia. The Project would serve as a facilitator of programs that have shown results in promoting unification, tolerance, dignity, and reconciliation.*

7. *To establish economically sustainable activities in the regions. They include the following: development of an agricultural extension service designed to help local farmers develop sustainable agricultural methods and attract more people to agriculture; the creation of an economic development center that would open adult literacy centers in the region (that is connected to industrial training). These centers would work in conjunction with the newly created polytechnic schools.*

8. *To improve the infrastructure of the region, including repairing and establishing roads to and from the project centers—the areas fit for commerce and people transportation; and repairing or installing utilities, such as, water lines.*

Department of Interior

Mission: Protecting America's Great Outdoors and Powering Our Future - The U.S. Department of the Interior protects America's natural resources and heritage, honors our cultures and tribal communities, and supplies the energy to power our future. The Department of the Interior has a different role from that of the interior ministries of other nations, which are usually responsible for police matters and internal security. In the United States, national security and immigration functions are performed by the Department of Homeland Security primarily and the Department of Justice secondarily. Interior is responsible for the administration of programs relating to Native Americans, Alaska Natives, Native Hawaiians, territorial affairs, and insular areas of the United States. About 75% of federal public land is managed by the department.

Small Business Administration

Since its founding on July 30, 1953, the U.S. Small Business Administration (SBA) has delivered millions of loans, loan guarantees, contracts, counseling sessions and other forms of assistance to small businesses. In keeping with the mandate of Section 15(g) of the Small Business Act, SBA's Office of Government Contracting sets goals with other federal departments and agencies to reach the statutory goal of 23 percent in prime contract dollars to small businesses. This office also provides small businesses with subcontracting procurement opportunities, outreach programs, and training.

Department of Transportation

Mission: Serve the United States by ensuring a fast, safe, efficient, accessible and convenient transportation system that meets our vital

national interests and enhances the quality of life of the American people, today and into the future.

The Department of Transportation, the National DBE (Disadvantage Business Enterprise) Certification Agency, currently have a listing of over 876,000 Minority Certified business with 76 percent being service providers; 53 percent construction; and 58 percent contractors. This is the Contract breakdown: 2 percent prime contractors and 30 percent tier 3 contractors. These statistics show a large disparity between funds dispensed to certified minority contractors. The following is being done by NBCUSA, Inc.: These statistics show a large disparity between funds available and funds being dispersed to certified minority contractors. The following is being done by the NBCUSA, Inc.: Developing a working database that will be approved on the federal level and presented to state officials to assure that the Robert T. Stafford Act is met. Rationale: This database is designed to help eliminate the epidemic of the underutilization of Minority Certified Businesses by our government and assist Minority Certified Businesses with obtaining federal, state and local government level contract opportunities.

The Department of State

The Department of State (DOS) promotes and protects the interests of American citizens by

- (1) Promoting peace and stability in regions of vital interest;
- (2) Creating jobs at home by opening markets abroad;
- (3) Helping developing nations establish investment and export opportunities; and

(4) Bringing nations together and forging partnerships to address global problems, such as terrorism, the spread of communicable diseases, cross-border pollution, humanitarian crises, nuclear smuggling, and narcotics trafficking.