



BAPTIST WOMEN IN MINISTRY

advocating • connecting • networking

January 2019

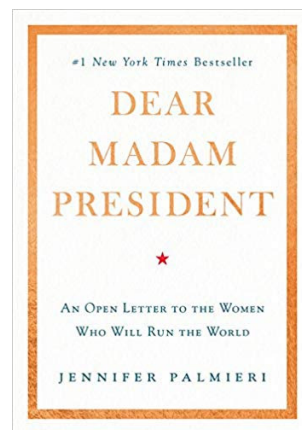
Leadership Lessons for a New Year by Julie Long

One of the best parts of the week or so of quietness that comes post-Christmas is the chance to read! This year I devoured four books in four days. One of them was *Dear Madam President* by Jennifer Palmieri. Born of her experience working as communications director in the Obama White House and for Hillary Clinton's 2016 presidential campaign, Palmieri's book is a letter to the woman who will become the first female president. The book is political at heart, but I couldn't help but read her leadership lessons through the lens of women in ministry. See what you can glean from her words:

"There will be many challenges. . . . People will scrutinize you, your ambitions, your choice of clothes. You are a unique individual, yet you will be expected to represent every woman. Be conscious of it, but keep a positive attitude. It doesn't mean everyone who doubts you is sexist. We inherited this world, with all of its flaws. We didn't create it. All of us are trying to adapt and grow. . . . Look at it from the arc of human history. It is still a revolutionary concept for a woman to be in charge." (5)

"Brace yourself: Nothing draws fire like a woman moving forward." (34)

"People take their cue from you. . . . If you act like you belong in the room, people will believe you do. If you act like your opinion matters, others will, too." (69)



"Embrace your battle scars. They will show us all what you have endured in your life and in this job. They will tell us what we, too, will be able to survive, and how much care and worry you put into this job on our behalf. They will tell us that you have been looking out for us--that our dreams, our challenges, what we have lost and the times we are victorious all mean something to you." (118)

"Listen to everyone's concerns, and even when you can't agree with people, make sure they know you have heard them, that you understand their point of view, and that there is a place for everyone at the table. Sounds like a job for a woman." (171)

"Speak up. Cry if you are moved to do so. Don't stifle your emotions or your ambitions. Don't wait for permission or an invitation or expect to find your place in someone else's story. Jump in to whatever it is you want to do. Embrace your age--whatever it may be--and all that your experience and perspective give you to teach the rest of us. Try seeing your male colleagues as partners, not masters. And if men refuse to see you as an equal and you aren't able to beat them or join them--then just ignore them. Don't let anyone, man or woman, decide if you matter. You know you do.

You already hold all the wisdom, strength, and confidence you need to accomplish whatever it is you want to do. What has held us back before is merely our collective inability to imagine what is possible for us to do. The talent and ability have always been there." (173-74)

These are important words for all women who lead. May they be empowering for you as you begin a new season of ministry in 2019!

Support Baptist Women in Ministry



Katrina Brooks, youth pastor, Madison Heights Baptist Church, Madison Heights, Virginia, and campus pastor at Lynchburg College, shares **"I invest monthly at BWIM because advocating, connecting and networking matter. Ministers living into their pastoral identity matter. Blessing, mentoring, and coaching the next generation matters. I invest in BWIM . . . because BWIM matters."**

All the work Baptist Women in Ministry does and all the ways in which this organization contributes to the shift in Baptist culture are happening because of people like you who believe in and support our ministry and who share in our mission of affirming all those whom God has gifted for ministry. Please consider this an invitation to be part of all these good things that BWIM is doing. **Your support makes all of this possible.**

GIVE to BWIM

BWIM Month of Preaching Coming in February



In 2007, Baptist Women in Ministry invited Baptist churches to participate in Martha Stearns Marshall Month of Preaching by having a woman preach during the month of February. This invitation became an annual event, one that has been a deeply significant source of joy and discovery for many churches as they have celebrated the giftedness of women. The annual preaching month was named for **Martha Stearns Marshall**, an eighteenth-century Separate Baptist woman.

For twelve years, hundreds of churches have celebrated Martha's influence and example. In 2019, your church is once again invited to participate in this preaching emphasis, but this year BWIM is redefining this emphasis. Martha Month is widening its circle by featuring, in addition to Martha, three other significant Baptist

preachers: **Edna Lee de Gutiérrez, Ella Pearson Mitchell, and Helen Barrett Montgomery.**

We welcome your congregation to participate in the Baptist Women in Ministry Month of Preaching this February.

First, invite a woman into your pulpit to preach one Sunday in February, and consider asking a first-time preacher—a high school, college, or seminary student. Be an encouraging church, one in which the voices of young women and new-to-preaching women will be celebrated and affirmed.

Second, fill out the form below to send BWIM information about your participation, including contact information for your preacher. This year BWIM will send a small gift to each February preacher.

Third, buy a THIS IS WHAT A PREACHER LOOKS LIKE t-shirt for your pulpit guest! See information below on purchasing the shirt.

Fourth, email BWIM a picture of your preacher in the pulpit. We will post the pictures on Facebook and Instagram and celebrate together the preaching gifts of women. Email the picture to pamdurso@bwim.info.

Fifth, use the four bulletin inserts for the four Sundays of February. Print the inserts. Share them with your church members. Introduce your congregation to four significant Baptist preaching women. The bulletin inserts will be available at the BWIM website in late January.

Sixth, make a financial contribution to BWIM in honor of your preacher. Celebrate and affirm her preaching by giving to this organization whose mission is to advocate for and support the giftedness of women. For more information about BWIM's work and about how to partner with us in supporting and encouraging women ministers, visit www.bwim.info.

Baptist Women in Ministry invites you to remember and honor Baptist preaching women of the past and to celebrate the giftedness of Baptist woman who continue to proclaim the gospel today.

[ADD YOUR CHURCH'S INFORMATION TO THE LIST](#)

[ADD YOUR NAME TO A LIST OF AVAILABLE PREACHERS](#)

THIS IS WHAT A PREACHER LOOKS LIKE T-Shirts

Eleven years ago, Baptist Women in Ministry sold its first **THIS IS WHAT A PREACHER LOOKS LIKE** t-shirt. In 2018, BWIM celebrated the tenth anniversary of this much-requested shirt by releasing it in a new color!

As BWIM Month of Preaching approaches, these shirts are being sold once again—for a **limited time only**. Purchase a shirt for the BWIM Month of Preaching preacher(s) for your church, for yourself, for your preaching friends, or just stock up while you can!



[PURCHASE A SHIRT](#)

Monthly Conversations in 2019

In 2019, BWIM will host monthly conversations via the online meeting platform Zoom. Each month's conversation will feature either a topic of interest or be intended for a particular group of women ministers. Some conversations will be educational in nature; others will offer support and networking opportunities.

The conversations will include special guest speakers and will be limited to 10 participants. Advance registration is required, and instructions for connecting to the call will be sent out individually to those who register.

Conversation Topics and Dates:

Monday, February 4, 11:00 a.m. -12:00 p.m. EST – "A Conversation with Latina Ministers,"
Special Guest: Nora Lozano

Tuesday, March 12, 2:00-3:00 p.m. EST – “A Conversation with Retired Women Ministers,”
Special Guest: Kathy Manis Findley

Tuesday, April 2, 2:00-3:00 p.m. EST – “A Conversation about Living with Illness while
Ministering,” Special Guests: Courtney Allen, Dorisanne Cooper, and Molly Brummett Wudel

Tuesday, May 7, 2:00-3:00 p.m. EST – “A Conversation for Sexual Abuse Survivors,” Special
Guest: Nina Maples

SIGN UP FOR A MONTHLY CONVERSATION

The 2019 BWIM Blog

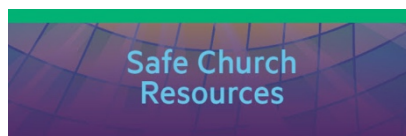
For the first time, BWIM will have a year-long theme: **"Find Your Voice and Use It."** We will use the same theme for the annual gathering, the new monthly Zoom conversations, and the BWIM blog.

The blog will continue to feature the popular "THIS IS WHAT A MINISTER LOOKS LIKE" interviews on Fridays, and beginning in January, the Wednesdays blogs will include stories about women and girls who are finding their voices.

Be looking for stories about first preaching experiences. Add your story to the conversation by posting about your own first time preaching and using the hashtag **#myfirsttimepreaching**.

Also be watching for stories about girls who are finding ways to use their voices in ministry within their own churches and communities. If you know of a girl whose story needs to be told, please contact Julie Long at julielong@bwim.info with information.

Clergy Sexual Misconduct Task Force Releases New Resources



The Clergy Sexual Misconduct Task Force, a joint partnership between Baptist Women in Ministry and the Cooperative Baptist Fellowship, have released two significant resources developed for use by churches, seminaries, and partnering organizations. **"Safe Churches and Ministers"** is an educational video that introduces this tough topic and provides much-needed definitions, statistics, and

stories that are designed to help churches, students, and leaders take seriously their responsibility in preventing abuse. The video is accompanied by a leader guide and a discussion guide and is available in both English and Spanish.

"Clergy Sexual Abuse Prevention Recommendations for Churches" is a collection of prevention guidelines and documents intended to prompt congregations to create their own

policies, procedures, processes and covenants. This resource will assist churches in holding clergy and lay leaders accountable and will prepare churches to respond appropriately if abuse is reported. (This resource will be available in Spanish soon.)

Both videos and written resources are available at www.cbf.net/safechurches.

The following organizations supported the production of this video: Garland School of Social Work at Baylor University, CBF of Arkansas, CBF of North Carolina, CBF of Florida, CBF of South Carolina, CBF of Georgia and Fellowship Southwest. Producing these resources has not been easy work, and there is yet more to do.

The release of these two resources marks an important milestone in the work of the Task Force and we are committed to continue forward in our efforts. We ask that you pray for the task force as we keep working to bring attention to and educate those in our Baptist circles about clergy sexual abuse.

First Film in Series on Baptist Women Pastors



The first short documentary in a series [announced](#) by Baptist Women in Ministry and [EthicsDaily.com](#) this summer is now available to stream online on the [BWIM and Ethics Daily websites!](#)

The film is a great resource for Wednesday night services, youth group gatherings, and college and seminary classrooms, and it can be a great conversation starter about women serving as pastor.

Mary Alice Birdwhistell, senior pastor of Calvary Baptist Church in Waco, Texas, is the focus of the

first film. The film was previewed by over 100 people on Friday, November 16 in Waco, Texas. Her parents, Martha and Mark Birdwhistell, and three Calvary church members, Carolyn Cole, Jon Singletary, and Doug Weaver are also featured on the film.

For more information, email Pam Durso at pamdurso@bwim.info.

[VIEW THE FILM HERE](#)

Ministry Search Resources

Baptist Women in Ministry offers resources and assistance both to churches searching for a minister and ministers searching for a new position.

Numerous churches reach out to BWIM, asking for resumés, recommendations, and information about potential ministry candidates, and the BWIM staff responds to each request and provides assistance. The BWIM staff also provides search help to numerous candidates, both women and

men, coaching them on resume preparation, interviewing and negotiating skills, and serving as a connecting point between many of the candidates and search committees. **Churches and candidates in need of assistance may now submit information, job descriptions, and resumes online via BWIM's Ministry Search Registration Forms.** BWIM's assistance is provided as a ministry, and there are no fees for these services.

[REGISTRATION FOR CANDIDATES](#)

[REGISTRATION FOR CHURCHES](#)

Be sure to check out the many resources and blogs available to you on [BWIM's Ministry Search Resources Page](#).

["Finding a Ministry Position: Tips for the Journey"](#) by Pam Durso

[Searching for the Called](#) a downloadable resource by [Laura Stephens-Reed](#)

["Clergy Resume Checklist"](#) by [Craig A. Janney](#)

["Negotiating Clergy Compensation with Fair-mindedness"](#) by [Craig A. Janney](#)

[Questions for the Candidate](#)

[Questions for the Candidate, Congregation, and Committee](#)

Ministry Photo Mondays



Share your best ministry photos with BWIM!

This year, Baptist Women in Ministry will share one photo each Monday to highlight the ministries of Baptist women. The photo will be shared on BWIM's Facebook, Instagram, and Twitter pages.

Submit your photo and a short caption to pamdurso@bwim.info. **If children are included in the photo, please have parental permission before submitting.**

Ordination Resources

Baptist Women in Ministry has gathered ordination resources that can help with the planning of an ordination service. Those resources include litanies, poems, blessings, responses, and charges, all used in previous ordination services. We hope these resources will be helpful to you.

Dezo Louise Schreiner was ordained by First Baptist Church, Kansas City, Missouri on December 30, 2018.



ORDINATION RESOURCES

Baptist Women in Ministry of South Carolina

Lunch Group

BWIM of South Carolina will host a lunch group at Mary Beth's at McBee Station in Greenville, South Carolina on **Thursday, January 24, 2019 at 11:45 a.m.** No need to make a reservation-- just show up and have lunch with South Carolina Baptist Women!

Annual Gathering

Join Baptist Women in Ministry of South Carolina for their fourth annual gathering at Aiken First Baptist Church, Aiken, South Carolina on **April 2, 2019 at 10:00 a.m.**

The vespers service will provide an opportunity to worship together, reflect on the past year in BWIM SC life, and look forward to another year of learning and growing together.

Baptist Women in Ministry of North Carolina



Raleigh Regional Lunch

Join BWIM of North Carolina for a Raleigh Regional Lunch on **Thursday, January 24, 2019 at 11:30 a.m.** at Sitti Lebanese Restaurant in downtown Raleigh. The price of \$20 includes appetizers, homemade pita bread, choice of entree, and a dessert.

RSVP to Ka'thy Gore Chappell at kchappell@bwimnc.org to reserve your spot!

A New Film Documentary and Panel Discussion

BWIM of North Carolina is partnering with **First Baptist Church, Monroe**, to host a screening of the first film in a series of micro-documentaries produced by Baptist Women in Ministry and Ethics Daily on **Sunday, February 10, 2019 from 5:00-6:30 p.m.**

This first film features Mary Alice Birdwhistell, senior pastor of Calvary Baptist Church in Waco, Texas.

The film will be followed by a panel discussion and audience Q&A on the state of women in ministry today and how to support the development of female ministers. *Childcare will be provided.*



[LEARN MORE HERE](#)

SAVE THE DATE: BWIMNC CONVOCATION

The 2019 Baptist Women in Ministry of North Carolina CONVOCATION will be held on **Friday, March 29, 2019 at 5:30 p.m.**

Dinner will be served on the lawn and will be followed by worship in the sanctuary at First Baptist Church in Greensboro. Details coming soon.

Texas Baptist Women in Ministry

Texas Baptist Women in Ministry will host their annual conference on **February 22, 2019** at Hardin-Seminary University's Logsdon Seminary in Abilene, Texas.

Ellen Di Giosia, pastor of First Baptist Church Jefferson City, Tennessee, will be the plenary speaker.

[Join the Facebook event here.](#)

On the Move

Ashley Boschen is minister to children at Shalom Baptist Church, Mechanicsville, Virginia.

Rachel Bradley is minister to youth at First Baptist Church, Forest City, North Carolina.

Lori Brown is minister to university students at First Baptist Church, Plainview, Texas.

Mary Beth Foust is communications director at First Baptist Church, Greensboro, North Carolina.

Holly Hatton is interim children and youth ministry coordinator at First Baptist Church, Memphis, Tennessee.

Mary McMillan is pastor at Jamaica Community Church, Jamaica, Vermont.

Charity Roberson is pastor of Mosaic Church, Clayton, North Carolina and campus minister at East Carolina University for Cooperative Baptist Fellowship of North Carolina.

Ordinations

Jessica Kemp was ordained by Antioch Missionary Baptist Church, Antonio on December, 16, 2018.

Dezo Louise Schreiner was ordained by First Baptist Church, Kansas City, Missouri on December 30, 2018.

"Fending Off Over Functioning" Workshop with Laura Stephens-Reed

Laura Stephens-Reed is a clergy coach and congregational consultant whose call is to increase churches' effectiveness by promoting well-being in them and in their leaders.

Laura is offering an online workshop on **February 12 from 1:30-3:30 p.m. (Eastern Time)** which will define overfunctioning, explore the signals and implications of it, and provide strategies for functioning at an optimal level.

[LEARN MORE AND REGISTER HERE](#)

Second Baptist Church Pastoral Residency

Second Baptist Church seeks to hire a **full-time pastoral resident** to serve and learn with the congregation for two-three years, beginning in August 2019. The pastoral resident will benefit from a nurturing community at Second Baptist, spending focused time during their residency learning to be a senior pastor in ministry as she/he gains experience in preaching, teaching, pastoral care, administration, and congregational organization.

Second Baptist Church is a 175-year-old multi-generational church located in Liberty, Missouri, a fast-growing suburb of Kansas City, Missouri, located within walking distance of William Jewell College and the downtown Liberty square. Second Baptist is committed to fostering meaningful Christ-centered community, whole-life faith, and a transforming missional presence in our world. Second Baptist is affiliated with the Cooperative Baptist Fellowship.

Applicants should submit their resume with references and a 1-page reflection on their vocational calling/purpose by January 31, 2019.

[LEARN MORE HERE](#)

Uganda Spring 2020 Internship

A spring 2020 internship in Uganda is now available. The student-intern would be immersed and learn about various East African nationalities and cultures, minister alongside East African staff, serve as a mentor/friend to refugees and their families, assist with administrative and fundraising/grant writing needs, and assist in program development.

For a full job description, email Pam Durso at pamdurso@bwim.info.

Open Ministry Positions

Positions are listed by state, city, open position, church name. BWIM collects these openings from a wide variety of sources, and the degree of openness to women ministers among the listed churches varies. In its effort to advocate, network, and connect, BWIM provides this list as a resource to those searching for ministry positions.

ALABAMA

Huntsville-Pastor-First Baptist Church

Trussville-Minister to High School Students-First Baptist Church

ARKANSAS

Little Rock-Minister to Students and Families-Second Baptist Little Rock

Little Rock-Executive Director-Lake Nixon Ministry

Mountain Home-Youth Pastor-East Side Baptist Church

FLORIDA

Vero Beach-Associate Pastor of Community Faith Formation-First Baptist Church

GEORGIA

Atlanta-University Chaplain and Dean of Spiritual and Religious Life-Emory University

Atlanta-Director of Children's Ministries-Northside Drive Baptist Church

Griffin-Chaplain-Brightmoor Hospice

Haddock-Minister of Youth-Haddock Baptist Church

Jefferson-Minister of Youth and Missions-First Baptist Church

Lyons-Pastor-The Oaks Baptist Church

Plains-Pastor-Maranatha Baptist Church

INDIANA

Greencastle-Associate Pastor of Youth and Families-First Baptist Church
Shelburn-Associate Pastor-First Baptist Church

KENTUCKY

Frankfort-Pastor-First Baptist Church
Frankfort-Minister of Students-First Baptist Church
Georgetown-Pastor-Faith Baptist Church

MAINE

St. George-Pastor-Port Clyde Baptist Church

MARYLAND

Baltimore-Associate Pastor-University Baptist Church

MICHIGAN

Dewberry-Pastor-First Baptist Church

MISSOURI

Liberty-Pastoral Residency-Second Baptist Church

NEBRASKA

Norfolk-Connections Pastor-First Baptist Church

NEW YORK

New York-Minister of Justice, Advocacy, and Change-The Riverside Church

NORTH CAROLINA

Charlotte-Minister of Adult Discipleship-Providence Baptist Church
Charlotte-Minister of Music-Myers Park Baptist Church
Charlotte-Associate Minister of Faith Formation and Outreach, Myers Park Baptist Church
Charlotte-Interim Executive Director-Baptist Peace Fellowship of North America/Bautistas por la Paz
Chapel Hill-Minister of Music-Binkley Baptist Church
Clayton-Pastor of Student Ministries-White Oak Baptist Church
Clayton-Pastor-First Baptist Church
Durham-Minister of Music and Worship-Yates Baptist Church
Franklinton-Minister to Children and Youth-Franklinton Baptist Church
Goldensboro-Minister to Students and Families-Rosewood First Baptist Church
Hickory-Pastor-First Baptist Church
Lexington-Music Minister-Jersey Baptist Church
Mount Airy-Associate Pastor for Families-First Baptist Church
Mount Airy-Minister through Music and Worship-First Baptist Church
Mount Airy-Pastor-Piney Grove Baptist Church
Plymouth-Pastor-First Baptist Church
Raleigh-Pastor-Swift Creek Baptist Church
Raleigh-Youth Minister-McCullers Community Baptist
Rockingham-Pastor-Beverly Hills Baptist Church
West Jefferson-Music Ministry Director-First Baptist Church
Wilmington-Minister to Students-First Baptist Church
Winston-Salem-Minister of Music-Knollwood Baptist Church
Whitaker-Pastor-Fishing Creek Baptist Church

RHODE ISLAND

North Scituate-Pastor-North Scituate Baptist Church

SOUTH CAROLINA

Aiken-Associate Minister in Education and Administration-First Baptist Church

Anderson-Minister to Students and Families-Boulevard Baptist Church

Camden-Pastor-Lakeview Baptist Church

Charleston-Pastor-Providence Baptist Church

Orangeburg-Associate Pastor to Students and Families-First Baptist Church

TEXAS

Andrews-Worship Pastor-First Baptist Church

Austin-Minister of Music-First Baptist Church

Cameron-Minister of Worship/Children/Youth-First Baptist Church

Carlton-Pastor-Carlton Baptist Church

Dallas-Associate Director (Internship Program-Perkins School of Theology)

Gilmer-Minister to Students-First Baptist Church

Hallsville-Pastor-First Baptist Church

Lubbock-Student Pastor-Highland Baptist Church

O'Donnell-Minister of Youth/Discipleship-First Baptist Church

VERMONT

Lincoln-Pastor-United Church of Lincoln

VIRGINIA

Mechanicsville-Family Ministries and Media Coordinator-Walnut Grove Baptist Church

Monterey-Pastor-Highland Baptist Church

Newport News-Pastor-Immanuel Baptist Church

North Chesterfield-Pastor of Students-Huguenot Road Baptist Church

Richmond-Associate Pastor-Bon Air Baptist Church

Richmond-Minister of Students-Derbyshire Baptist Church

Richmond-Youth Pastor-Huguenot Road Baptist Church

Sanford-Pastor-First Baptist Church

Stafford-Pastor-Rock Hill Baptist Church

WASHINGTON, D.C.

Pastor-Covenant Baptist UCC

Pastor-Israel Baptist Church

Pastor-Paramount Baptist Church

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Baptist Women in Ministry exists to be a catalyst in Baptist life, drawing together women and men, in partnership with God, to illuminate, advocate and nurture the gifts and graces of women.

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