



ANNUAL REPORT

20

Weaving God's Love Across Cultures

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Massachusetts Baptist Multicultural Ministries exists on two fronts. We work with ethnic pastors and churches on a faith-based level to assist pastors in fruitfully living out their call while exercising faithful stewardship of every gift and potential God has entrusted. We also work with the refugee and immigrant community through ACE Center for New Americans on a non-sectarian level, serving to support and meet the multifaceted needs of ethnic and immigrant individuals and communities. Our mission is Advocate, Empower and Celebrate New Americans to become active participants in shaping American society and the church.

ACE Center for New Americans, established as a “doing business as” through MBMM – we support, assist, and walk with the refugees and immigrants in their journey of starting their life, family, education, career, and citizenships in the United States of America.

11th ANNUAL MEETING AGENDA

Moderator: Ms. Barbara Draucshke, MBMM President

Receiving of the Annual Reports:

Executive & Associate Director

Officers

- President
- Secretary
- Treasurer

Other Reports

- Financial Review: Brooks and Associates, CPA's
- Cultural Advocates
- Refugee Advocates
- English for Speakers of Other Languages (ESOL) Tutors

Voting of the Slate of the Board of Directors

Report from the Executive Director

Installation of Board of the Directors

Motion to end the Business Meeting

MESSAGE FROM THE EXECUTIVE DIRECTOR

MBMM in the New Normal

The pandemic has given me the opportunity to reflect both theologically and strategically on the work of MBMM in “Weaving God’s Love Across Cultures.” We had to find creative and effective ways “to weave God’s Love” while following all safety protocols including social distancing. Bishop N.T. Wright in his recently published book, “God and the Pandemic: A Christian Reflection on the Coronavirus and the Aftermath,” asked the question “Where is God in the pandemic?” and concluded He must be, ‘Out there on the front line, suffering and dying to bring healing and hope.’ (page 66). He invites us to remember that “As Jesus’ followers today grieve in prayer at the heart of the world’s pain, new vocations may emerge, both of healing and wisdom and of holding up a mirror to those in power to show what has needed to be done” (p. 65). In a nutshell, during the pandemic, that has been the work of MBMM — delivering services right in the community where people are, while conforming to ever evolving new normal norms. At MBMM we have tried our best to pivot our programs while maintaining social distance, keeping in step to deal with the real issues



Rev. Dr. Mar Imsong
Executive Director

that we face. Arising from the pandemic are many emotional, psychological, physical, social, racial, economic, and spiritual issues that have presented themselves among the periphery of American society. Still, the need to make lifestyle changes and cope with the impacts of losing loved ones compile greater pains upon the latter issues on a much wider scale. The work of MBMM has always been a “verb” God’s way of being in the world – rather than an Institution; we are a grassroots movement of God’s LOVE. MBMM is not a stationary organization.

MBMM is a bridge to the world where people are in need the gospel. It is a not a permanent structure but rather a mobile tent that MBMM set up in the ever-evolving New Normal norms of the pandemic. John 1:4, The word become

The work of MBMM has always been a “**verb**” God’s way of being in the world...

flesh and dwelled/tabernacled among us. The Message Bible translate it better where it says “the word become flesh and move into the neighborhood.” The word become flesh and did not move into the temple but moved into the neighborhood. Jesus said in John 4:21 “Woman,” Jesus replied, “believe me, a time is coming when you will worship the Father neither on this mountain nor in Jerusalem.” MBMM is called to be a minister in the world, in the neighborhood, in the crowded apartment, crowded work van, a refugee starting the life in the new country. For our New American friends, they told me that the United States of America is U Start Again (USA). My friend Ahmad, a renowned arborist professor from the Baghdad University learnt English from the ESOL class we provided in Worcester and now his first job is working for the Fedex Warehouse as a Package Handler during the odd hours where no one wants to work. People like Ahmad

and many other continue to work in the frontline all through the pandemic.

In person programs that we offer, such as trainings, workshops, tutoring, and coaching that were suspended in April 2020 have yet to resume fully as I write this report in September 2021 except for outdoor events, or in person by appointment only programs. However, MBMM has been busier and more involved in the community both with the Refugees and Immigrants’ Communities and the Ethnic Churches and pastors. All our empowerment programs within the ACE Center for New Americans and our conventional in-person gatherings of church leaders were shifted to either the virtual platform or training the trainers one on one with our Refugee Advocates and Cultural Advocates to deliver the programs in the community, where the people are.

The pandemic has once again proven that New Americans, the ethnic and refugee communities, are the most vulnerable people in the United States. Therefore, our work of Empowerment and Celebration are not complete without our work of Advocacy. MBMM continues to be actively involved in our work to influence decisions made within political, economic, and social institutions to alleviate poverty, economic, and social discriminations face by New Americans. In the words of the Bishop N. T. Wright, MBMM has held “a mirror to those in power to show what has needed to be done” while empowering New Americans by providing awareness and tools needed to climb the social ladder of America and become an active participant of the community and the churches.

Please join with us by volunteering and/or donating to MBMM so that we can take our work further.

Respectfully Submitted,

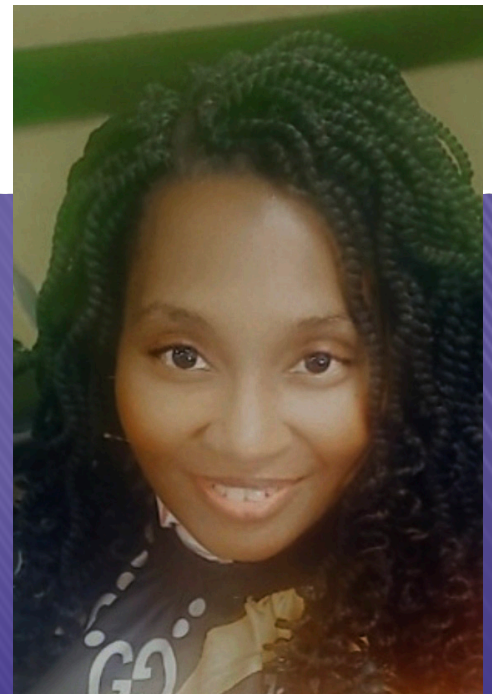
Mar Imsong
Executive Director

MESSAGE FROM THE ASSOCIATE DIRECTOR

Embracing My New Role

Upon accepting the role and responsibility of Associate Director of Massachusetts Baptist Multicultural Ministries in late March 2021, I took reign of my position on April 5, 2021. This date supersedes the time in question, but it is important to note that the hard work placed into writing a grant proposal and meeting with pertinent clergy and Duke University and Lilly Endowment, Inc. gave access to my position and the work that is being carried out in this new fiscal year April 2021 – March 2022. Thank you to everyone who had an active, out front or behind the scenes role in securing this grant.

When I came aboard MBMM, the organization was relocating from Lexington, MA to Lowell, MA. During the first two weeks of my employment, I worked remotely from home, focusing on familiarizing myself with the Thriving Pastoral Ministry Program Manual and procedural guidelines for implementation. Involving myself in conversation with newfound colleagues via telephone, zoom and email allowed me to gain a greater understanding of MBMM and its



Rev. Dr. Remona Farley
Associate Director

My service goes beyond the computer and desk to that of the neighborhood



Distributing fliers and hanging posters in the community for World Refugee Day, Backpack Stories 2021 event

meaningful work. Amid MBMM's move and dealing with the globalized throws and fears of COVID-19, I did not really know what to expect when informed that working closely with others in a small office setting was how I would commence. It was very early in the process where people were now beginning to navigate from at-home offices to job-site offices. However, not long after I had met and engaged with the team over lunch at a nearby restaurant, did I feel comfortable with coming into the office to perform daily tasks.

There is never a dull or slow day in the office of MBMM as I am expected to arrive work on time, ready to serve and fulfill all duties and responsibilities discharged to me, which may or may not include the Thriving Pastoral Ministry Program alone. Other functions that meet my employ include participating with my colleagues and team to assist MBMM in its larger mission and vision – that is advocate for New

Americans, celebrate their distinct culture, and victories of their accomplishments as well as empower them to live self-sufficient as they attain to the rights afforded to every American. Engaging, listening, and connecting to community leaders of the ACE Center for New Americans as they address very personal and global concerns of surviving and obtaining the necessities of daily living is necessary to help build bridges that promote solidarity of belonging and radical hospitality.

I avail myself to work cohesively as a team with my colleagues and ACE Advocates, for programing activities, scheduling of events, and various administrative tasks. Utilizing my gifts of writing, editing, and proofreading, when necessary, those gifts of service are offered to assist is creating content for letters, website verbiage, newsletters, forms, and covenants for the Thriving Pastoral Ministry Program.

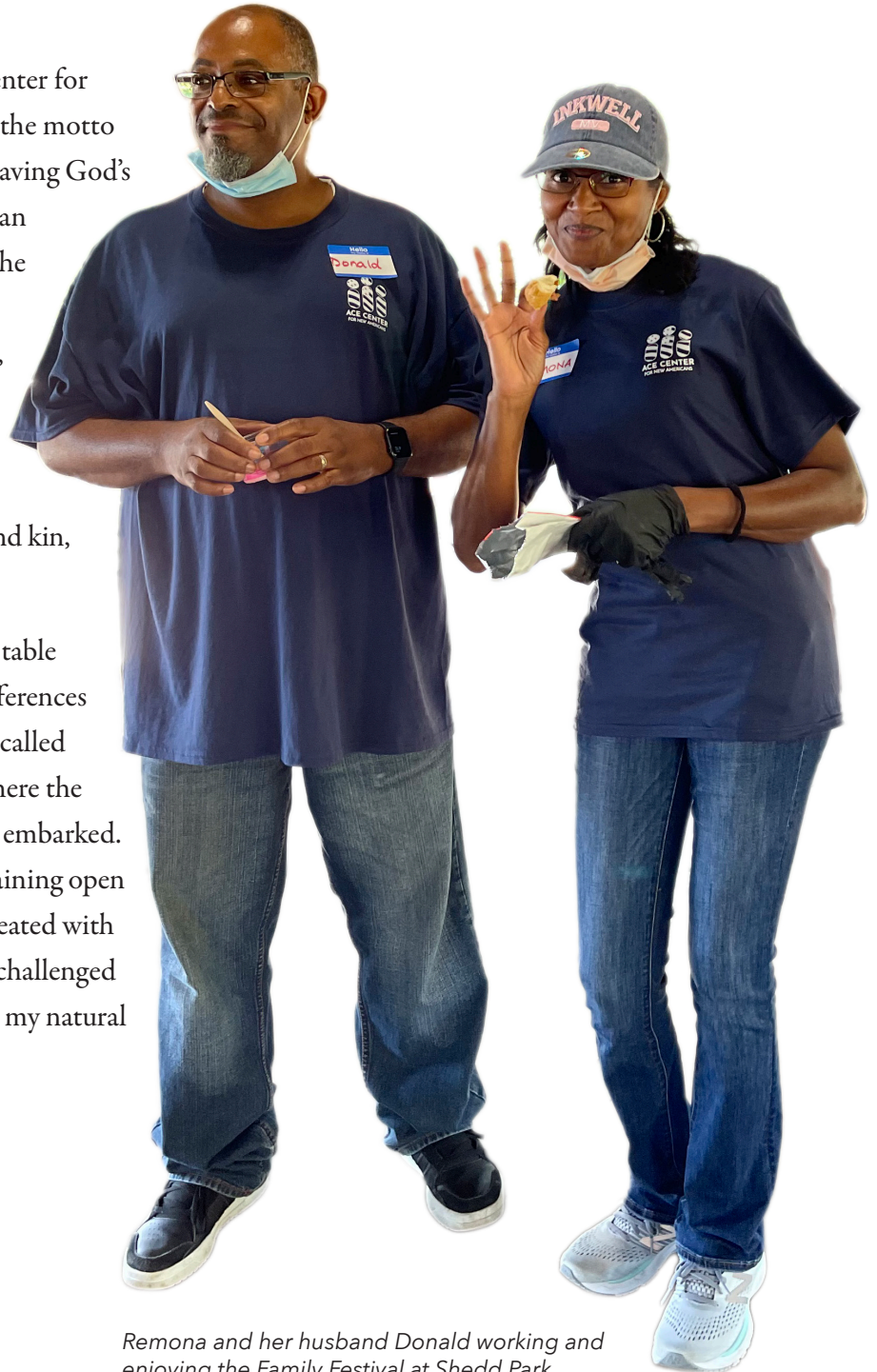
Since MBMM is a non-profit organization, the need to solicit donors and sponsors to create and grow funds, my role further extends to joining hands in partnership with various lenders as deemed necessary to support the Thriving Pastoral Ministry Program and ACE Center for New Americans events, programs, and endeavors. In this, my service goes beyond the computer and desk to that of the neighborhood as I support colleagues from the ACE Center in walking around the Lowell vicinity to meet business owners and inform them about MBMM's presence and work in the community.

My understanding of MBMM and the ACE Center for New Americans' goals and values is captured in the motto statement that MBMM has developed — "Weaving God's Love Across Cultures." This evokes that all human beings be treated with dignity and respect and the love of God, which God displays to us shall be extended to all others, no matter the race, creed, belief, religious preference and/or social status and stature. I am charged to regard and treat all others — the neighbor, and the stranger — as I would treat myself, regarding them as friend, and kin, without distinction and partiality.

Walking with my fellow mates and dining at the table together, while grasping an understanding of differences and assisting when necessary is the journey I am called to walk. Here new roads of discovery abound where the feet of strangers take me where I may have never embarked. Called to be present and transparent, while remaining open with a heart to listen, I count it a blessing to be seated with people of various ethnicities. It is here that I am challenged to expand in all the ways that stretch me beyond my natural comfort level of remaining the same.

Humbly Submitted,

Rev. Dr. Remona L. Farley Taylor
Associate Director, MBMM
Program Director, TPMP



Remona and her husband Donald working and enjoying the Family Festival at Shedd Park.

BOARD OF DIRECTORS 2020-2021

OFFICERS

Rev. Mar Imsong
Executive Director

Ms. Barbara Drauschke
President

Rev. Robert Paiva
Vice President

Ms. Marilyn Glover
Secretary

Mr. Jerry Loew
Treasurer

DIRECTORS

Rev. Dr. Brita Gill-Austern
Rev. Michael Harvey
Rev. Dr. Mary Day Miller
Rev. Dr. Dalton Said
Prof. Ardeth Thawnghmung
Rev. Veronique LaPaix
Mr. Ifeanyi Okeke, Esq.
Dr. Claudia Kessen-Banks
Rev. Nathaniel Burnes

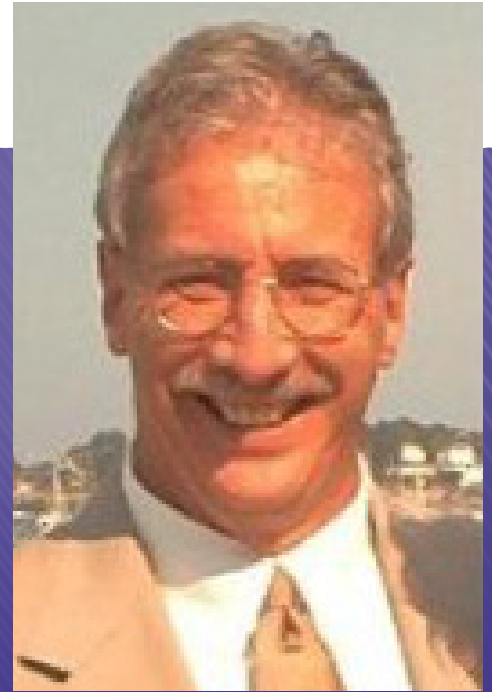
BOARD OF DIRECTORS REPORTS



Ms. Barbara Drauschke
President



Ms. Marilyn Glover
Secretary



Mr. Jerry Loew
Treasurer

PRESIDENT'S REPORT

This report marks the end of my third two-year term as President of MBMM. My association with this organization since MBMM was founded in 2010 has been a joyful and growing experience for me. I plan to continue work with MBMM as long as I am able to do so. Having retired in April 2021 after working 45 years at Harvard University as an administrative assistant, I find it is easier to accomplish my volunteer work than it had been when I was juggling that with my work commitments. Praise God!

The past year has been challenging for MBMM. We have not been able to meet in person because of the COVID pandemic. One of our three primary foci, Celebration, in ACE (Advocacy, Celebration, Empowerment) has been reduced dramatically. Our work was almost entirely via Zoom meetings and gatherings. While this platform has been a godsend for organizations to continue to function during these difficult times, it cannot replace the value of being together in person.

We met both as a Board of Directors and as an Executive Committee quite often during the past year. Thanks to those who have participated fully in these efforts, and thanks to Rev. Dr. Mar Imsong for leading us. The MBMM office moved from the First Baptist Church of Lexington to First United Baptist Church, Lowell, to be closer to people with whom we are working.

We received a substantial, 4-year Lilly Endowment, Inc. grant for the Thriving in Pastoral Ministry project just before our fiscal year ended in March 2021. This grant will strive to increase communication between ethnic and small church pastors, as well as making it possible for different ministry groups and cultures to learn from each other. For this project, we have been able to increase our staff to include Rev. Dr. Remona Farley Taylor, our Associate Director, who will work closely with Mar on this project.



MBMM presented Barbara a Certificate of Appreciation to celebrate her retirement from Harvard University.

We have increased staff from one full-time person and one part-time person to include a full-time person with experience in marketing and web design, who works on all MBMM projects, as well as two staff members to work at the ACE Center, which opened in October 2019, but has remained closed because of the pandemic. The ACE Center will reopen in October 2021. Much of the work of the ACE Center was conducted via zoom and social media during the time it was closed. We were able to have a virtual Annual Meeting, and to provide our Refugee Advocates with gift cards and items for their refugee groups, despite not being able to have an in person New American Christmas celebration.

We continue to work towards “Weaving God’s Love Across Cultures.” My hope is that others will join us in this effort to reach out to those who need help in ministry, in acclimating to life in the US, and to become New Americans.

Humbly Submitted,

Barbara Drauschke
President

SECRETARY'S REPORT

The organization's year begins April 1st 2020 and ends March 31st 2021. We are a 501-(C)-3.

VARIOUS MEETINGS WERE HELD:

November 30, 2020 MBMM Executive Committee Meeting via ZOOM	April 28, 2021 MBMM Executive Committee Meeting via ZOOM
December 5, 2020 MBMM Board of Directors' Meeting via ZOOM	May 8, 2021 MBMM Board of Directors' Meeting via ZOOM
January 13, 2021 MBMM Executive Committee Meeting via ZOOM	July 14, 2021 MBMM Executive Committee Meeting via ZOOM
February 4, 2021 MBMM Executive Committee Meeting via ZOOM	August 10, 2021 MBMM ad hoc Executive Committee Meeting via ZOOM
February 20, 2021 MBMM Board of Directors' Meeting via ZOOM	September 10-11, 2021 MBMM Board of Directors' Retreat at the Notre Dame Spirituality Center in Ipswich, MA
April 22, 2021 MBMM Executive Committee Meeting via ZOOM	

HIGHLIGHTS OF THE PAST YEAR:

Many planned 2020-21 Celebrations and Fundraisers were canceled due to the COVID-19 virus. However, there were a few events held outdoors:

November 14, 2020 via ZOOM "Racial Justice – Walking and Talking Together"	August 21, 2021 at 4:00 p.m. Friendly Soccer Tournament
June 20, 2021 World Refugee Day – <i>Backpack Stories</i> North Common Amphitheater It was also streamed via ZOOM	September 18, 2021 at 4:00 p.m. Family Fun Festival at Shedd Park
July 17, 2021 at 4:00 p.m. Friendly Volleyball Tournament	September 25, 2021 at 12:00 p.m. Thriving Pastoral Ministry Program (TPMP) 1st Annual Cookout.

UPCOMING EVENTS:

November 6, 2021 at 6:00pm MBMM Annual Meeting and Gala at the Mt. Pleasant Golf Club in Lowell	December 2021 12/11 – Packing event for New American Christmas 12/12 – Annual New American Christmas Party Lowell, MA
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ANNUAL MEETING MINUTES

The Virtual Annual Meeting took place in conjunction with the Conference of Baptist Ministers in Massachusetts (CBMM), while the technology of the Zoom was being handled by Rev. Ngozi Robinson. A Pre-meeting Cultural Performance at 9:55 a.m. featured dancers from the Bhutanese Community of Lowell.

Checking in, beginning at 9:30 a.m. were the following:

Etta Anderson, Lorraine Anderson, John Asante, Edward Bacon, Diane Badger, Hyun Min Chang, Laurel Coolbaugh, Barbara Drauschke, Jacqueline Dyer, John Fisk, Deborah Fukuda, Marlene Gil, Brita Gill-Austern, Colbert Gilles, Marilyn Glover, Pastor Dana Gonsal, Cheryl Harris, Michael Harvey, Ruth Harvey, Leah Hoover, Moreen Hughes, Mar Imsong, Atula Jamir, Delinse Jean, Sylvia Johnson, Claudia Kessen-Banks, Maggie Lewis, Florence Li, Meren Longchar, J. Amos Ly, Pranim Magar, Richard Makoka, Cheryl Mamalis, Clifford Maung, Howard McLendon, Mary Miller, Belinda Mpagaze, John Mulloy, Penny Mulloy, Lucien Myrthil, Val Nolen, Ifeanyi Okeke, Robert Paiva, Melinda Parry, Rev. Esther Pearson, Rev. Dr. Pierre, Matthew Rasure, Ngozi Robinson, Dean Vincent Rougeau, Jephtet Roseme, Dalton Said, David Sein-Lwin, Daryn Stylianopoulos, Annette Rowell T., Ardeth Thawngmung, Samuel Therieh, Robert and Zelda Williams, Yaliang Zhao,

WELCOME:

At 10:00 a.m., MBMM President Barbara Drauschke offered a Welcome to this joint CBMM and MBMM Meeting and a Thank You to the Bhutanese Dancers.

WELCOME AND DEVOTIONS:

by Cheryl Harris (CBMM President) and Michael Harvey (CBMM Executive Director Emeritus): Cheryl's "Conversation in Action" in Attleboro, "Neighbors in Dialog, Listening and Learning from Each Other" as well as Michael's recitation of his poem "Jesus in Minneapolis" and final prayer provided insights into being in relation with other human beings.

OPENING OF MBMM ANNUAL MEETING:

President Barbara Drauschke again welcomed those in attendance virtually to the MBMM Annual Meeting.

- › Barbara then made a motion to have a virtual meeting, which was seconded by Brita Gill-Austern. Out of the 57 present, 44 voted "Yes", so the vote carried.
- › Barbara requested a motion to receive the Annual Report and Financial Review. Jephtet Roseme so moved and Zelda Williams seconded the motion. 88% voted "Yes".

MESSAGE FROM THE EXECUTIVE DIRECTOR:

- › Mar Imsong recognized guests from Nagaland in the audience.
- › Mar is resolved that once the pandemic is over, MBMM hopes to create a "new community of understanding and the language of love, weaving God's love across cultures to make a difference in our communities.
- › Although unable to meet in person for meetings and fundraisers, as well as the homework help utilized by many Lowell students, a group of dedicated volunteers were able to help individuals with remote learning, lunch delivery, gift cards, rental assistance, etc. Thanks to the American Baptist Home Mission Societies (ABHMS), Mass. Baptist Charitable Society, and other generous donations, 150 families were given direct assistance. There's still a lot to do.
- › This year the New Americans Christmas was celebrated with \$50 gift cards to 250 families, and with a message of hope and peace.
- › Through Lily Endowment opportunities, 60 pastors are involved in the Thriving in Ministry program.
- › Thank you to the cultural and refugee advocates and volunteers. We can make a difference together in the work for justice and consolation.

THE 2020-21 SLATE FOR THE BOARD OF DIRECTORS PRESENTED FOR ELECTION

OFFICERS:

Ms. Barbara Drauschke

President

Rev. Dr. Robert Paiva

Vice President

Ms. Marilyn Glover

Secretary

Mr. Jerry Loew

Treasurer

DIRECTORS:

Rev. Nathaniel Burnes (CBMM Rep)

Rev. Dr. Mary Day Miller (TABCOM rep)

Rev. Dr. Brita Gill-Austern

Mr. Efeanyi Okeke, Esq.

Rev. Michael Harvey

Rev. Dr. Dalton Said

Dr. Claudia Kessen-Banks

Prof. Ardeth Thawngmung

Rev. Veronique Lapaix

On a motion by Mar Imsong, seconded by Dana Gonsal, it was voted to accept the slate of officers and directors as presented.

Vote: 94% “Yes”. Rev. Matthew Rasure performed an installation of the officers so voted in.

UPDATE FROM CBMM:

Rev. Atula Jamir, Vice President of the Board of CBMM, and pastor at Calvary Baptist Church of Lowell, acknowledged the retirement of Rev. Michael Harvey, now designated as Executive Director Emeritus. A book by Rev. Harvey, entitled *ATTEMPTS AT LIGHT*, is being published.

The CBMM has partnerships with TABCOM, Mass. Charitable Society, Career Development, and MBMM. Their website is now up and running.

BREAK:

At 10:38 a.m., there was a 10-minute break, during which time, a cultural dance interlude was provided. Bashir Lubega performed an African dance from Uganda.

INTRODUCTION OF THE MODERATOR AND FEATURED SPEAKER:

At 10:51 a.m. Barbara Drauschke introduced Board member Retired Prof. Brita Gill-Austern of ANTS to introduce the moderator and featured speaker, Dean Vincent Rougeau of Boston College, the director of a BC forum on racial justice, confronting racism in all its forms.

PRESENTATION BY DEAN ROUGEAU:

- › The purpose is to discuss the issues of racial justice, the tone and character of political rhetoric, and the handling of protests which is creating racial animosity.
- › A definition of “structural or institutionalized racism”—an institutionalized system of public policies (white privilege, for example), with racial distinctions and disadvantages of color historically. (See “The Gardener’s Tale” by Dr. Camara Jones of Morehouse School of Medicine.)
- › Suggestion for building something new—Faith communities working together, finding ways to compromise around issues of shared concern; build on that solidarity; improve and expand educational opportunities for all. Call out racism when observed, relieving people of color of that work. Rev. Cheryl Harris crafted questions to aid the discussion.

SMALL GROUP DISCUSSION

Led by facilitators

Those present were divided into different rooms for the discussion; designees then reported back the results.



LARGE GROUP GUIDED CONVERSATION:

With Dean Rougeau and Cheryl Harris

The discussion continued in large group. Some of the points made:

- › Involve folks of other ethnic groups in services.
- › Multicultural church should be reflected in its leadership (not only color but sex).
- › Be aware how the rental space to ethnic groups is perceived.
- › If you talk the talk, you must also walk the walk.
- › Have conversations about our biases.
- › Get our communities of faith to think about this and work together with our faith-based values.
- › Eliminate “red lining”.
- › Work with colleges and universities to build coalitions.
- › Suggested link to Faith in Action, a faith-based community organization and website: <https://faithinaction.org/federation/massachusetts-communities-action-network>

CLOSING PRAYER:

At 12:24 p.m., Barbara Drauschke introduced Jacqueline Dyer to offer a closing prayer.

ANNUAL MEETING ENDS:

The MBMM Board of Directors’ Annual Meeting adjourned at 12:27 p. m., with Mar giving final thanks to Dean Rougeau, colleagues from California, India, ABHMS, and Mary Miller. Ngozi Robinson offered her personal thank you to all.

TIME FOR POST-GATHERING FELLOWSHIP:

Humbly Submitted,

Marilyn E. Glover

Secretary

TREASURER'S REPORT

The fiscal year April 2020 — March 2021 for MBMM was remarkable like all other non-profit organizations because all our in-person program and solicitation came to a standstill because of the pandemic. We could not do our Fundraiser Gala and could not launch any financial campaigns. Our donation from the organization and churches were also lesser than the previous year. However, we received much higher donations from our generous individual donors to meet the unprecedented needs of the most marginalized community that we serve. We are also very grateful to the Massachusetts Baptist Charitable Society and the American Baptist Home Mission Society for COVID Emergency grants that we received. We also received two Payment Protection Loans (PPP) from the Small Business Administration for the payroll expenses. The first loan is forgiven and the second PPP loan forgiveness application is already submitted to the SBA.

We are grateful to the Boston Baptist Social Union for their generosity and continuous support of the unrestricted grants that we receive. Thank you also to all those who have donated a matching grant of \$7500 for us to receive the Parker Foundation grant for our ACE Center for New Americans program. We also received two grants from the Lilly Endowment one Planning Grant of \$49,857 for the fiscal year of 2020-2021 and Thriving Ministry Grant of \$240,000 for the fiscal year of 2021-2022. MBMM received one million of the Lilly Endowment Thriving Pastoral Ministry grant for 4 years program. Out of the remaining balance for the next three years \$700,000 are invested in the Vanguard Account, which is reflected in the Balance sheet as income and total liability of the Lilly Endowment is \$763,092. We are very happy to



Mar Imsong on stage with Jerry Loew addressing the 2021 World Refugee Day audience

the Lilly Endowment Inc. for the new partnerships with the MBMM to support our work with the ethnic pastors.

Despite all the challenges MBMM is in a good financial health. Annually, our book is thoroughly reviewed by the Brooks and the Associates CPA's firm and filing of the 990 forms. These reports include Budget versus Actual P&L 2020-2021, Balance Sheet as of October 2021 and financial review documents from the Auditor Brooks and Associates CPA's.

Respectfully Submitted

Jerry Loew
Treasurer, MBMM

Massachusetts Baptist Multicultural Ministries, Inc.

Budget vs. Actuals: MBMM BUDGET 2020-2021 - FY21 P&L

April 2020 - March 2021

	TOTAL	
	Actual	Budget
Income		
41000 Grants		
ABHMS	3,000.00	5,000.00
BBSU	250,000.00	\$ 250,000.00
Lilly Endowment Planning Grant	49,857.00	49,857.00
Lilly Thriving in Ministry Grant	240,000.00	For 2021-2022 Budget
Mass Baptist Charitable	10,000.00	15,000.00
Mass Baptist Charitable Society COVID-19	20,000.00	20,000.00
Other Grants	5,250.00	5,000.00
Parker Foundation	7,500.00	15,000.00
Payment Protection Plan	34,702.00	14,655.00
Total 41000 Grants	\$ 620,309.00	\$ 374,512.00
42000 Contributions		
ACE Center Fundraising/Fees/Federal		10,000.00
Board Members Contribution	4,781.28	4,000.00
Individual Pledge / Memberships	10,032.52	5,000.00
Other Contributions	292.39	3,000.00
Total 42000 Contribution	\$ 15,106.19	\$ 22,000.00
43000 Congregation		
Donation for White Cross	3,065.00	2,000.00
Partner Congregations / Local C	6,205.56	3,000.00
Total 43000 Congregation	\$ 9,270.56	\$ 5,000.00
44000 Programs		
ESL Fitchburg Registration		500.00
Friends of MBMM Banquet		
Banquet Sponsorship		10,000.00
Sales of Tickets for Banquet		10,000.00
Silent Auction Sales		3,000.00
Total Friends of MBMM Banquet	\$ 0.00	23,000.00
In Kind Donation White Cross	3,042.41	
Interest Money Market	1,057.66	2,000.00
MBMM Product Sales		100.00
Total 44000 Congregation	\$ 4,100.07	\$ 25,600.00
Refunds and Cost Sharing	2,593.08	5,000.00
Total Income	651,378.90	432,112.00
Gross Profit	\$ 651,378.90	\$ 432,112.00
Expenses		
51000 Operating & Admin Expense	27,544.19	38,750.00
52100 Staff Expenses	1,901.36	11,500.00
52200 Consulting Expenses	321.00	41,000.00
52300 Board Expenses	2,820.00	3,400.00
52400 ADVOCACY	14,567.60	45,840.00
52500 CELEBRATION	0.00	8,400.00
52600 EMPOWERMENT	56,866.01	52,810.00
55100 Staff Salaries	164,054.38	151,946.80
Total Expenses	\$ 268,074.54	\$ 353,646.80
Net Operating Expenses	\$ 383,304.36	\$ 78,465.20

Massachusetts Baptist Multicultural Ministries, Inc.

Balance Sheet

As of October 21, 2021

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
In-Kind Clearing	14,108.46
TD Bank Business Convenience	73,855.58
TD Bank Business Savings	290,003.18
TD Bank Money Market	372,436.15
Total Bank Accounts	\$ 705,403.37
Investment Account	
Vanguard Health Care Fund Admiral Shares	201,334.80
Vanguard 500 Index Fund Admiral Shares	536,370.42
Total Investment	\$ 737,705.22
Accounts Receivable	
Accounts Receivable (A/R)	-804.90
Total Accounts Receivable	\$ 804.90
Other Current Assets	
Inventory Assets	0.00
Undeposited Funds	17.76
Total Other Current Assets	\$ 17.76
Total Current Assets	\$ 704,616.23
Fixed Assets	
Accumulated Depreciation	-12,074.00
Computer Equipment	16,640.00
Total Fixed Assets	\$ 4,566.00
TOTAL ASSETS	709,182.23
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Lilly Grant Thriving Pastoral Ministry Program	763,092.00
Second PP Loan	20,047.00
Accounts Payable (A/P)	2,064.94
Total Accounts Payable	\$ 2,064.94
Other Current Liabilities)	
Total Liabilities	\$ 787,268.88
Equity	
Opening Balance Equity	-3,576.08
Opening Balance Equity {5}	0.00
Retained Earnings	583,346.72
Net Income	314,328.46
Total Equity	\$ 894,099.10
TOTAL LIABILITIES AND EQUITY	\$ 1,681,367.98



Burmese Community Childrens Dance Group performs at 2021 World Refugee Day.

FINANCIAL REVIEW

Examining Our Financial Health

Massachusetts Baptist Multicultural Ministries utilizes Brooks & Associates, CPAs each year to compile the financial literature and reports of our organization. We are thankful for their partnership with us in this endeavor. Just as it is important for every organization to provide public disclosure of all operating funds and financial data, we take pride in producing credible and transparent data for our stakeholders, partners, donors, and future sponsors.

The following financial reports provide insight into the many ways we have allocated, dispersed, and maintained responsible stewardship of the funds within our organization. Most funding of our programs and events for those that we serve are fueled through donors, sponsors, and other in-kind supporters of Massachusetts Baptist Multicultural Ministries.



Karen Brooks, CPA, MST
Cheryl M. LaVigne
Susan E. Silvia
Eileen Dunning, E.A.
Barry Gorevitz, E.A.

INDEPENDENT ACCOUNTANTS' REVIEW REPORT

To the Board of Directors
Massachusetts Baptist Multicultural Ministries
Lexington, Massachusetts

We have reviewed the accompanying financial statements of Massachusetts Baptist Multicultural Ministries (a nonprofit organization), which comprise the financial position as of March 31, 2021 and 2020 and the related statements of activities and changes in net assets and cash flows for the fiscal years then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of Organization's management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of the financial statements that are free from material misstatement whether due to fraud or error.

Accountant's Responsibility

Our responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

Accountant's Conclusion

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with accounting principles generally accepted in the United States of America.

BROOKS & ASSOCIATES, INC., CPA'S

A handwritten signature in cursive script that reads "Brooks & Associates". The signature is written in black ink and is underlined.

165 Middlesex Turnpike, Suite 205, Bedford, MA 01730
781-275-4199 fax: 781-275-0871 brookscpapfirm.com

Massachusetts Baptist Multicultural Ministries, Inc.

Statements of Financial Position

March 31, 2021 and 2020

ASSETS	2021	2020
Cash and cash equivalents	\$ 1,350,944	\$ 459,821
Office equipment – Less accumulated depreciation of \$12,074 and 10,604 respectively	4,566	459,821
	<hr/>	<hr/>
TOTAL ASSETS	\$ 1,355,510	\$ 462,352
	<hr/> <hr/>	<hr/> <hr/>
LIABILITIES AND NET ASSETS		
Deferred revenue	\$ 779,280	\$ 250,000
SBA, Payroll Protection Loan # 1	14,655	–
SBA, Payroll Protection Loan #2	20,047	–
Unrestricted net assets	541,528	212,352
	<hr/>	<hr/>
TOTAL LIABILITIES AND NET ASSETS	\$ 1,355,510	\$ 462,352
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See accountants' review report and accompanying notes.

Massachusetts Baptist Multicultural Ministries, Inc.

Notes To Financial Statements

The Fiscal Years Ended March 31, 2021 and 2020

NATURE OF OPERATIONS

Massachusetts Baptist Multicultural Ministries (the Organization) strives to bridge the different ethnic churches to the American Baptist Churches in the USA, and to foster greater ties within the denomination. Based on the former president Jimmy Carter's phrase, "we become not a melting pot but a beautiful mosaic, consisting of different people, beliefs, yearnings, hopes and dreams". Therefore, the Organization's objective is to recognize this diversity and to celebrate its great offerings within the whole mission of the church.

Basis of Accounting

The financial statements are presented on an accrual basis, which recognizes income when earned and expenses when incurred.

Financial Statement Presentation

The Organization has presented its financial statements in accordance with generally accepted accounting principles for not-for-profit organizations in the United States of America. Under this guidance, the Organization is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

The Organization reports gifts of cash and other assets as an increase in temporarily or permanently restricted net assets if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, this is, when a purpose restriction is accomplished or a time restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets, revenues and expenses, and disclosures during the reporting period. Accordingly, actual results could differ from those estimates.

Cash and Cash Equivalents

For purposes of the statements of cash flows, the Organization considers all money market mutual funds and highly liquid investments available for current use with an initial maturity of three months or less to be cash equivalents.

See accountants' review report and accompanying notes.

Massachusetts Baptist Multicultural Ministries, Inc.

Notes To Financial Statements

For The Fiscal Years Ended March 31, 2021 and 2020

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Office Equipment

Purchased equipment are stated at cost. All assets are depreciated over estimated useful lives on a straight-line basis. Repairs and maintenance and small equipment purchases are expenses as incurred. Expenditures that significantly increase asset values or extend useful lives are capitalized. Acquisition of property and equipment in excess of \$500 that meet the capitalization requirements are capitalized.

Estimated useful lives are as follows:

Furniture, fixtures and equipment	5 - 7years
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Deferred Revenue

The Organization is the recipient of grant money. Amounts collected in advance of incurring specified costs are reflected as deferred revenue. During the current fiscal year, a donor contributed an endowment to be utilized in various aspects of the ministry over the next 3 years. This endowment, the Lilly Endowment, is included in deferred revenue. During its annual budget process, the board of directors will determine the appropriate portion of the endowment for the following year. The board appropriated the funds to be allocated for this fiscal year to be \$240,000 to support operations and ministries.

Donated Assets

Donated materials and other noncash donations are recorded as contributions at their fair values at the date of donation.

Contributions

All contributions are available for unrestricted use unless specifically restricted by the donor. All pledges receivable and amounts received that are donor restricted for future periods or donor restricted for specific purposes are reported as temporarily or permanently restricted, depending upon the nature of the restriction. Temporarily restricted net assets are reclassified to unrestricted net assets and are reported in the statement of activities as net assets released from restriction when the donor stipulated time restriction ends or the purpose restriction is accomplished by the Organization. All gifts granted to the Organization are recorded at fair value at the time of receipt.

Forgivable Loans – Paycheck Protection Program (PPP)

The organization's policy is to account for forgivable loans received through the Small Business Administration (SBA) under the Coronavirus Aid, Relief and Economic Security Act (CARES Act) Paycheck Protection Plan (PPP), as a debt in accordance with Accounting Standards Codification (ASC) 470, Debt and other related pronouncements. The forgiveness of the debt is recognized once the debt is extinguished.

See accountants' review report and accompanying notes.

Massachusetts Baptist Multicultural Ministries, Inc.

Notes to Financial Statements

For the Fiscal Years Ended March 31, 2021 and 2020

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Concentration of Risk

Financial instruments that potentially subject the Organization to off-balance-sheet credit risk include cash on deposit with financial institutions which were insured up to \$250,000 by the U.S. Federal Deposit Insurance Corporation. The Organization maintains its cash in bank deposit accounts that at times may exceed federally insured limits. The Organization has not experienced any losses in such accounts. Management believes the Organization is not exposed to any significant credit risk related to cash and cash equivalents.

Reclassification

Certain prior year amounts may have been reclassified to conform to the current year presentation.

NOTE 2 - OFFICE EQUIPMENT

Office equipment and accumulated depreciation are as follows at March 31, 2021 and 2020

ASSETS	2021	2020
Office Equipment	\$ 16,640	\$ 13,135
Less: Accumulated Depreciation	(12,074)	(10,604)
Total Assets	\$ 4,566	\$ 2,531

NOTE 3 - OFFICE RENT

The Organization maintained an operating lease, which can be terminated with a 30-day notice.

NOTE 4 - SBA, PPP LOANS

During the current fiscal year, the Ministry was granted (2) Payroll Protection Loans in the amounts of \$14,655 and \$20,047. Neither loan have been forgiven at the end of this fiscal year; however, the first PPP loan was forgiven as of May 13, 2021. The application for forgiveness of the second PPP loan is in the process.

NOTE 5 - SUBSEQUENT EVENTS

Management has evaluated subsequent events through October 20, 2021, the date of which the financial statements were available to be issued.

FUNDRAISING RESULTS

Overcoming Fundraising Challenges

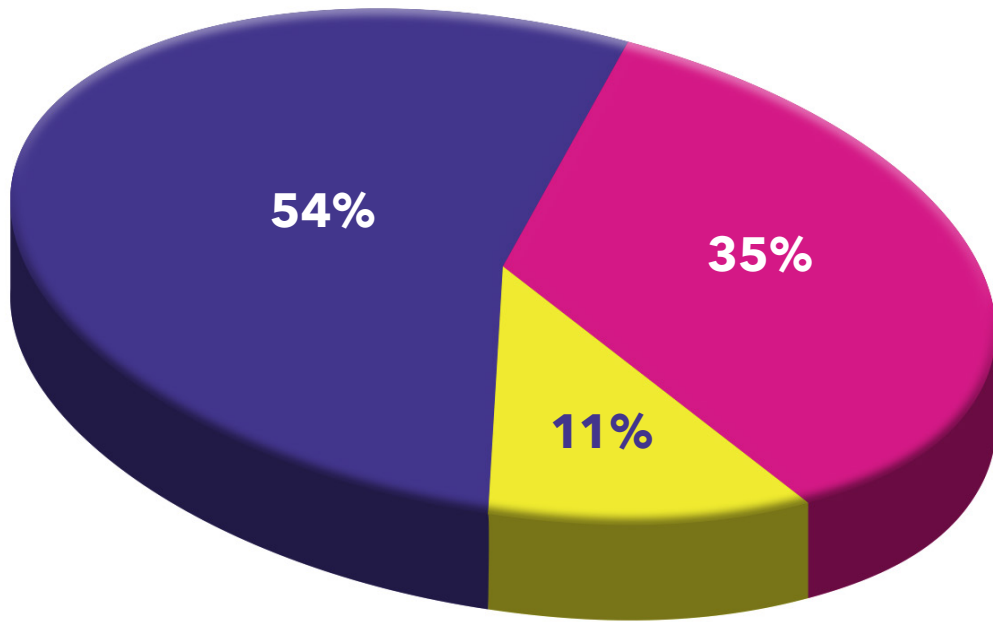
2020-2021 brought with it many challenges for our community and our supporters. However, MBMM saw a much appreciated 16% increase in the number of individual donors, with a return to the 2019-2020 levels of giving. More than half of our donations were received from Individuals, who truly are the heart and heavenly soul of our organization. Churches and Foundations had slight decreases in their number of gifts, but the size of their gifts increased, once again giving MBMM confidence in the renewed support and generosity of our Church and Foundation partners.

We are indebted to Boston Baptist Social Union (BBSU), for supporting MBMM with a generous grant for the last 11 years since inception. We appreciate the Christian Works Committee of BBSU for considering us as their arms and feet, doing the work of love and inclusion. We are grateful to Lilly Endowment for the four year grant funding Thriving Pastoral Ministry program. Thank you to all organizational supporters like MBCS, ABHMS, ABF, Local Churches and Women Groups from MA, NH, and ME for your generous support.

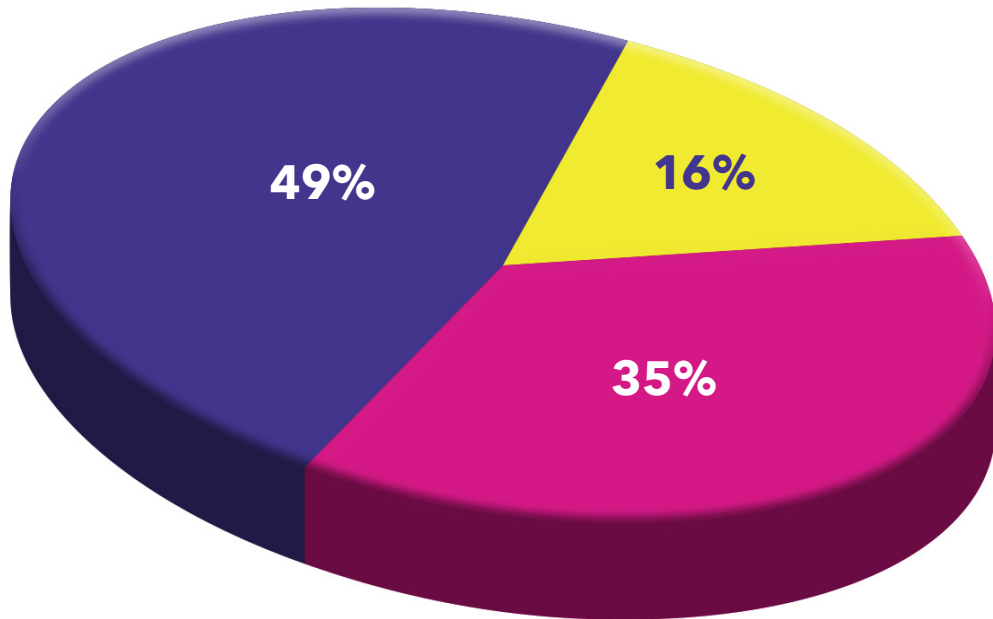


Leah Hoover
Fundraising Coordinator

Individual, Church, and Organization Donors 2020- 2021



Individual, Church, and Organization Donors 2019- 2020



■ Individuals ■ Churches ■ Organizations

DONOR APPRECIATION

Thank You to All That Donated

Your gifts make a difference in the lives of refugees and immigrants. Our support comes from individuals, churches, organizations, businesses, and foundations. Together, your generous giving allows MBMM to carry out its mission of **providing hope in the American Dream.**

MBMM and the ACE Center also wish to thank all of the volunteers — too many to name — who donated their time and energy — who have packed and moved, cooked and painted, tutored and gathered, and so much more. We are grateful for each of you.

Your generosity makes a positive impact upon the lives of New Americans, in numerous ways.

Your kindness provided the following:

- › Gift cards to 35 families in need of urgent financial relief (groceries, utility bills, medicine)
- › Grocery purchase and delivery to two quarantining families
- › Rental assistance to 35 families
- › Gift cards to 250 families for New American Christmas
- › Monthly stipends to Refugee Advocates
- › Stipends to English Language Learners (ELL) Tutors
- › ACE Center relocation, expansion, and renovations
- › ACE Center program supplies
- › Virtual tutoring to middle and high school students
- › Immigration legal assistance

DONOR LIST

INDIVIDUALS

Etta M. Anderson

Anonymous Donors (2)

Eleanor Butler

Pauline Chase

Susan Daneau

Judith Dean

Jean Diesto

Barbara Drauschke

Lori Felch

John E. & Jean F. Fisk

Shari Friedman

Sharon E. Gallo-Dunn

Dorothy Gardner

Kaitlin Gearin

Brita Gill-Austern

Marilyn Glover

Thomas Goldthwaite

Richard Haley

Ruth Harvey

Margaret Hess

Leah M. Hoover

Aren Imsong

Kirs Imsong

Stephen Imsong

Edna Jordal

Maria Kakalowski

Claudia Kessen-Banks

Miranda Kwon

Wanda Decross MacCurtain

Beverly Mattattall

Cynthia Maybeck

Elias Meireles

John Minott

John Mulloy

Lucien Myrthil

Marcia Patton

Robert Paiva

Nancy & Stephen Powell

Rev. Ngozi Robinson

Richard & Dorothy Robison

Dalton Said

Bonnie & Joe Sestito

George Sinclair

Nancy Skidmore

Betsey Sowers

Robert Stetson

June Stevens

Heather & Leighton Thomas

Martha Walker

Twila Wanamaker

William & Sharon Ware

Robert & Zelda Williams

Jean Wright



ORGANIZATIONS

Amazon Smile

American Baptist Foundation
— Palmer Grant

American Baptist Home
Mission Societies

Boston Baptist Social Union

Church Mutual Insurance Company

Conference of Baptist Ministers
of Massachusetts

Lilly Endowment Fund:
Thriving in Ministry Grant

Mass Baptist Charitable Society

Network for Good

Old Colony Baptist Association

Theodore Edison Parker Foundation

CHURCHES

Avon Baptist Church

Beth Eden Baptist Church

Brewster Baptist Church

Caribou United Baptist Church, ME

Corliss St. Baptist, Bath, ME

Court Street Baptist Church

Damariscotta Baptist Church

FBC King's Daughters

First Baptist (Watertown)

First Baptist Arlington

First Baptist Brunswick, ME

First Baptist Church Lexington

First Baptist Church Malden

First Baptist Church Melrose

First Baptist Church of Chelmsford

First Baptist Church of Medford

First Baptist Church Worcester

First Baptist Church Wakefield

First Baptist Fitchburg

First Baptist Mount Vernon, ME

First Baptist Nashua, NH

First Baptist Sanford, ME

First Baptist Springvale, ME

Green St. Baptist Church

North Livermore Baptist, ME

Old Cambridge Baptist Church

Putnam Baptist Church

Somerville Community
Baptist Church

Thomaston Baptist, ME

United Baptist Church, Saco, ME

W. Bowdoin Church Mission Circle

Warren Baptist Church





Massachusetts Bank
One hundred

YOUR BANK OR
CREDIT UNION

Donation

Memo

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ORGANIZATION REPORTS



Ms. Melinda Parry
Program Manager



Ms. Etta Anderson
ESOL Coordinator Boston



Mr. Christopher Gagnon
Digital Designer and
Project Assistant

Thriving Pastoral Ministry Program

The Thriving Pastoral Ministry Program (TPMP) is a program that is jointly funded by the Lilly Endowment Inc. and Massachusetts Baptist Multicultural Ministries (MBMM). Various challenges such as Bi-vocational and Part-time Pastoral Ministry, Insufficient Financial Resources, Ethnic and Cultural Silos Resulting in Cultural Isolation, Limited Professional Development and Collaborative Opportunities, Insufficient Collegial Support and Personal Isolation, Difficulty Balancing Ministry, Work, Family, Personal Time, and Care are met by pastors endeavoring to thrive in ministry. TPMP sets out to minimize these challenges and further provide supportive services and frameworks to clergy by cultivating collegial relationships through clergy groups, providing professional development,



Lilly Endowment Inc.

A Private Philanthropic Foundation

supportive stance, spiritually, and professionally while establishing and maintaining a presence has proved to be the most effective and viable way to lead in my position.

Performing daily tasks such as coordinating resources and providing various types of supportive assistance to help pastors thrive in ministry engulfs reaching out and across different sectors of and trades of learning. This entails establishing professional relationships with various program facilitators, workshop leaders and DUKE/LILLY staff and personnel

The program is jointly funded by the Lilly Endowment and MBMM.

and fostering spiritual and personal care and wellbeing.

Part of my role as Associate Director of MBMM and Program Director of the Thriving Pastoral Ministry Program is to implement, oversee, progress, and sustain TPMP by developing and cultivating meaningful relationships with pastors who serve as constituents of various ethnic groups. Establishing workshops/mentorships/retreats that are life-giving and transformational to every pastor involved in TPMP. Further building rapport and listening to the needs and concerns of these pastors and their respective communities is very important and valuable. In correlation, journeying alongside them as they discern challenges allows me to gain a deeper understanding of the cultural and ethnic communities, which I serve on a more personal, spiritual, communal, and professional level. In my role, taking a

to promote a well-rounded Thriving Pastoral Ministry Program. Moreover, implementing programs in the form of workshops, retreats, and mentorships, as well as scheduling, and conducting meetings via telephone, zoom and/or in-person with Cultural Advocates and Ethnic Clergy Group (ECG) cohorts are on-going tasks that maximize my time.

Currently, five out of seven ECGs have been formed. (African, Asian, African American, Haitian, White) leaving two more groups remaining to be formed (Brazilian, Latinx). Within the various groups, there are ten members in the African, Asian, and Haitian groups. There are seven members in the African American and Caucasian group. A Cultural Advocate has been secured for the Latinx group but there has not been group formation yet due to scheduling

issues of bi-vocational pastors. The Brazilian group is without a Cultural Advocate as Jackson Olivierre could not continue in his position as he had done in the past.

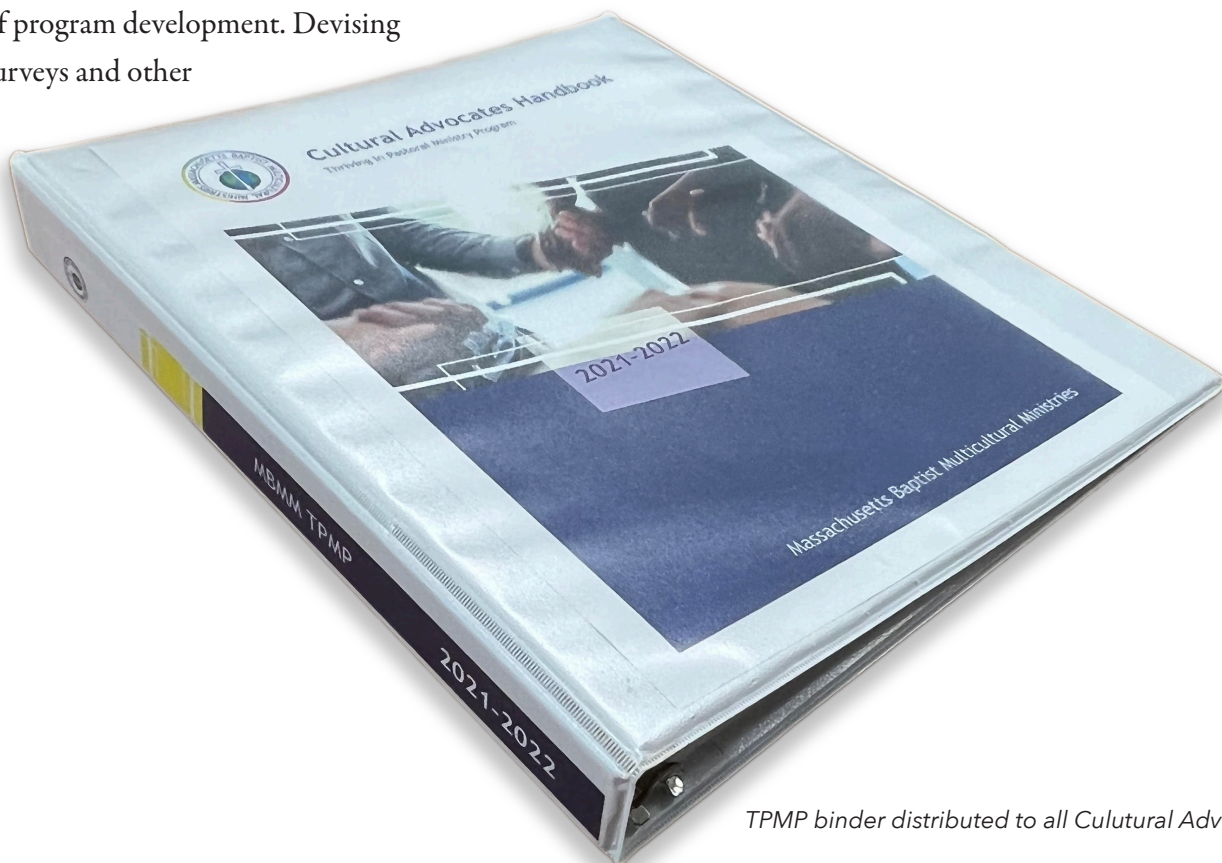
Moving forward, I seek to increase participation among the already established five Ethnic Clergy Groups to seven active groups as well as secure a Cultural Advocate for the Brazilian group. My goal is to continue listening and engaging with Cultural Advocates and members of each ethnic group to build relationship and grow the Ethnic Clergy Groups fifty percent by next fiscal year. I aim to stretch my reach within the community of Lowell and other surrounding areas to develop partnerships with various faith-based and non-sectarian personnel and organizations to establish an on-going ecosystem of resources and support to pastors, while further promoting the mission, vision, and presence of MBMM on a larger scale.

As was discussed and elaborated in a workshop I attended with Lilly/Duke staff, continual evaluation of growth and changes are very important in the progression and success of program development. Devising surveys and other

evaluation tools to monitor the progress, strengths, and weaknesses of TPMP and the participants is something I would like to readily prepare and gain insight to make sure we are providing substantial service to our clientele of clergy. Promoting, advertising, and highlighting the effectiveness of the Thriving Pastoral Ministry Program will be very necessary as more and more clergy find themselves feeling isolated in their context of ministry and communities, and the world evolves and transforms rapidly before our eyes. It is my hope and prayer that TPMP will become the lifesaver for many clergy who are gripped with the scarcity of resources in this present age.

Humbly Submitted,

Rev. Dr. Remona L. Farley Taylor
Associate Director, MBMM
Program Director, TPMP



TPMP binder distributed to all Culutral Advocates



Rev. John Bio Asante
Cultural Advocate

“My group has ten active members from three States, namely, Massachusetts, Connecticut, and New York.”

AFRICAN ETHNIC CLERGY GROUP

Massachusetts Baptist Multicultural Ministries exists as an intentional ministry to celebrate diversity, provide hospitality to refugees and immigrants churches, guide ethnic pastors in the ordination process, facilitate cultural adjustments, provide appropriate support and assistance to refugees and immigrant communities, and create a platform for intra - and inter-cultural dialogue.

Sustaining multiracial congregations in the United States has its own challenges. The COVID-19 pandemic has added another dimension, putting the Church and other ministries into a unique and challenging position. My observation is that ministry will never be the same again.

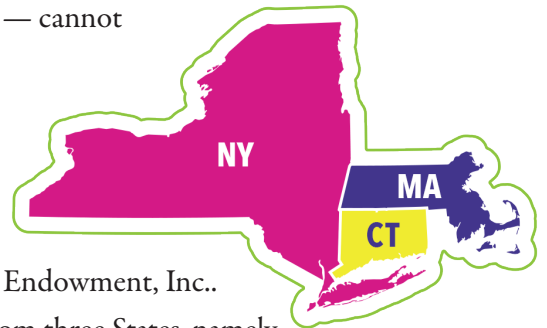
As we reflect on the losses of relatives and congregants during the pandemic, it is prudent to examine the impact it has had on MBMM as a whole and the African caucus in particular. The closure of churches and the inability to meet in person, rattled most congregations, and the rush to find other ways and means to worship became very challenging. Technology, however, came to our rescue with zoom and other platforms which enabled meetings and worship services to be held virtually.

Even though many churches have resumed in person meetings, after the COVID protocols were relaxed, church attendance and giving, have been so negatively impacted. The resultant impact on small church pastors – the category in which most African ethnic churches are in — cannot be overemphasized.

Therefore, the Thriving in Pastoral Ministry Program (TPMP) has come as a relief to my constituency, thanks to the generosity of the Lilly Endowment, Inc..

My group has ten active members from three States, namely, Massachusetts, Connecticut, and New York. We meet on the last Tuesday of every month via zoom to discuss issues of mutual importance, pray for our individual ministries, and deliberate on general matters of concern. So far, we have held one retreat which was very successful by all standards. The excitement during the meeting and the knowledge acquired still lingers on. The group was delighted to have met together for the first time to share friendship and food. The retreat presented an opportunity for us to pray for Afghanistan, Haiti, Africa, and the Church of Christ.

TPMP presents an opportunity to experience collegiality, thereby encouraging each other and to share our plight. It is an opportunity “for professional and



personal development with the goal of increasing pastoral agency for growth and professional development.”

Our meetings focus on praying for and encouraging one another in the walk of the Lord; Sharing our faith, our stories, our strengths, and support for each other. Cultivating collegial relationships through our clergy group will help achieve the

The closure of churches and the inability to meet in person, rattled most congregations, and the rush to find other ways and means to worship became very challenging.

required professional development needed for most members of the group who are mostly bi-vocational and part time pastors. Our spiritual and personal care and wellbeing is paramount.

Just as the first century church struggled to keep its Christ-inspired unity movement intact in the midst of such a wide diversity, MBMM is trying to do same by partnering with the Intercultural Clergy Group (ICG), which is composed of Cultural Advocates who act as representatives for their ECG group. I hope to significantly improve my cultural competence and practice it.

I am very confident that the TPMP will positively impact the ministries of my ECG group. The year 2022 looks even more promising, and I hope that the goals of the program will be achieved. I pray that everyone involved in this program will be blessed in the name of our Lord Jesus Christ.

Humbly Submitted,

Rev. John Bio Asante
Cultural Advocate
African Ethnic Clergy Group





Rev. Lucien Mythil
Cultural Advocate

"This organization helps people economically, financially, spiritually and emotionally by leadership, mentorship and coaching people."

HAITIAN ETHNIC CLERGY GROUP

As a cultural advocate for Haitians for MBMM, I learned a lot through the Pandemic, COVID-19. Working for MBMM during those days was qualitative for me. The fiscal year was terrible. It was not easy for people to do enough due to the disease. Furthermore, the Pandemic had restraints and limitations which kept people from moving place to place. Any local organization as well as a person was affected by this contagious epidemic. As a Christian leader, I have faith in God. I do believe also in His Word. I took care of my spouse, my children, my friends, and my ministry in spite of the horrible situation.

Most leaders like me use a variety of mediums to communicate to others. We communicate by telephone, email, and zoom to reach colleagues and pastors to pray and work together. Technology becomes an efficient tool in my hands to reach at distance physician, patient, faithful servants nonetheless the restriction by the State Government.

We communicate by telephone, email, zoom to reach colleagues and pastors to pray and work together.

MBMM regardless of the gap, separation, and lack of gathering sent to me every now and then gift cards to give Pastors and parents to buy food at that time. This organization helps people economically, financially, spiritually and emotionally through leadership, mentorship and coaching people.

Serving human beings is a commandment of God. It is a privilege to serve instead of being served. The action of the Good Samaritan is a well-known example and becomes an adage. This is one of the things God asks of us, which happens when love takes place in our heart and produces the fruit of Spirit.





A meeting of the African American Ethnic Clergy Group lead by Rev. John Bio Asante and attended by Lucien Myrthil.

COVID-19 teaches and shows us the reality of things on the planet. But this virus is also like a beacon to send a signal to everyone poor or rich. The planet produces goods and services for everyone, but the distribution and separation are unequal. This Pandemic causes many problems globally.

The COVID-19 is diabolic, but it is a mirror to evaluate ourselves and change our lives toward new directions. It is the time to call, to talk, to support, and comfort each other. The disease opens a spiritual way to looking for God. Even

though the COVID-19 was a phenomenal crisis, it is still a n occasion where people think about the creation and the Creator.

Humbly Submitted,

Rev. Lucien Myrthil
Cultural Advocate
Haitian Ethnic Clergy Group



Rev. Dr. Moreen Hughes
Cultural Advocate

"Having to pivot our churches online, many pastors were now working from home and their activities tended to be multiplied."


AFRICAN AMERICAN ETHNIC CLERGY GROUP

As I think back on the year in review, my thoughts draw me to reflect on the many ways that God has led me to serve and lead in various capacities across cultures and mixed backgrounds of people, faith, and life experiences. I am truly grateful for the opportunities God has given me to serve and for all the people I have met throughout the years. Serving as Associate Pastor with and alongside my husband, Senior Pastor, Rev, Dr. Conley Hughes, at Concord Baptist Church has led me to know and comprehend the nuts and bolts of daily ministry inside and outside of the church. In addition, meeting with groups of pastors has become an accustomed behavior of mine for many years as I remain an active and contributing member of the (BMA) Black Ministerial Alliance, now recently named the (BMA) Black Ministerial Alliance — Ten Point Coalition.

The (BMA) Black Ministerial Alliance — Ten Point Coalition is an ecumenical ministry whereby many of the existing members have roots in local towns and cities of the Greater Boston area including Milton, Framingham, Melrose, and Wilmington. We gather and meet every Tuesday of every month at 10:00 a.m. to come together to enjoy in a time of fellowship, sharing, prayer, encouragement and offering support to one another.

In the past year or so, the challenges of the COVID-19 pandemic have altered many things we do and even how we see and do ministry. Within the membership of the (BMA) Black Ministerial Alliance — Ten Point Coalition, there have been a declining number of actively involved clergy. Nearly six or seven up to twelve persons per week were attending meetings during the pandemic. The atmosphere of seeing the same usual and consistent participants each week no longer remained. Roughly eight persons showed up from week to week to meet on a consistent basis. Based on my assessment of the crowd of people in attendance, perhaps there were about ten others in attendance on a rotating non-consistent basis and nearly twelve members attended on average.

Within the BMA, during this unforeseen time, I set out to address the following questions. How can we get churches engaged with getting vaccinations? What are the different pieces and aspects to sustaining church attendance and participation during COVID? The way I knew church and served in church started to evolve and transfer into the context of the larger community. While partnering and working with Dr. Gloria White Hammonds, we were able to register over 200 people of color to get vaccinated. This was no easy task as many had all types of concerns and skepticism relating to the vaccinations and anxieties were raised



How can we get churches engaged with getting vaccinations?

around what happened to African Americans in the past with regards to getting vaccinated. I thank God for those we were able to assist with vaccinations. Resources were fueled through neighborhood health centers and hospitals once people signed up to follow through.

I was also continuously involved with The American Baptist Churches of Massachusetts (TABCOM) as I worked with clergy within the Greater Boston area helping them to pivot from in-person worship service to online worship and church events. After reaching out and contacting about 35 pastors, most of whom were African American pastors, it was surmised that most of them did not have services

Without particularly noting the specific time when I formally came aboard MBMM, I can recall that the shift began in March, once MBMM was funded with a grant from the Lilly Endowment, Inc. The conversation Mar Imsong had with me about joining the MBMM team as a Cultural Advocate evolved out of his watchful eye of the work I had already been doing for numerous years and am continuing the efforts. When Mar asked me to become involved in the Thriving Pastoral Ministry Program that MBMM was preparing to launch, I could not foresee where I would find time to do anything more beyond what I was already doing, let alone, leading a group of ten ethnic clergy for an entire year, with the possibility of leading up to four

In the past year or so, the challenges of the COVID-19 pandemic have altered many things we do and even how we see and do ministry.

because they were ill-equipped for conducting service online or virtually. Along with many others, we gathered information to understand the various ways to be tech savvy and make technology accessible utilizing YouTube, Facebook, Streaming, and Zoom and we disseminated that information. We also taught seniors and those of our elderly community how to log into Zoom so that they would be able to engage in the services, rather than leaving them to feel isolated and disconnected. I assisted in teaching and training to show others how to tithe and make donations electronically, through platforms such as PayPal and Tithe.ly. After gaining valuable information from the Centers for Disease Control (CDC), that information was pass to the churches to equip and prepare them for the unknowns. By partnering with the Black Ministerial Alliance — Ten Point Coalition, First Baptist Church Jamaica Plain, Concord Baptist Church, and Twelfth Baptist, I worked with people who were challenged by food insecurities and in partnership, we provided food on a weekly basis and secured funding to keep the program going.

years. The questions that ran through my mind included: What would this role entail? How many hours would I have to devote above and beyond the time I spend in other areas that I serve? I simply thought this would be impossible. Surely, meeting with ten more clergy would not be a problem but finding more time in my schedule to do so raised a real concern.

Not long after pondering and looking forward on how I could engage in the capacity that was being requested of me, I began to think about what clergy were dealing with at the time. Many of the results of COVID-19, for many clergy, stemmed around the isolation and homebound characteristics of being shut-in from day-to-day. It came to me that Self-Care at this time was of primal importance — how can we engage in self-care? Having to pivot our churches online, many pastors were now working from home and their activities tended to be multiplied. I located five pastors that would be interested in the topic of self-care (David Wright, Dana Goncalves, Nat Burns, Arlene Hall, Rev. Cindy) and I thought to myself, this would be my cohort



group. I would lead as a Cultural Advocate and set out to discuss the challenges and tasks around the topic of self-care. This was the beginning. That thought was with good intention but then some things happened whereby the organizational structure of the groups I was already involved in, caused me to pivot once more.

Thereafter, I was led to start a group with African American women who are preparing to go into ministry or have been in the ministry for some time but are not pastoring a church. The group was called the African American Women in Ministry Mentorship. We had our first mentoring meeting in June and came to an agreement that we would schedule our meeting time on the third Monday of every month at 6:30 p.m. We have met as a group for the months of June and July but canceled the month of August because many of the women were engaged in travel to take their children to

out-of-state colleges and universities. I have also met with individuals within the group for more one-to-one pertinent information relating to their ordination process and/or standing within ABCUSA. We are excited about resuming our meeting in September.

Some of the plans with this group, moving forward are 1) to continue meeting via Zoom; 2) plan an in-person gathering, since we have been doing everything on Zoom and 3) pursue a retreat in the Spring.

Humbly Submitted,

Rev. Dr. Moreen Hughes
Cultural Advocate,
African American Ethnic Clergy Group



Rev. Dr. Yaliang Zhao
Cultural Advocate

"All pastors need support, especially those ethnic or immigrant pastors who need to serve God's people and navigate cultural differences for themselves and for the congregants."

ASIAN ETHNIC CLERGY GROUP

I am not sure how much information can be provided for the year in question as I came aboard Massachusetts Baptist Multicultural Ministries (MBMM) this April 2021. During the time MBMM had received word that they would be receiving funding from the Lilly Endowment, Inc. for the Thriving Pastoral Ministry Program (TPMP), Mar asked me to serve as a Cultural Advocate (CA) to the Asian Ethnic Clergy Group (ECG) and ensured me that administrative assistance will be provided by MBMM. After some prayers, I agreed to serve in this role with the hope that it will also help me see a bigger Kingdom picture beyond my service as local church pastor.

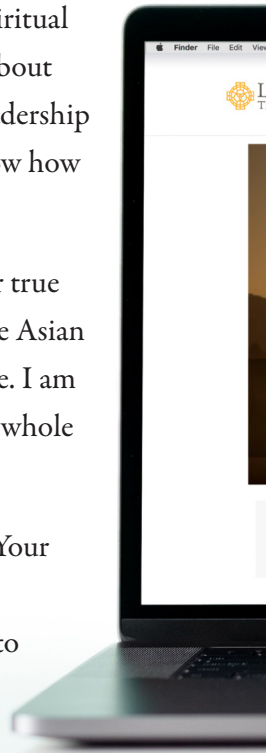
I believe in the vision and mission of MBMM. I also see the value for Thriving Pastoral Ministry Program — to equip, edify and support ethnic and immigrant pastors so that they could thrive in ministry. All pastors need support, especially those ethnic or immigrant pastors who need to serve God's people and navigate cultural differences for themselves and for the congregants. Some of them are serving bi-vocationally in order to feed their own families and those they serve. The ministry work become downright heavy and lonely.

I have lived some of, if not most of the concerns and challenges of ethnic and immigrant pastors. I am grateful of the help that Mar gave me while I was struggling to answer God's Call to ministry. It can be challenging without collegial support and circles of encouragement from others that serve alongside you. We should never do it alone.

Like all pastors, ethnic pastors also need continued growth in spiritual maturity and leadership skills. How could we help others learn about themselves if we are not fully aware of our own selves and our leadership styles? How can we help people to serve together if we don't know how to collaborate with our peers?

I decided to run two Enneagram Workshops to help identify our true selves and our working styles. An online survey was sent to all the Asian clergy and leaders to pool the best dates available for most people. I am very grateful for the help that Remona provided throughout the whole planning process.

Enneagram Workshop 1, entitled, "Becoming Acquainted with Your True Self/False Self" occurred on Thursday, July 29, 2021, from 12 p.m. to 3 p.m. and Workshop 2, entitled, "From Deadly Sins to Christ-like Virtue" was held on Tuesday, August 24, 2021 from 10 a.m. to 1 p.m. Both workshops were initially offered by



Leadership Transformations Inc. (LTI), which is an organization that focuses on spiritual formation. The instructor was David Wu who has now transitioned to a new position as Director of his own non-profit organization, the Mosaic Center for Spiritual Formation.

The participants who attended the workshops were very engaged and asked many questions regarding their personal assessment results and character development. Both workshops were successful and well attended. Overall, it was a great feat.

Moving forward, the Asian Ethnic Clergy Group will meet bi-monthly... We will continue to share and pray for one another, for our ministry experiences and well as life experiences.

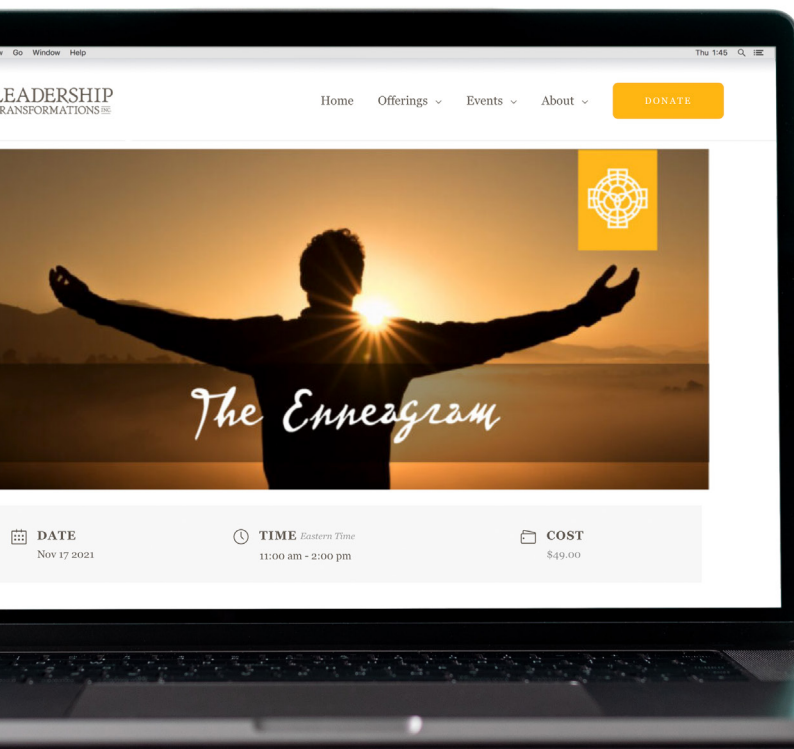
We were blessed by David's commitment and willingness to share his ministry experiences as well as his personal experiences with Enneagrams. David also worked one-on-one with some people from the group per their request, to delve deeper into their personal evaluation and assessment results. Workshop 1 was a prerequisite for Workshop 2 and altogether proved to be great tools for learning one's leading style in ministry and discerning one's relationship style with people on all levels.

We had thoughts of having a Marriage Enrichment retreat for either Labor Day weekend, September 5-6 or Columbus Day weekend, Oct 10-11 but were not able to secure that event due to unforeseen circumstances.

Moving forward, the Asian Ethnic Clergy Group will meet bi-monthly beginning October 28, 2021 and aim toward building upon what we learn from our Enneagram assessments. We will continue to share and pray for one another, for our ministry experiences and well as life experiences. Again, we thank Remona for her help rolling out the TPMP programs for the Asian Clergy Group.

In Grace & Peace,

Rev. Dr. Yaliang Zhao
Cultural Advocate,
Asian Ethnic Clergy Group



The Enneagram Workshop 1, entitled, "Becoming Acquainted with Your True Self/False Self" found at the Leadership Transformations Inc. website, www.leadershiptransformations.org.



We are working on starting new programs as well as restarting our old programs.

MBMM and the ACE Center always welcomes contributions to support New Americans.

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ACE Center For New Americans

ACE CENTER ANNUAL REPORT 2021

The ACE Center for New Americans in Lowell began in 2019 when space was leased at 144 Merrimack Street. By January 2020, an after-school program for high school students, meeting two days per week was in place. Our in-person programs were suspended due to the COVID-19 pandemic. We shifted our after-school program online and we began assisting our refugee communities during this tough time. Due to the COVID-19 pandemic, we were unable to host our annual New American Christmas Party, and we decided to send gift cards to families.

Fun Festival for families where we will provide free food, drinks, and entertainment.

Since 2021 has been about restarting and going back to normal, we are



The ACE Shoppe offers new and gently used items, clothes, household items, toiletries, school supplies, etc. for free to refugees and immigrants.

Since 2021 has been about restarting and going back to normal, we are working on starting new programs as well as restarting our old programs.

As the COVID-19 pandemic never coming to an end, it was time for us to work on restarting our programs. We opened our very first ACE Shoppe on May 21, 2021, which was attended by 3 families. We open the ACE Shoppe once every month for now, where we offer new and gently used items (clothes, household items, toiletries, school supplies, etc.) for free or a voluntary donation. Our recent ACE Shoppe, which was held on August 13, 2021, was attended by 14 families.

During the COVID-19 pandemic, we have faced many mental and physical health problems. Research showed that sports lowered anxiety and depression symptoms and increased physical activity levels. We decided to hold sports events such as the Friendly Volleyball and Soccer tournaments for our communities which were a success even though we faced some issues along the way. We also have our Family

working on starting new programs as well as restarting our old programs. In June, we launched our SAT Prep course, in October, we started/restarted our Afterschool Program, ESOL classes, and a Post High School Preparation Program. Your SPACE Story Hour will be transitioned to in-person and there will be a monthly Immigration Clinic.

We look forward to serving our communities in new and exciting ways.

Respectively Submitted,

Melinda Parry
ACE Center Program Manager

Pranim Magar
ACE Center Project Coordinator



Rev. Ko Ko Lay
Burmese Advocate



Pranim Magar
Bhutanese/Nepalese
Advocate



Adnan Al-Maliki
Iraqi Advocate

BURMESE REFUGEE COMMUNITY

This year was an exceedingly difficult year for all of us because of the Corona Virus pandemic. Because of the pandemic, we could not worship together for the whole year in person as we always do. However, we thank God for we still could be able worship God virtually through zoom platform every Sunday.

I totally understand that everyone has gone through a very hard time, and most of our church members were affected by the COVID-19, and by the grace of God everyone is recovered now.

During the pandemic, we all are very sorry that the daughter of our former pastor died, and I was able to conduct the funeral service as both her mom and dad were hospitalized with COVID-19 while their daughter passed away.

Massachusetts Baptist Multicultural Ministries (MBMM) donated 13 market basket gift cards to the COVID-19 patients from the Burmese community. We are thankful to them for their generosity. I gave those gifts card to the needy family. I was happy that I had a chance to cook the delicious food for my people and buy the food and deliver to our Church members who were affected by the COVID-19. Let's work together and serve the Lord with gladness.

Respectively Submitted,

Ko Ko Lay
ACE Center Bermise Advocate

BHUTANESE COMMUNITY

With the COVID-19 pandemic not seeming like it will be ending soon, we all kept on going with our daily lives trying to go back to normal. We fought and we didn't give up. During those times, we all have lost our loved ones due to this new virus as well as other causes. We as a nation suffered and are continuing to suffer, but the refugee and immigrant families suffered and continue to suffer the most.

Apart from all the assistance that MBMM and ACE Center for New Americans have provided us during the pandemic, I would like to share a story where the MBMM and ACE Center helped one of the families from the Bhutanese Community of Lowell when they needed it the most. We lost one of our beloved community members towards the end of the year in 2020. Since the very beginning, our community has been collecting contributions to help the families that are

We are grateful for the help given to school kids, especially with school supplies.

in need. As our community was getting smaller and smaller, we couldn't collect contributions like we used to meaning we didn't have the same total amount of contributions like we did in our prior years. Due to the situation of this family where the young man who passed away was survived by his wife and a daughter, we knew we needed to somehow get more contributions.

Our community's "youth" group decided to give the money that they had left from their Deusi Bhailo to help the family as the person who passed away was their friend. My father who is the President of our community talked with his workplace about helping the family. The wife of the person who passed away also worked there. Learning about the expenses for the funeral itself through my father, I realized that it was my obligation to contact MBMM and ACE Center on behalf of my community to ask for help for that family. MBMM and ACE Center sent me a check which my father personally took over to the family and they were beyond grateful to MBMM and ACE Center for the help. They received help from not just the Bhutanese Community, but beyond just our community which to them was overwhelming.

Respectively Submitted,

Pranim Magar

ACE Center Bhutanese/Nepalese Advocate



IRAQI COMMUNITY

My community members always say that the MBMM organization helps us with everything. They are grateful for the help given to school kids, especially with school supplies. They are also thankful for the assistance MBMM gives with legal advice, social security forms, DTA issues, health insurance policies, and housing needs. MBMM is a very important resource for the Arabic community.

Respectively Submitted,

Adnan Al-Maliki

ACE Center Iraqi Advocate

English for Speakers of Other Languages (ESOL) Reports

BEAM ESOL IN ALLSTON

Our ESOL program did not escape the ravages of COVID-19. The Center remained closed, and so there were no in-person classes. We continued to offer classes by Zoom, and had an average of three joining in. They were people who had devices, were connected to the internet and had someone at home to show them how to join a meeting. But we had fun, and the students (and teachers) were happy and appreciated each session. The others who did not join were not equipped with a device, or were not connected to the internet or were just techno-phobic.



The Center is aiming at re-opening the first week of October but under strict public health protocols, including masks while in attendance.

The Center is aiming at re-opening the first week of October but under strict public health protocols, including masks while in attendance. We think it not wise or safe to reopen our in-person classes under such conditions. The classrooms are neat and comfortable but small with insufficient ventilation for Covid. We are making an all-out effort to attract and invite students to virtual classes at two levels — intermediate and advanced intermediate. We will offer a one-time in person training on how to use Zoom. We have set a sign-in date; flyers are out, and we got a blurb in the Center’s newsletter. We’ll see how things turn out.

Due to health and personal reasons, we lost three of our teachers, but they still remain connected to Beam and will

serve in whatever capacity they can. We are truly grateful for their years of faithful service to Beam. We have received assurance from two volunteers who are equipped and are eager to join us on October 4. We are cautiously optimistic. Maybe by early next year we will be able to return to in-person teaching and start a beginner’s class. We don’t give up.

Respectfully Submitted,

Etta Anderson
ESOL Coordinator Boston

Communication Report

Massachusetts Baptist Multicultural Ministries (MBMM) and the ACE Center for New Americans (ACE Center) has had a fruitful start to 2021, full of firsts despite COVID-19 concerns. I joined MBMM in mid-March 2021 working virtually, and in-person following the office moving from Lexington to Lowell in early April 2021.

Because of the move we needed to update existing MBMM print, digital, social assets and create new ones with the new contact information. During this process, the MBMM logo received a minor refreshing, simplifying its overall look, and increasing its legibility, making it easier to reproduce at various sizes.

The ACE Center for New Americans launched its new website acefornewamericans.org in May as a single page, but it has continued to expand into a more robust site promoting numerous program launches, event announcements, online registration forms, image galleries and more. The site will continue to grow as new programs are created. We urge everyone visit the website frequently and follow us on social media to stay current with what is going on within the refugee community or subscribe to the ACE Center newsletter to receive updates via email.

In conjunction with the set-up of the new ACE Center office, the new logo was completed. Since then, we have worked hard to establish a strong, memorable, cohesive brand through repetition and consistency. We are using the newly created brand guidelines across a wide array of digital and print mediums.

The team is in the process of setting up a Customer Relationship Management System (CRM), and marketing automation tool. We are currently migrating our data into Salsa CRM, our new system and undergoing training. Once this is completed, we will then utilize Salsa Engage

to build content. The goal is to create a centralized database containing all the information on our donors, sponsors, New Americans, volunteers and use the information to communicate better, while increasing awareness and engagement. It will also assist in streamlining reporting with project management, minimizing overlapping systems, reducing costs, and automating some redundant tasks to increase staff efficiency.

We continually strive to deliver meaningful programs and services to their constituents. Our goal is effectively promoting those programs, and communicating our messages while continually building brand awareness, increasing impressions, and triggering greater engagement. We must differentiate ourselves from other charitable organizations by creating well-designed marketing materials that enhance the quality of our message. It is not about visual aesthetics. By presenting a consistent visual image we signal professionalism, stability, and trustworthiness.

Also good design helps build customer relationships which are based on emotion. We hope to make a connection and get those who come in contact with our brands to become emotionally invested in our cause.

Respectfully Submitted,

Christopher Gagnon
Digital Designer and Project Coordinator



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Staff Changes

WELCOME

Bendangla Imsong

We welcome Bendangla Imsong as our new Program Assistant at the ACE Center for New Americans. A longtime supporter of MBMM, Ben has taken on a variety of tasks including coordinating the ACE Shoppe. We are glad to have you, Ben!



there from 2009-2014. In 2009, Bilal married his wife and later in July 2014, came to the U.S. with his wife and two children. Bilal has four children, one boy and three girls; two of which were born in the U.S. Upon first landing in Newark airport, Mr. Bilal was welcomed by IOM (International Organization of Migration), an organization that welcomes those who have served the U.S. Army. He soon took employment in Boston.

Sara Zatorski

Sara Zatorski has joined the ACE Center for New Americans as our Volunteer Coordinator. A student at UMass Lowell, Sara previously coordinated our SAT Preparation Program and has also volunteered with the SayDaNar Community Development Center. Welcome, Sara!



Bilal's oldest child, Igra, his daughter is very intelligent and smart; she speaks fluent English and is in the fifth grade excelling in Lowell schools. Although all the children are doing very well in school, the children need to register in the school district every year and this leaves room for a lot of uncertainty as to whether the children will attend the same school or not. This displeases Mr. Bilal because he would like to have consistency for his children and himself as well as create space for building and growing in relationship with others in the school.

Mohammed Bilal

The ACE Center is pleased to welcome Mohammed Bilal as a new Afghan Refugee Advocate. Mr. Bilal is from Pashtoon ethnic group in Afghanistan, and he is very fluent in speaking the two official languages in Afghanistan Pashto and Dari. He pursued his undergraduate studies at Nangahar University, where he received a Bachelor of Science in agriculture upon graduating in 2006. After graduating, he began working for a Non-Government Organization (NGO) as re-conservation energy agency as a supervisor. He later became a Hesarak District Manager and worked in the position for 3 years. Mohammed spent time traveling extensively throughout the districts promoting re-conservation of energy. In 2009, he joined FLUOR Company, a U.S. Company specializing in logistic US Army Support, Food and Shelter, and worked



Mr. Bilal now works at a production company called KOCH, a filtration company, and is very happy to be a team leader in that company. We welcome him to our community and are glad to have him.

Felix Rodriguez

Rev. Felix Rodriguez has joined us as the cultural advocate for Spanish speaking Ethnic Clergy Group. Having come to Christ on December 2, 1971,

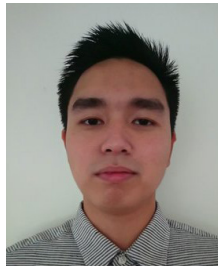


Rev. Rodriguez felt God's call to pastoral ministry. He has served as senior pastor at Iglesia Biblica Bautista for 12 years and has served in ministry for over 50 years. We welcome him as Cultural Advocate of Latinx clergy group.

FAREWELL

Apollos Saw

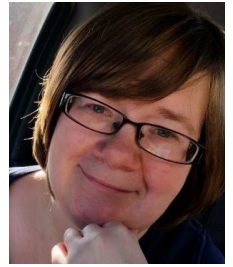
Apollos Saw worked with MBMM as a Refugee Advocate for the Burmese Community for since December 2016. He finished his Master's Degree in Information Technology at Southern New Hampshire University in May and moved on from MBMM. Over the years, he has provided hours of case management and been instrumental in our partnership with Saydanar Community Development Center. We offer him our heartiest congratulations and wish him much success in the future. We are grateful for your work with us Apollos!



Hudson, MA and a tireless supporter of the Latinx Community. We wish him well in the future.

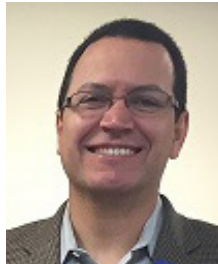
Debbie Davey-Fukuda

We are grateful to Debbie for initiating MBMM's Fitchburg ESOL program and shepherding it through the 2020-2021 year. Debbie offered interactive virtual classes providing useful instruction to a dozen students. She has stepped down to teach ESOL full-time at Fitchburg High School. Congratulations, Debbie!



Jackson Oliveria

After many years as a Cultural Advocate for the Portuguese speaking community, Jackson Oliveira has left MBMM to focus on his church. He is the pastor of the Renewed Life Baptist Church in



Leah Hoover
Development Partnerships

*Fundraising Consulting
Grant Writing
Project Management*

leahmhoover@gmail.com
617-774-7035

The graphic features a stylized landscape with rolling green hills, a winding path, and various trees and flowers. The text is centered on the right side of the image.



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