Zion Baptist Church, Inc.

ZION MAIN CAMPUS |4850 BLAGDEN AVE. NW | WASHINGTON, DC 20011
ZION NORTH CAMPUS |11005 DAYTON STREET | WHEATON, MD 20902
202-722-4940 |www.ziondc.org

Rev. Dr. Keith W. Byrd, Sr.
Pastor

"Purposed to Lead"
II Corinthians 5:20 (NKJV)

ZION
BAPTIST CHURCH
SERVING THE FAMILY OF GOD SINCE 1864

2025 ANNUAL CHURCH MEETING
HYBRID SATURDAY, DECEMBER 13, 2025
10:00 A.M.
SANCTUARY (MAIN CAMPUS) & ZOOM

ZION MAIN CAMPUS |4850 BLAGDEN AVE. NW | WASHINGTON, DC 20011
ZION NORTH CAMPUS |11005 DAYTON STREET | WHEATON, MD 20902
202-722-4940 |www.ziondc.org

Rev. Dr. Keith W. Byrd, Sr., Pastor

Annual "Hybrid" Church Business Conference

Saturday, December 13, 2025, at 10:00 AM

AGENDA

I. Call to Order (Scripture and Opening Prayer

II. Adoption of Agenda

III. Adoption of Minutes from June 14, 2025, Semi-Annual Church Business Conference

IV. Adoption of Administrative, Ministry/Board, and Discipleship Ministry Reports

V. New Business

a. Budget and Finance Committee -FY 2026 Budget
b. Nomination Committee – Adoption of Election Slate

VI. Season of Prayer

VII. Unfinished Business

a. Governance Committee (Distribution of Final Constitution/Bylaws)
b. ZBC Standard Operating Procedures Manual – Distribution
c. Call to Build – Rev., Dr. Keith W. Byrd, Sr.

VIII. Announcements

IX. Adjournment

ZION
BAPTIST CHURCH
SERVING THE FAMILY OF GOD SINCE 1864

Rev., Dr. Keith W. Byrd. Sr.

Semi-Annual "Hybrid" Church Business Conference Mtg. Minutes – 6/14/2025

Annual Church Business Conference

Saturday, December 13, 2025 - 10:00 AM

PURPOSED TO LEAD – II Corinthians 5:20

Hybrid Meeting
Virtual attendance – 85
In-person attendance – 49

I. **Call to order with Scripture and Opening Prayer**

Pastor Byrd called the meeting to order @ 10:04 A.M, with a song, Scripture and prayer.

Scripture: Philippians 2:3-5.

Pastor Byrd thanked Bro. Marshall for providing the music.

Rev. Rob Tolson provided attendees with instructions for virtually attending the meeting and in person.

Pastor Byrd stated we have a quorum at the start of the meeting; 44 in person and 63 online, a total of 107, and the Parliamentarian is present. Our quorum for Semi-Annual and Annual meetings is 50.

II. **Adoption of the Agenda**

Pastor Byrd: "I will entertain a motion to adopt the agenda."

Deacon Gloria Rogers moved to adopt the agenda; **Deacon Emeritus Dorothy Gholston,** seconded.

Pastor Byrd: "Are you ready for the question?" Poll launched.

Online results=52/52 voted =yes; nays= 0; In person results= 45/45 voted yes; Agenda adopted

III. **Adoption of Minutes from Semi-Annual Hybrid Church Conference- December 7, 2024**

Pastor Byrd: "I will entertain a motion to adopt the minutes with necessary corrections at this time." **Trustee Debby Henry Caldwell** moved to adopt minutes as presented with corrections if needed; **Deacon Joe Dyson**, seconded.

Pastor Byrd: "Are you ready for the question?" Poll launched.

Online results=49/52 voted =yes; In person results= 45/45 voted yes; 0= nays Total: 94 in favor - Minutes with corrections if needed are adopted.

Pastor Byrd stated if it looks like the meeting will go over 12 noon, we' will table some things, or he will put it to the body whether or not the meeting should go beyond 12.

IV. **Administrative, Ministry Reports, and Discipleship Ministry Reports**

Pastor Byrd proposed we review the two administrative reports and hear the Treasurer's and Trustee's with reference to the finances after voting on the Administrative reports, and the Discipleship reports. If you have any questions about any of the Discipleship report, we will let the leaders address them and provide any highlights pertaining to their report during the Announcement period of the meeting, and we'll entertain a motion to adopt the Ministry reports to include highlights, as they have been presented."

Pastor Byrd: "I will receive a motion to accept the Administrative, Ministry, and Discipleship reports, excluding the Treasurer and Trustee's Finance report"

A. Administrative Reports –(Secretary – Report Submitted; **Clerk**- Report Submitted; Deacon Ministry -Diaconate Fund - Report submitted; and Board of Christian Education Sunday School – Report Submitted; Discipleship Ministry Reports – All reports submitted stand as is)

Trustee Jackie Anderson moved to accept Clerk, Secretary, Deacon, and Board of Christian Education Ministry reports, Discipleship Ministry Reports – All reports submitted stand as is **Sister Maureen Barnes**, seconded. **Results in person 46/49=Yes; Poll deployed: Results online 55/56=Yes; 1/56=No – Total: 101 in favor – Reports Accepted Treasurer –** Report Submitted (Sister Delores Johnson)

Sis. Delores Johnson: "We're currently working on the midyear sum up reports for the different audit trails that we're currently working on, and that will be available in the next two weeks. But otherwise, everything is moving forward as planned."

Q from Trustee Lawson: "Are restricted accounts and accounts that are not restricted. What is the meaning in this Church of a restricted account and how restricted are restricted accounts, in terms of being able to move funds from one place to another?" **Sister Delores Johnson: "**ideally, the restricted accounts are confined to what they were designated for. For example, the fine arts scholarship account is considered a restricted account. The bus ministry account is considered restricted."

“The bus ministry, any funds dispersed from that is solely for the maintenance and the repair and whatever is associated with our busses period that are used here at Zion Baptist Church, and likewise for the fine arts scholarship account is restricted to those individuals that are going to pursue higher education in the arts.”

Trustee Lawson: “So, if something is considered a restricted account, does that mean that funds in that account cannot be transferred to another account under any circumstances?” **Sister Delores Johnson**: “No.”

Deacon Rohan Williamson: “The way the report is presented.” “Is there an accrual on that report?” Even Money? Does this reflect funds that are just in the bank, or does it reflect, on an accrual basis that that has yet to be allocated to a respective ministry or restricted account?”

Sister Delores Johnson: “ It reflects what's going on currently in the account as of April, and what's going on behind the scenes, for example, we're currently conducting a series of catch up audit; for example, I'll just use the diaconate account;, it's my belief, that we have a flow put together where I'm starting to get the reports necessary to identify the additional funds that need to be transferred to specific accounts using the diaconate, because some members may write a check and that one check has been designated for several ministry accounts, we have.” There are some funds that are not on the report, because they have not been allocated yet. it goes into one general account. So, what I'm doing is identifying the additional funds that should be transferred to the respective diaconate, or scholarship funds.” **Follow-up confirmation Deacon Rohan Williamson:** “To be clear, this report is what is in the bank and has been allocated, the funds that are not allocated are not on there at this time?” **Sister Delores Johnson**: “Correct.”

Trustee Lawson: “Grants that go to the GNC, to the church, to the to North Campus, are they included in this report, and if so, are they broken out as such.”

Sister Delores Johnson: “Whatever is specifically identified as going from A to B, C to D, or a from A to B, A to B, A to C, I identify it as part of a separate report. Right now, what we are attempting to create is a flow and a schedule for a consistent means and a consistent schedule to transfer any funds we receive, or that are designated for a specific account right away; we've had some challenges in the past, and we're trying to correct it going forward, starting with a series of discussions between myself and the Assistant treasurer, Miss English and Mr. Stephens, to lay down a schedule, a consistent schedule where this money is swept into the respective accounts timely.”

Pastor Byrd: “Is there a motion to accept Treasurer report at this time?”

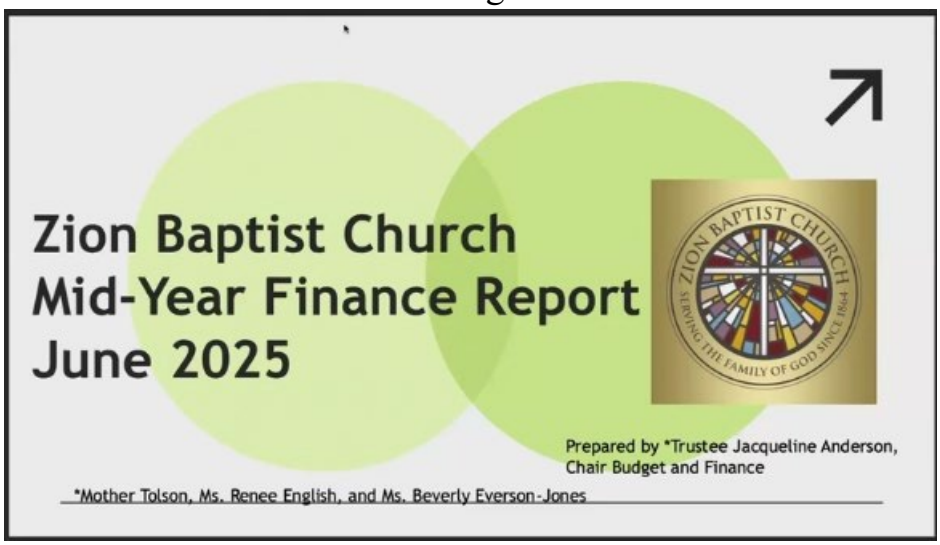
Trustee Kim Swann Ndiaye moved to accept Treasurer report**, Trustee Randy Perrin,** seconded**. Results in person 47/49=Yes; 0/49 = No; Poll deployed: Results online 48/51=Yes; 3/51=No – Total: 95 in favor - Reports Accepted**

B. Trustee Ministry – Report Submitted

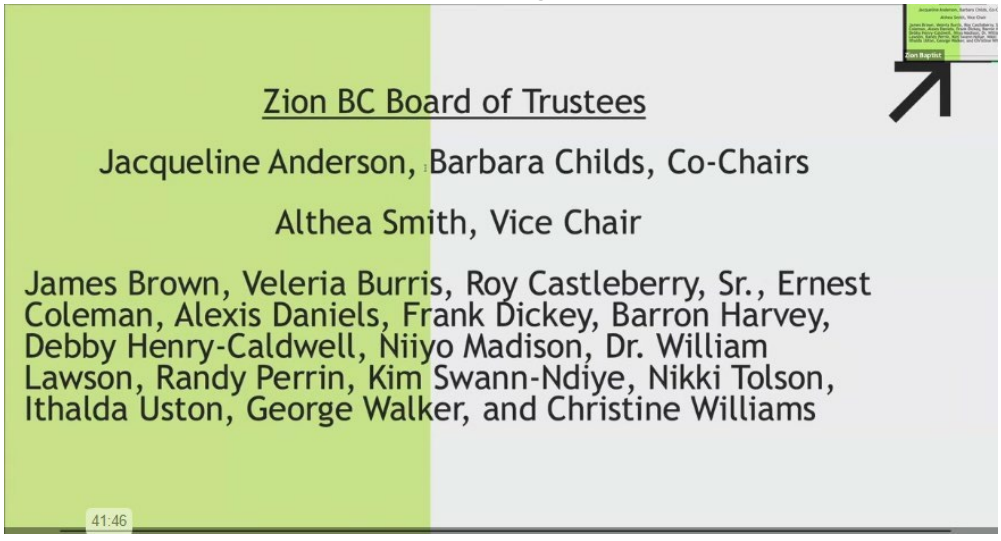
a. Budget and Finance Committee – Report Submitted

Trustee Anderson reported out with a PowerPoint presentation of Budget and Finance

Trustee Anderson: "For the benefit of those who were at the BCA meeting, the presentation has been adjusted just a bit based on some of the comments and questions from our leaders, as well as further consultation with our Budget and Finance team."



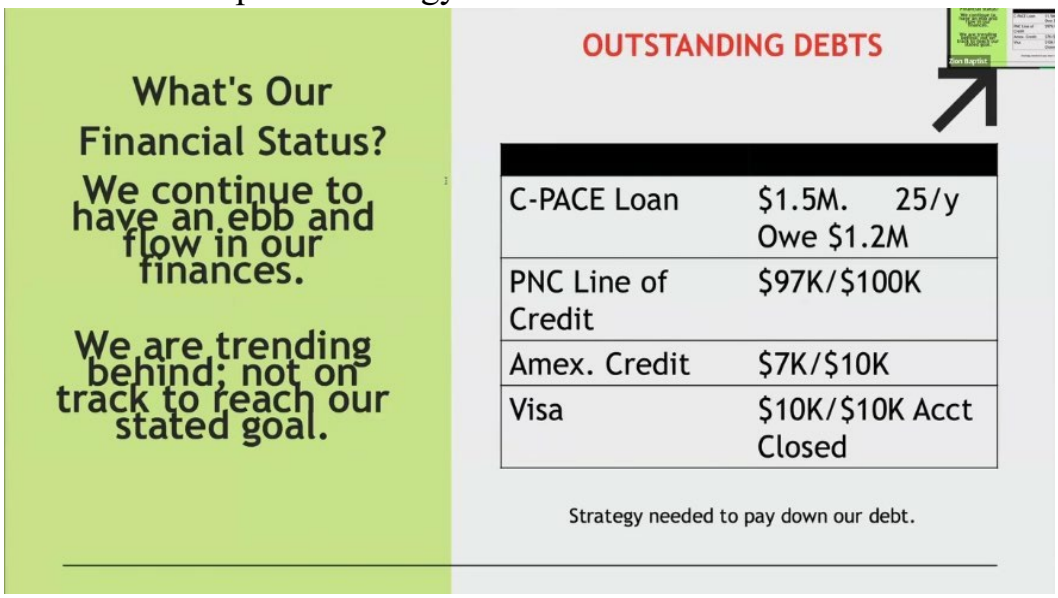
Trustee Anderson recognized the officers and members of the Board of Trustees (BOT). and stated the responsibility of overseeing the church's physical property, the financial affairs, as well as legal compliance. There are about 18 volunteers who are serving on the BOT. Trustee Anderson also recognized and commended Trustee Barron Harvey and Christine Williams the former Chairs/Vice Chair of the Budget and Finance Committee for their service.



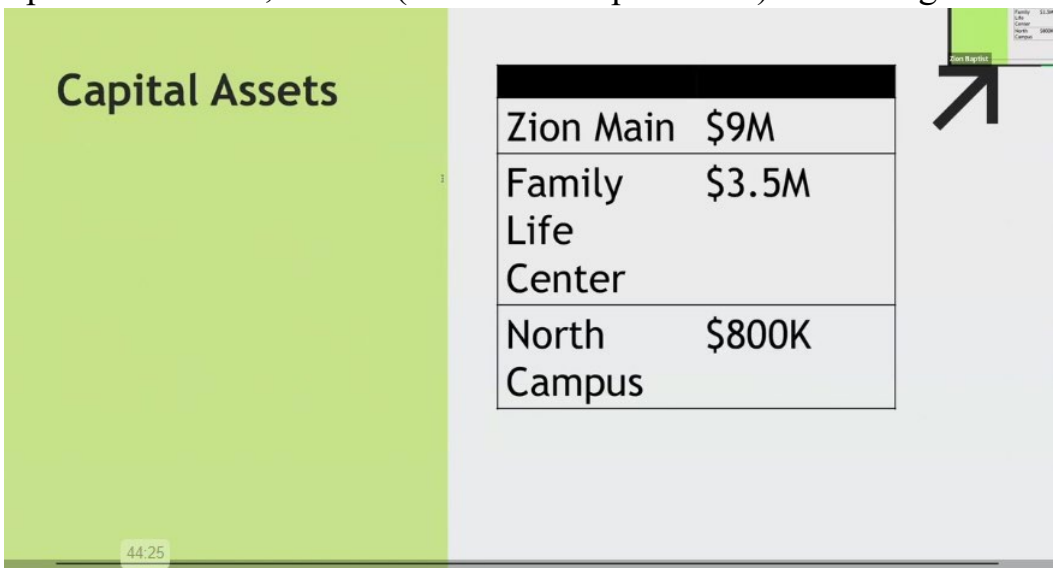
Trustee Anderson: "We continue to have an ebb and flow. There are times when we're doing well, and other times we're taking dips, and overall, we're kind of trending behind, not on track to reach our stated goal, but we still have time to do some catching."

"These are our outstanding debts. Our seed PACE loan represents the loan for all the wonderful work that happened to transition our building into a 21st century building. That loan is for $1.5 million we have 25 years to get through with it. We currently owe 1.2 million.

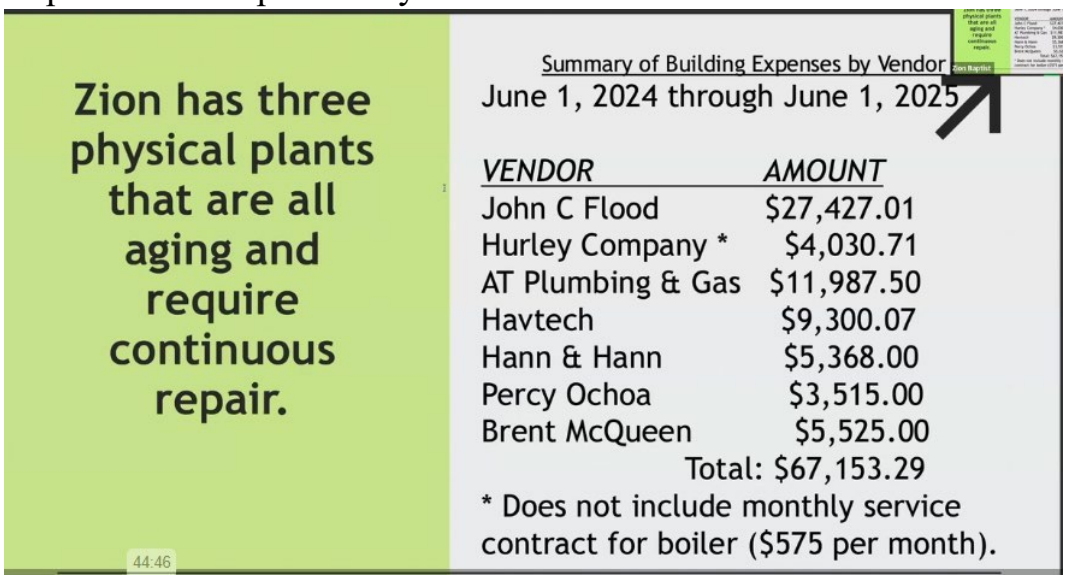
Trustee Anderson: “We have been able to meet our twice-a-year payment of a little more than $60,000 because of the work that you are doing in your giving; our PNC line of credit is up to $97,000. out of $100,000. so, we're pretty close, and our American Express credit card is at $7,000. out of $10,000. limit. And we have an account that's closed, which is our visa account, which we have maxed out, and it's clear we need to come up with our strategy to pay down our debt. So that's something that the Trustees will be working along with Finance team and our Pastor to come up with strategy.”



Capital assets. $60,075.55 (didn’t show up on slide) 3 Buildings

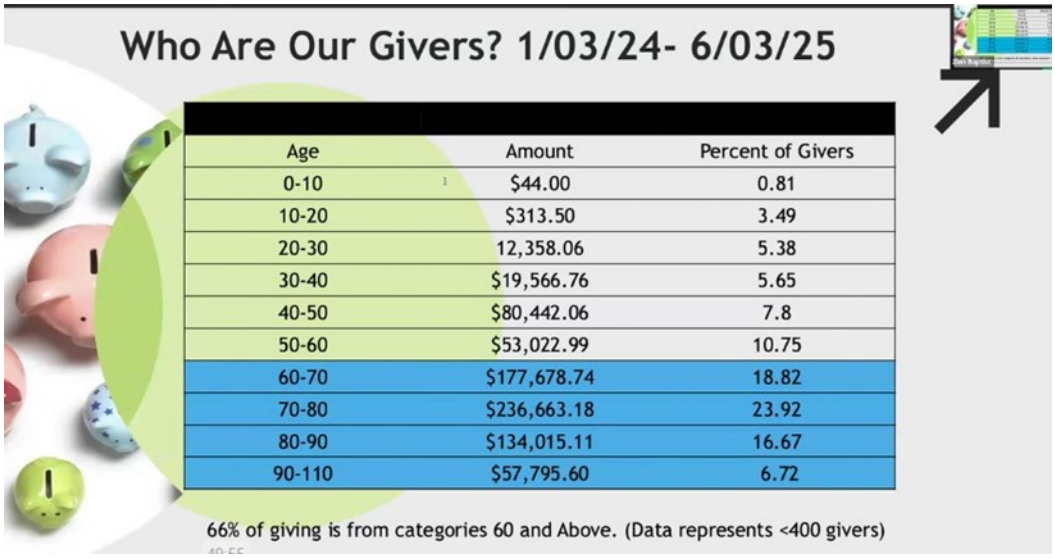


Trustee Anderson: "A summary of our building expense from June of 24 to 25 we have spent almost $70,000 just trying to keep our buildings in good working shape. And again, stewardship is a part of our responsibility."



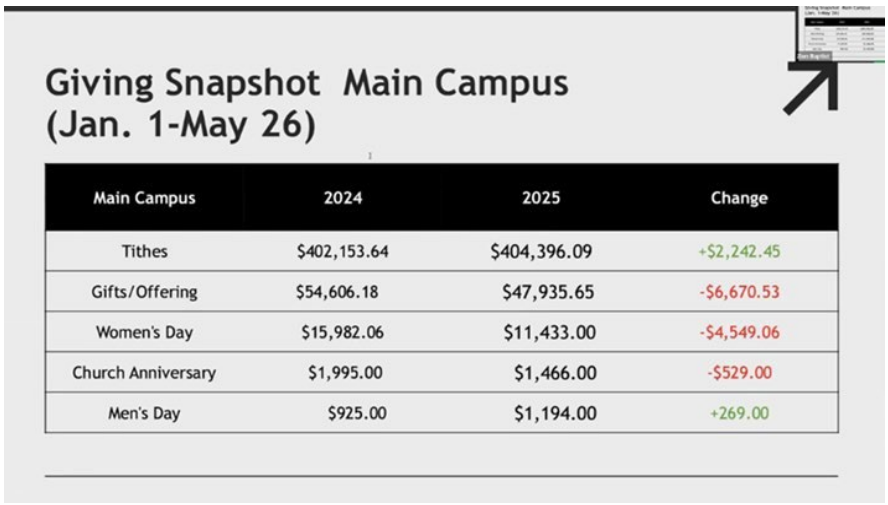
Trustee Anderson: "We made a motion in our December meeting to boost up our tithes to $1,250,000 which is a lot different from what we've been able to raise each year. This report is up to May 26 and it's about 36% of the 100% goal we're trying to get to. So, we have some way to go in the next seven months for Women's Day. We asked for $228,490. and up to May 26 we were at $59,804.36 and we're at about 26% .Women's Day, Church Anniversary, and our Men's Day represent our three special offerings. We ask each Zion member to give $1 for every year of our church's life. And this past May we celebrated our Women's Day, and we were able to raise about $12,544. which is 58% of what we were hoping for, but that number is still changing, because we recognize that many people have divided those payments up. They don't give it all at once. So, this number will continue to get higher as the year goes on Church Anniversary and Men's day have not yet happened."

Trustee Anderson: "As we look at our giving, know what we set as a budget, and our budgets may not look like your budgets at home or your budgets at work or there's money in the bank that you're writing your expenses on, we are forecasting what we hope to get. So, this is not $1,255,000 sitting in the bank that we are paying down. We are trying to get it while we are yet spending it. (Trustee Anderson read Malachi 3:8-12). To show you a little bit about who our givers are based on our reports. For our E-giving. This does not represent our members who do not use the electronic by way they might write a check or put cash in an envelope. This is just our E-giving, where our largest amounts of our budget or funds are turned in. 66% of our givers are our folks in the categories of 60 years old and above, and this data we learned is representing less than 400 members of our little more than 700 members, so about not even half.



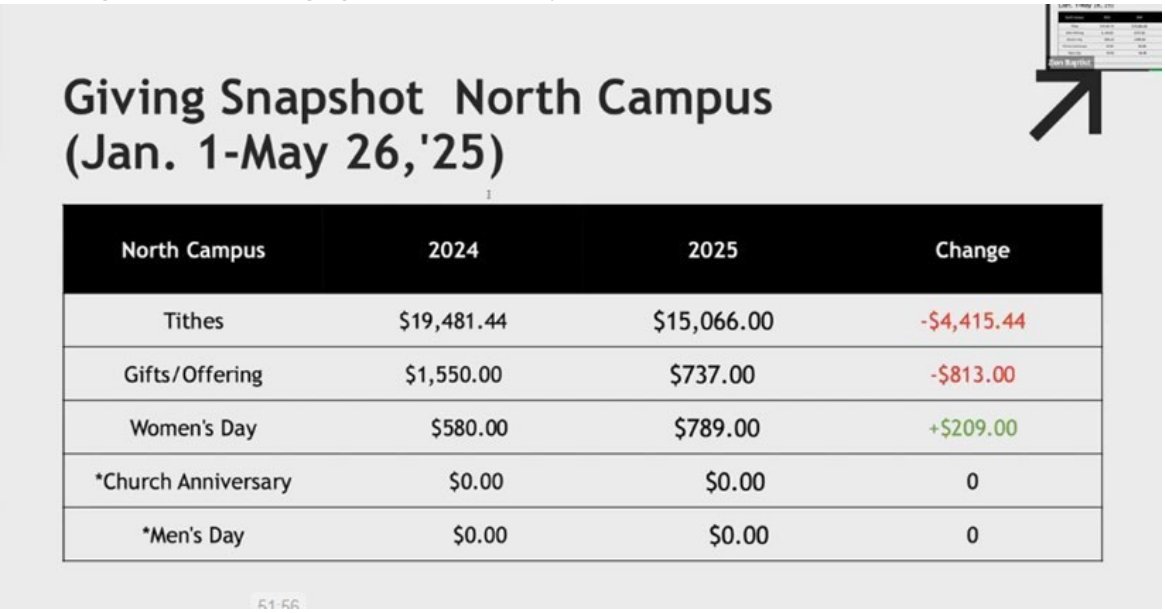
Age	Amount	Percent of Givers
0-10	$44.00	0.81
10-20	$313.50	3.49
20-30	12,358.06	5.38
30-40	$19,566.76	5.65
40-50	$80,442.06	7.8
50-60	$53,022.99	10.75
60-70	$177,678.74	18.82
70-80	$236,663.18	23.92
80-90	$134,015.11	16.67
90-110	$57,795.60	6.72

Trustee Anderson: "Looking at Main campus from January one through May 26 of the year 24 to year 25, at each of our campuses see how funding comes in. The good thing is, so far, we've shown some growth in our tithes. That's a great thing to celebrate, but we went down a little bit In areas.



Main Campus	2024	2025	Change
Tithes	$402,153.64	$404,396.09	+$2,242.45
Gifts/Offering	$54,606.18	$47,935.65	-$6,670.53
Women's Day	$15,982.06	$11,433.00	-$4,549.06
Church Anniversary	$1,995.00	$1,466.00	-$529.00
Men's Day	$925.00	$1,194.00	+269.00

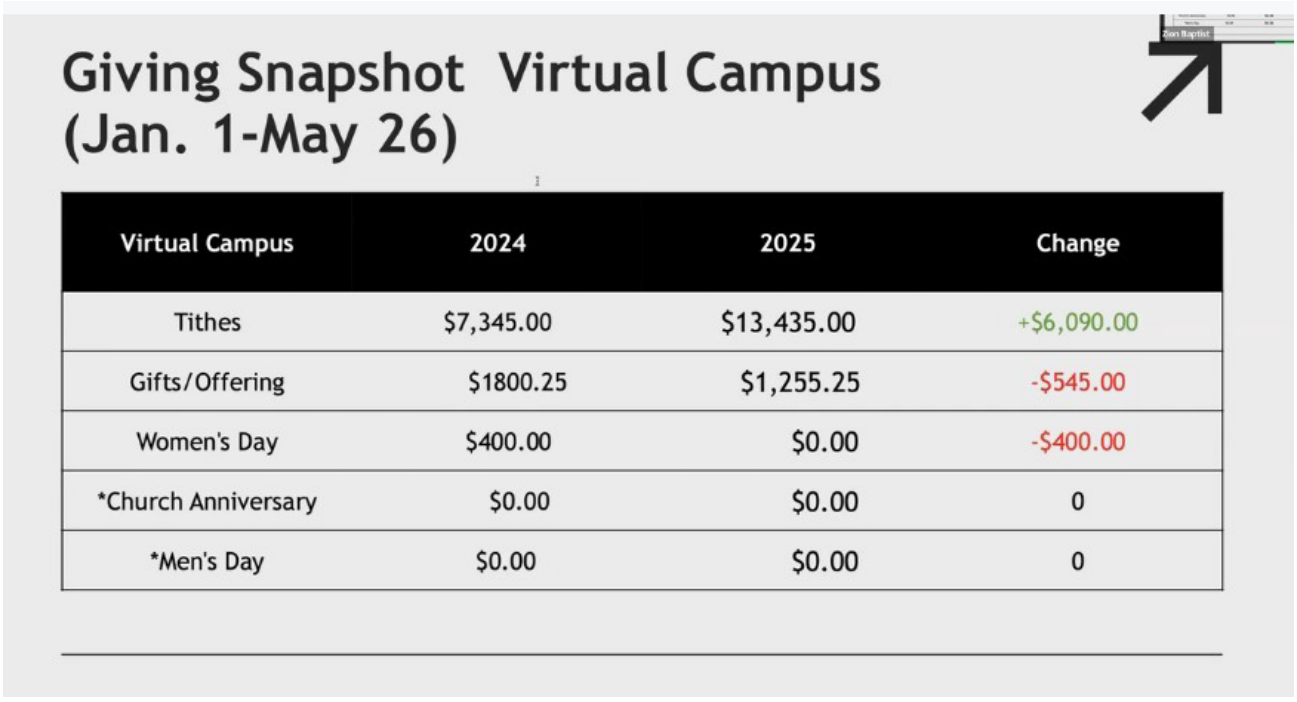
Trustee Anderson: " I think we should take a moment again to celebrate our believers at North site, because North site, they made a pledge to pay off the mortgage, and you celebrated the burning of that mortgage earlier this year. "



Giving Snapshot North Campus (Jan. 1-May 26,'25)

North Campus	2024	2025	Change
Tithes	$19,481.44	$15,066.00	-$4,415.44
Gifts/Offering	$1,550.00	$737.00	-$813.00
Women's Day	$580.00	$789.00	+$209.00
*Church Anniversary	$0.00	$0.00	0
*Men's Day	$0.00	$0.00	0

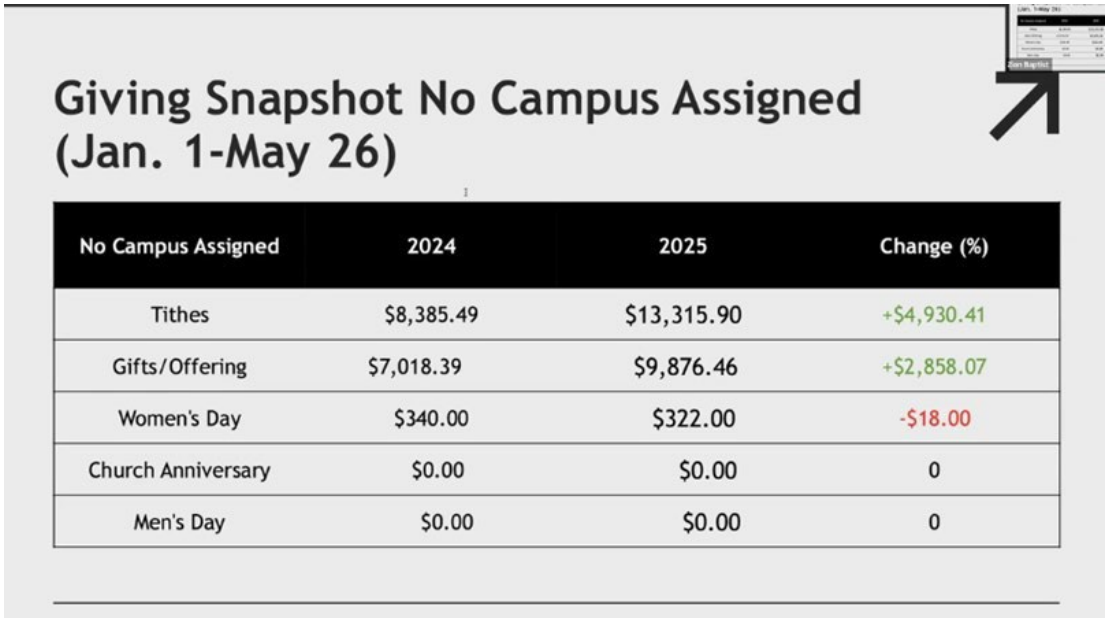
Trustee Anderson: "This is our Virtual Campus. These are Zion members who are just not on site. They may live somewhere across the nation, some of them, but they are still giving. They're still vested. They're still tuning in, and a part of our family, and they're giving is also up. You can see their tithing went up. We dipped in a couple of other areas, but we're still the year is not done."



Giving Snapshot Virtual Campus (Jan. 1-May 26)

Virtual Campus	2024	2025	Change
Tithes	$7,345.00	$13,435.00	+$6,090.00
Gifts/Offering	$1800.25	$1,255.25	-$545.00
Women's Day	$400.00	$0.00	-$400.00
*Church Anniversary	$0.00	$0.00	0
*Men's Day	$0.00	$0.00	0

Trustee Anderson: "This is our "No campus assigned," which means people who tune in week after week, to check out the word coming from God, from Zion Baptist Church, and they have invested in such a manner where they are contributing tithes and offerings. And as you can see, our tithes have grown also in our non-committed community members who have said they see what is happening at Zion, and they're being blessed by the ministry that is coming out of Zion, our Bible studies, our sermons, our singing, our church services."



Giving Snapshot No Campus Assigned (Jan. 1-May 26)

No Campus Assigned	2024	2025	Change (%)
Tithes	$8,385.49	$13,315.90	+$4,930.41
Gifts/Offering	$7,018.39	$9,876.46	+$2,858.07
Women's Day	$340.00	$322.00	-$18.00
Church Anniversary	$0.00	$0.00	0
Men's Day	$0.00	$0.00	0

Trustee Anderson provided a recommendation of an installment process to members to break down the contributions to the 3 special offerings. The total of $161.00 for Women's Day, Men's Day and the Church Anniversary is **$483.00** for ZBC 161 years.

Q from Deacon Kimani Darasaw: "Did the report of the savings from the C-Pace Loan (energy saving costs, etc.)come out?" **Trustee Anderson**: "Savings has not kicked in yet; We are still looking for those savings."

Comment from Trustee William Lawson a lot of money comes from people who are not attending our Church, we need to do what we can to get those people in.

Q online: "What are the interest rates?" **Trustee Barron Harvey** responded rates are pretty standard, 18% - 29%.

Deacon Rohan Williamson: "If we look at the line of credit, credit cards, those are all lines of credit, add those two together, so the credit card debt is somewhere around $114,000."

Pastor Byrd: "If you add the PACE loan, the line of credit and the two credit cards our total debt is 1.2 million dollars including line of credit."

Deacon Rohan Williamson: "Is there a plan for infrastructure repair?" **Trustee Anderson** stated that committee is chaired by Trustee Frank Dickey. working along with Reverend McAlpine to walk our spaces, to kind of outline what we have to do. So, we are trying to be more prepared."

Q from online: Are there ongoing intentional efforts to lower our interest rates? **Trustee Anderson:** "No"

Pastor Byrd explained infrastructure wise, "the church needs to know that Zion Baptist Church, put a new roof, not on this part, all the other parts. And remember, the tree fell on the back part, and the insurance company replaced the roof on the back part. So, the roof that's leaking right here, which is a constant pain for all of us, and I know it's not more than 10 years old. So, we have a failure right there, some unique failure around a drain. Maybe it's 11 years old because the because we have solar panels on the flat side. So, the roof, because they inspected the roof before they put the solar panels on and the roof, was probably seven years old, maybe when they put those panels on. So that's that infrastructure wise. That's what continues to boggle our minds, is that we have these slight failures."

Q online: If the roof is only 10 years old, will the company who did the solar panels fix our roof at no cost? **Pastor Byrd**: "We're told by the companies that it happens even if you have a new roof."

Q online: "Does the Church have a FICO score?"

Pastor Byrd: " No, the church is a business, and it's rated on a Dunn and Bradstreet System. (*Info: it is a credit rating system that evaluates a company's financial strength and credit worthiness*)

Deacon Rohan Williamson: "Businesses have a different system; they don't use FICO scores.

Q online: "Has the roof leak impacted or have any potential threat to our elevator?

Pastor Byrd: "No, the elevator has its own challenges with water, and it's not it's not leaking down. The elevator has problems with ground waters. Water comes up from the ground, and there's a sump pump that was just replaced to. A move that we're I think, I think most of you are familiar that the old ship of Zion is literally built on top of water. There's a stream that runs under the church."

Q from Trustee Debby Henry-Caldwell: "Have we started addressing the cleaning of the gutters?" **Pastor Byrd**: "It should be in the detailed budget report, it wasn't included online initially but should be available electronically through the link now."

Q from Trustee Christine Williams: "We keep hearing about the $1.5 million budget that we budgeted. That is what we budgeted as of April, our budget to actuals. Right now, we are 73,708.00 short of where we should be. So, we are doing a good job, but we just need to know of that 1.5 as of April. And this report that we, that we are giving you is this as of April."

"There were some projections that were done. And if we project we will continue as we are constantly giving. Now, we will be at 88,000 to the negative. and that's where we are. We are doing a good job with a number of things that we are doing, but our budget, we are not meeting our income that we stated with that 1.5 million, we are right now projected at six months as being $88,000 in the hole."

Pastor Byrd: "Is there a motion to accept Trustee's Budget and Finance report?

Deacon Gloria Rogers moved to accept Budget and Finance report, **Deacon Joe Dyson, seconded Pastor Byrd**: "Are you ready for the question?" **Poll deployed: Results in person 48/49 = yes; Online 51/56 = yes; 5=No. Trustee Budget and Finance report accepted**

Trustee Kim Swann Ndiaye and Sister Tanya Covington thanked Trustee Anderson for the breakdown of the payments for the 3 special offerings

V. New Business

a. Virtual Viewing (Brother Eric Jones)

Brother Eric Jones: "Our social media audience has been growing significantly over the past two years, since we have been intentional in terms of trying to outgrow as you know, we have a Facebook channel, we have an Instagram, we have a YouTube. And basically, what I did was I went into the YouTube Analytics, because they kind of matched what Facebook has given us to see, get more detail on what we're getting in terms of our views. In the past 30 days we're getting like 34,000 views, over 1000 hours of watch time, and this month, in the last 20 days, we've added 46 new subscribers. When we first started this push, in 2024 we came up with some really good results. In 2024 we increased our viewers by 238% we increased our watch time by 10% over 2024 and also, we added 949 new subscribers. These are people who look at the content that we're posting on YouTube, like what they see, hit the subscribe button so that they're notified anytime we're pushing new content, and so they're really liking the content that we're posting, and that's up in 2024 244% and now in 2025 we're actually doing better, because keep in mind, we're only six months into this year, and we're already up. Our views are already up 123%. our watch time is up 50% and our subscribers are up 90%. "We've added 1300 new subscribers to our YouTube channel this year." "That shows that the world is responding to our Church and the fact that we're executing the Great Commission is spreading the gospel. We dug deeper into these stats to see actually what's going on and what we contribute some of the growth to. And one of the big things that we found was the YouTube one-minute shorts that we post that's accounting for a significant amount of our viewers, a significant amount of our subscribers, and also a significant amount of our watch time."

Brother Eric Jones: "You can kind of compare here. We've added 1000 subscribers this year based off the shorts 49 for the live stream, live streams like Bible study and Sunday service, and then just videos that we post. And you see here just in 2025 alone, we've gotten over 300,000 views from our shorts. We get 19,000 views from our live stream, and 3000 from just the other videos that we publish." "One of the things that we want to try to do is to leverage our audience, or those who are watching the shorts, and try to push them more towards the live stream, with the idea of pushing them, you know, more, and towards visiting us on Sunday and being a part of the of the Zion experience that they see online. And so this is kind of gives you an idea of, again, what percentage of our videos that people are watching are short both, and then live stream only, and then, if we go into which we go with interesting audience, you can see, this is in 2025 we've added, again, 1300 new subscribers. If you look down here, which is interesting to know, most people actually watch us on their phone, and then the second place is TV. In other words, YouTube, they have some apps on the smart TVs in which people actually watch on TV, and then computer. That's only 9% and so this is the information for us to know, because I'm now you know, as we continue to evolve with the website and other online items or products, we want to make sure that we, you know, keep a mobile centric type of idea there. Again, looking at demographics, of course, 86% is in a sequence in the US watching time by subscribers. In fact, you know, even though we've added 1000 subscribers, we're still the majority of our viewers are still not subscribers. So that gives us opportunities for growth there. And we're seeing that growth because what we're doing is we're posting content daily, and so we're being intentional in terms of saturating our channel with content so that people see us all the time, and eventually, we hope to turn those viewers into subscribers. We're kind of balanced in terms of male, female and then the age demographics. Of course, like you mentioned that we're all the older congregation. So of course, plus 65 is a little higher, but we're trying to balance it out. We want to get more 35 through 44 demographics. In fact, if you look here at our shorts, our shorts perform better with the younger demographics than our actual live. But we're going to work on things to try to improve that, and then that's about it here. Let me see here. Now, if you look, we were at one time worried about our streaming. This is a more detailed view. So, what we were doing was we looked at content type, and we looked that short, and these were the stats that we're getting, you know, in terms of the viewers. And then we looked at live streaming, and we were concerned, because, you know, there's a huge drop off here. But what we then were able to go into detail and looked at live streaming replay, that's where the younger demographics are looking. So, they're not necessarily looking at our Sunday service while Bible studies live on the day in which they're broadcast, but it does sound like that they're watching replays. In other words, once we finish the live and we post it as a replay, so we are still getting nice balance."

Brother Eric Jones: " But again, we want to try to increase these younger demographics, and we got some solutions that we're going to hopefully implement that will give us that some of the things we want to do is we're going to go into a post, we're going to create another program in which we program in which we post a sermon only. And so, we want to create another series where we just take the Sunday service, and we just post a sermon only. I want to start adding what's called end screens and end cards linking back to messages from the one-minute services."

"We also want to design better thumbnails for the for items that we post a live service and a sermon only, a series that we're going to be doing with Bible study, we want to start using more graphics, incorporate pro presenter flow, third scripture discussions and discussion points. I want to work with the Pastor to create weekly Bible study promo kits and study guides, so that we know that study guides, in terms of research, appeals to younger and mid age audiences. And then also just create a clear study guide. Also create clear, professional looking presentation. And then we also wanted to, again, look at the mobile and see what we can do to improve the mobile experience. Reverend McAlpine did mention that we were possibly looking at building a member only site." It could be members, could be visitors, but those people who we know, in other words, we have their information, we have their name, we have their email address, and access to exclusive content. That way, those who are watching us the 300,000 views we get out there, we want to be able to push them to be more."

"We want to engage with them more by offering them exclusive content and exclusive access. If they sign up to be an online visitor, they will have to go through a sign-up process. And that way, you're constantly reaching out to them, and you're constantly dragging them closer and closer to the Zion universe, until we bring them in the ideas to convert seekers to visitors, visitors to members and members, and grow members to disciples.

b. Overview of Officers of the Board of Church Administration

Pastor Byrd provided an overview of the Officers of the BCA, which includes The Deacons, Trustees, Church Secretary/Assistant Secretary, Church Clerk/Assistant Clerk, and Treasurer/Assistant Treasurer, The Chair/s of the Board of Christian Education, President of the Youth Christian Leadership Council, , 10 Lay Members (Active Members), Sunday School Superintendent/s, and Immediate Past Chair of BCA, a total of 99 Officers.

Pastor Byrd: "A question that came during the BCA meeting, now we're in the virtual world, how do people observe the work of the Board of Church Administration? We're trying to work that out." We got a lot of ideas at our last BCA meeting , but I just wanted to reiterate for everybody, while the Board of Church Administration is working on how to do this, it will impact all of our ministries, because every meeting at Zion Baptist Church is an open meeting, and how you send out your invite, for example, to the Trustee Board meeting or to the Deacon meeting, you send it to your members now, but that Board meeting is technically open, so how do we advertise it in a way that does not bring disorder to your meeting, but allows the congregation to honor what the Constitution says and be present at an open meeting?

Pastor Byrd: "That is what we're working on, and that's what this issue that has been brought to the attention of the Board of Church Administration. As the BCA works on it, we will make sure we contact the ministries when we have a viable way to do that in a virtual space, because the vast majority of our board meetings now, and ministry meetings, not all of them, but the vast majority of them, are virtual. If there are any questions about it, you can reach us directly, send it directly to the secretaries, Deacon Thomas or Deacon Briscoe, and they'll convey that information to the Board of Church Administration."

c. Governance Committee (Trustee Althea Smith, Chair)

1. Glossary for Constitution/Bylaws

Trustee Althea Smith stated the Constitution has been updated and a new document.. a glossary has been added. Trustee Smith: We provided a very short glossary, to make sure you understand not only what the words mean, but as well as, how we use those terminologies in meetings here at Zion, the Constitution only has one addition. The concern that I had was that we had nothing in place legally to say that we could have electronic voting. Yes, we have electronic attendance that was handled long time ago out of 2016 I believe, but we had nothing in place for electronic voting. So, we want to be transparent in reference to our documents as needed and when needed. So, I present these two items to you collectively, because they all are within the same document, a new glossary, as well as the language that we have added to make sure it's up to date for the year 2025 as well as the electronic voting that we need to have in place. I also want to lend a lot of appreciation to the committee that has worked on this. It has been long. It hasn't been hard. It's been fun. The committee members are Mother Dorothy Gholston, Roy Castleberry, Sr., Frank Joe, Marlena Perrin, Retna Pullings, and Gloria Rogers."

Pastor Byrd: "So for action purposes, the new Constitution that will be printed up is inclusive of all of the additional amendments that have been made but have not been compiled. So that work has been done. We don't need to vote on that, because those amendments were voted on at the time that they were added to the Constitution. What Trustee Smith and her team have done is some updated language, not saving the substance, and they've included a glossary. So, the glossary and electronic voting is what we need to approve today, and we didn't want to just assume we wanted to vote on it, so that when the New Document comes out now we can go to print. So, is there a motion? Trustee Smith stated the 10 signatures needed are already included."

Sister Tara Cole moved to adopt the glossary and updated language provided for electronic voting additions to the Constitution and Bylaws, **Sister Jane Foster**, seconded.

Pastor Byrd: "Are you ready for the question?" **Poll deployed: Results in person 46/47 = yes; 0- No; Online 42/44 = yes; 2/44=No. Total: 88 in favor. Glossary and updated language provided for electronic voting additions to the Constitution and Bylaws accepted**

d. Nomination Committee members (Pastor Byrd)

Pastor Byrd stated the nomination committee has been reestablished with everyone re-selected for the Committee except Brother William McAlpine, Deacon Stephanie Nash is new to the Committee. The re-selected members are Deacon Gloria Rogers, Deacon Damon Bailey,

Deacon Marlena, Perrin, Sister Ruth Chalk Young, Trustee Christine Williams, Deacon Frank, Joe the same nominating committee, with the exception brother William McAlpine, who just received his master's degree**.**

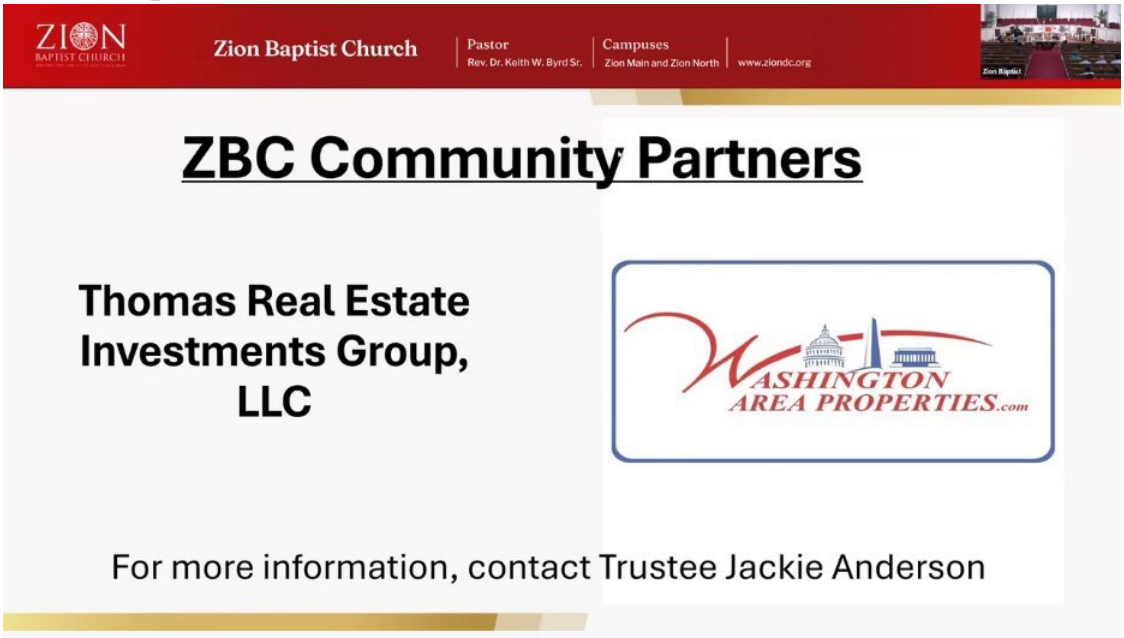
Shepherd's Conference members (Pastor Byrd)

Pastor Byrd provided the names of the members of the 2025-26 Shepherds conference; Deacon Kimani Darasaw, Deacon Tammie Addison-Thompson, Lay member, Leslie Chavis, Trustee George Walker and non-office holding member of the congregation, Sister Regina Cox., these members were all approved by the Board of Church Administration. They will look at is a lot of the information that has been shared today and how they can make recommendations to the Board of Church Administration to move the church forward in a lot of those areas, through our online campuses, as well as our shortfalls and how we how we can best move our congregation forward as a whole.

VI. Announcement

Pastor Byrd: "I have one wonderful announcement to make as it relates to an opportunity that is tremendous at Zion we have a slide, a wonderful community partnership we've been talking about community partners at Zion for a long time, but we now have two community partners that are from Zion Baptist Church."

" This community partnership flows out of one of our newer Trustees, Trustee Randy Perrin, and Brother Stephen Thomas, both brokers."



Pastor Byrd: "They both are real estate brokers, and they both have agreed to become community partners at Zion Baptist Church, which means that in addition to providing the kind of quality real estate services to our community because they love their church, they have agreed that all persons from Zion who will work with their services, they have agreed to donate a percentage of the revenue back to Zion Baptist Church. Come on, let's give the Lord a hand clap of praise. I want to salute Trustee Perrin, and Brother, Stephen Thomas."

Pastor Byrd: " If you need more information about how to do that, if you're in the real estate market, selling or buying, please contact Trustee, Jackie Anderson. She's the lead on this, so we thank our Trustees who have vetted this process at the church. We want to encourage if there are other real estate agents or other real estate brokers who are in our congregation who would like to join and be community partners, Trustee Perrin has created a wonderful document that outlines exactly how you can participate as a broker and how our membership can participate.
"This is yet another opportunity to bless Zion Baptist Church, and so we are grateful for Thomas Real Estate Investment Group, LLC, Brother Stephen Thomas's group, and the Washington area properties, which is owned by Trustee Perrin, and they are our newest sign Baptist church community partners."

Pastor Byrd: "Fifth Sunday is coming up. I want to invite all of us to be present this fifth Sunday. I know sometimes we take fifth Sunday off, or we visit other churches. This fifth Sunday, the Lord has given me a word. I'm going to be preaching "*Knowing your Limits*." I've reached out to our ministerial team, my youth and young adults, and I told them, spread the word. We want folks in here. We're going to preach this message. I'm going to reach out to Deacon Barbara Musgrove, we want to have intercessors after service, because we believe some yokes are going to be destroyed on the fifth Sunday. We believe some strongholds, addictive behaviors, are going to be brought to the forefront. And so, I'd like to not only have intercessors after both services. I'd like to have, if necessary, I'd like to have some professional counselors, who can at least give resources at that time." "Once the spirit, opens that up, the Lord tells me that there has to be somebody on site to at least guide people who are convicted at that time. So, I wanted to make sure you were aware of that, and we're excited about that.

"Don't forget about Vacation Bible School, if you have not registered, it starts on June 23, you're already late but get registered. June 23 through the 27th we're excited about it, and also our annual church picnic, which is going to be on June 28 at Indian Spring Terrace Park, our Deacons and Trustees, you already know what that you're doing. You always do it, but we'll send an email reminder about that, but I wanted to make sure we did that before we left."

Trustee Kim Swann Ndiaye reminded everyone about the upcoming Charles B. Walker Culture Club's Juneteenth Bazaar next Saturday from 10:00am – 3:00 pm on Zion's grounds.

Trustee Jackie Anderson: Earlier this year, we moved several of our former Trustees into Emeritus status. We just want to name them so that we can honor their work and commitment to our church. Trustee Horace Abney, Trustee Jacqueline Byrd Tillman, Trustee Leroy Johnson, Trustee Beverly Lewis-Koch, Trustee David Saunders, Trustee Charles Williams, Trustee Patricia Williams and Trustee Loretha Young are now in our Emeritus status for Trustees, God bless them."

VII. Closing prayer and adjournment

Pastor closed with prayer

Pastor Byrd: Everybody, Enjoy the rest of your day

The meeting is adjourned at 12:09pm

Minutes submitted by:
Deacon Tanya C. Briscoe, Church Secretary
Deacon Dawn Thomas, Assistant Church Secretary

ADMINISTRATIVE REPORTS

Church Clerk – Report Submitted
Church Secretary – Report Submitted
Church Treasurer – Report Submitted

ZION
BAPTIST CHURCH
SERVING THE FAMILY OF GOD SINCE 1864

Annual Church Business Meeting
December 13, 2025
December 1, 2024-November 30, 2025

Membership Statistics

Accessions	
Baptism	7
Experience of Grace	12
Restoration	2
Watch Care	1

Five (5) did not return for Right Hand of Fellowship.

Loss of Disciples

Separated from Zion	3
Deaths	10

Total Active Membership

Zion Main Campus	735
Zion North Campus	34
Zion Virtual Campus	28
Total	**797**

Please remember to notify the Office of the Church Clerk of any demographic changes i.e., mailing address and email address.

Respectfully submitted,
E. Marlene Tolson, Church Clerk

Deacon Lora K. Dyson, Assistant Church Clerk

ZION BAPTIST CHURCH
SERVING THE FAMILY OF GOD SINCE 1864

Rev. Dr. Keith W. Byrd, Sr., Pastor

Semi-Annual Church Business Meeting
Report of the Office of the Secretary
Saturday, December 13, 2025

New Disciples and Baby Dedication

Baptism

June 1, 2025 thru December 1, 2025 6

Righthand of Fellowship

June 1, 2025 thru December 1, 2025 5 (1 Disciple did not return)

Baby Dedications

June 1, 2025 thru December 1, 2025 4

New Believer

1

Administrative Duties

Submitted names of New Disciples to Executive Assistant to the Pastor
Notified Church Clerk and Deacon for bag preparation of New Disciples for Right Hand of Fellowship, and Secretary of Deacon Ministry
Prepared name tags for new Disciples receiving Righthand of Fellowship and Baptism
Submitted Baby Dedication request form to parents
Prepared baby gift bag to present to parents
Submitted baby dedication information to the Executive Assistant to the Pastor

Respectfully Submitted,

Deacon Tanya C. Briscoe, Church Secretary
Deacon Dawn A. Thomas, Assistant Church Secretary

Zion Baptist Church
4850 Blagden Avenue
Washington, DC 20011
Cash and Investments
For period ending November 30, 2025

CHECKING (Zion Cash Accounts - #5026, #5905, #5907, #9895) [1]

Balance @ 11/1/2025	$	54,856.50	
Total Deposits	$	172,794.16	
Sub-Total	$	227,650.66	
Total Disbursements		$172,292.18	
Closing Balance as of 11/30/2025			$ 55,358.48
Petty Cash (Janitorial)			$ 250.00
TOTAL CHECKING (Cash Accts - #5026,#5905,#5907,#9895)			$ 55,608.48

DEDICATED ASSETS AND INVESTMENTS

Operating CD - #5971	$	9,764.69
Transportation (Church Buses) Fund CD - #2392	$	13,451.39
Fine Arts Scholarship Fund - #2739	$	19,950.87
Zion CD - #2784	$	1,081.63
Family Life Center Repair Holding Acc - #8707	$	4,796.45
Mighty Men of Zion Scholarship Fund MM - #5536	$	5,171.35
Zion Scholarship Fund MM - #3782	$	43.45
Pace Loan Payment Holding Acct - #4300	$	1,248.97
Mason Scholarship - #2958	$	22,665.00

Zion Baptist Church
4850 Blagden Avenue
Washington, DC 20011
Cash and Investments

Deacon R Douglas Cooper and Dr. Leslie Cooper Scholarship Fund - #8007 [2]	$	156.33
Barron H. & Edith Harvey Scholarship - #7987	$	4,000.28
TOTAL DEDICATED ASSETS	$	55,508.80
TOTAL CASH AND DEDICATED ASSETS	$	111,117.28

INVESTMENTS

IBM	$	18.72$	4,937.28
TOTAL INVESTMENTS	$	18.72$	4,937.28

Respectfully Submitted:

Delores Johnson - Treasurer
Lisa Funderburk - Assistant Treasurer

Note 1: Outstanding balance on PNC Line of Credit as of 11/30/2025 is $94,256.75

Note 2: Cooper Scholarships Awarded to 6 College Students ($1,500 each) in 4th Quarter for a Total $9,000. Cooper scholarships awarded in 3rd and 4th Quarters.

Zion Baptist Church
4850 Blagden Ave
Washington, DC 20011
Jubilee Account
(Preserving Our Foundation)

For period ending November 30, 2025

CHECKING (Jubilee, Preserving Our Foundation & Sanctuary Enhancements #5949) [Note 1]

Balance @ 11/1/2025	**$**	**20,280.40**
Total Deposits	**$**	**13,021.90**
Sub-Total	**$**	**33,302.30**
Total Disbursements	**$**	**44.78**
Closing Balance as of 11/30/2025	**$**	**33,257.52**

Respectfully Submitted:

Delores Johnson - Treasurer
Lisa Funderburk - Assistant Treasurer

Note 1: Checking account collects funds for Jubilee, Preserving Our Foundation & Sanctuary Enchancements

Zion Baptist Church
4850 Blagden Avenue

Washington, DC 20011

Cash and Investments

CHECKING (Zion Operating Account - #5026, #5905, #5907, #9895) [1]

Balance @	$ 38,364.32		
Total Deposits	$ 238,626.92		
Sub-Total	$ 276,991.24		
Total Disbursements	$ 222,134.74		
Closing Balance as of 10/31/2025		$	54,856.50
Petty Cash (Janitorial)		$	250.00
TOTAL CHECKING (Operating Acct - #5026,#5905,#5907,#9895)		$	55,106.50

DEDICATED ASSETS AND INVESTMENTS

Operating CD - #5971	$	9,662.77
Transportation (Church Buses) Fund CD - #2392 [2]	$	13,383.92
Fine Arts Scholarship Fund - #2739 [3]	$	19,950.87
Zion CD - #2784 [4]	$	1,081.63
Family Life Center Repair Holding Acc - #8707 [5]	$	4,795.46
Mighty Men of Zion Scholarship Fund MM - #5536	$	5,251.31
Zion Scholarship Fund MM - #3782 [6]	$	55.45
Pace Loan Payment Holding Acct - #4300 [7]	$	1,248.97
Mason Scholarship - #2958	$	22,665.00

Zion Baptist Church
4850 Blagden Avenue

Washington, DC 20011
Cash and Investments

Deacon R Douglas Cooper and Dr. Leslie	**$**	**168.33**
Barron H. & Edith Harvey Scholarship - #7987	**$**	**4,000.25**
TOTAL DEDICATED ASSETS	**$**	**55,430.38**
TOTAL CASH AND DEDICATED ASSETS	**$**	**110,536.88**

INVESTMENTS

IBM	**$**	**404.00**	**$ 4,918.56**
TOTAL INVESTMENTS	**$**	**404.00**	**$ 4,918.56**

Respectfully Submitted:

Delores Johnson - Treasurer

Zion Baptist Church
4850 Blagden Ave
Washington, DC 20011
Jubilee Account
(Preserving Our Foundation)

For period ending October 31, 2025

CHECKING (Jubilee, Preserving Our Foundation & Sanctuary Enhancements #5949) [Note 1]

Balance @ 10/1/2025	**$**	**45,962.22**	
Total Deposits	**$**	**1,352.00**	
Sub-Total	**$**	**47,314.22**	
Total Disbursements	**$**	**27,033.82**	
Closing Balance as of 10/31/2025			**$ 20,280.40**

Respectfully Submitted:

Delores Johnson - Treasurer
Lisa Funderburk - Assistant Treasurer

MINISTRY REPORTS

Deacon Ministry/Diaconate –Report submitted
Board of Trustees –Report submitted
Board of Christian Education – Report not submitted

ZION

BAPTIST CHURCH
Deacons' Ministry
4850 Blagden Avenue, NW
Washington, DC 20011
Rev. Dr. Keith W. Byrd, Sr., Pastor
Rohan Williamson, Deacon Chair

Diaconate Fund Annual Report
November 2024 to October 31, 2025

Give to him who asks you, and from him who wants to borrow from you, do not turn away.
Matthew 5:42 NKJV

Balance brought forward from October 2024	**$ 12,042.81**
E-Giving from Nov. 2024 to Oct. 2025	**$ 38,113.57**
Transfers from Nov. 2024 to Oct. 2025	**$ 3,500.00**
Other Deposits to the Diaconate Fund	**$ 17,313.35**
Total Deposits and Transfers made Nov. 2024 to Oct. 2025	**$ 58,926.92**
Available Revenue Nov. 2024 to Oct. 2025	**$ 70,969.73**
Total Disbursements Nov. 2024 to Oct. 2025	**$ 62,484.32**
Balance October 2025	**$ 8,485.41**

Between November 2024 and October 31, 2025, Cards and monetary tokens were sent to all sick and shut-in disciples monthly.

Between November 2024 and October 2025, thirty (30) people were helped; five (5) were disciples of Zion. Twenty-five (25) were not disciples of Zion.

We are grateful for your contributions to the Diaconate Fund, which enables us to address the emergency needs of those who seek our assistance. Thank you!

In Christian Service,

Patrice R. Bailey
Patrice R. Bailey
Oct. 31, 2025

Zion Baptist Church,
4850 Blagden Avenue,
NW Washington, DC 20011
Rev. Dr. Keith W. Byrd, Sr.

Board of Trustees December 2025 Report

The Board of Trustees strives to work in a spirit of unity to serve our church family and most of all, our God. We continue to seek your prayers as we execute our duties in this current structure of co-chairmanship. The Board of Trustees remain steadfast in supporting our beloved Zion.

Budget and Finance Committee: As many of you are aware, we have had several transitions in our finance office over the past several years. The Budget and Finance committee is working with the Pastor and Zion's new Finance Manager to further identify gaps in service from previous years in our finance practices. Part of this work has helped the Trustees to have a better view of our financial practices and provides us with an opportunity to remediate any concerns we uncover. Our aim is always to act in the best interest of Zion. On Sunday, November 16, 2025, the Trustees participated in a Learning Session with our Finance Manager. The purpose of that session was to learn about financial reports that will be made available regularly to the Board of Trustees to assist us in our work. In this session, we also gained a better view of expectations that should be required by anyone hired in the position of Finance Manager at Zion.

Financially we see the efforts of our congregation increasing their giving, though we continue to trail in our giving of God's Tithe. Zion continues to be financially supported by a fraction of her membership. As we worked to draft a budget for the years 2026 and 2027, we were cognizant of concerns that may impact our financial wellbeing: the Nation's current economic status, our waning cash reserves, our current indebtedness, and our aging facilities to name a few. The Board of Trustees recognizes the challenge we have in producing a budget that addresses three main goals, maintaining our standard of ministry, reducing our indebtedness, and providing opportunities to grow our membership as we continue to support the vision God has shared with Pastor Byrd for our beloved church.

Property and Maintenance Committee: The Property and Maintenance Committee has been supportive in overseeing several projects at Zion. The floorwork in the education wing of our church has been mostly completed except for a few punch-list items. GNJ officials reported that the smaller Zion bus was in an accident due to a pothole, damaging the bus. No one or no other vehicles were reported to be impacted. Currently, the bus is scheduled to be reviewed by our regular bus mechanic. The Property and Maintenance Committee will continue to follow up on

this matter. We remain grateful for the efforts of Rev. McAlpine in supporting us with the oversight of our facilities.

Risk Management Committee: The Risk Management committee continues to look for ways to ensure the safety of our parishioners and visitors while on Zion's campuses. This committee has been actively involved in creating and executing emergency evacuation plans and ensuring that our AED's and fire extinguishers are up to code. The Risk Management committee is currently inviting Zion members to join this committee to help us keep our fellow Zionites safe.

Human Resource Committee: The Human Resource Committee has worked to onboard our new Finance Manager, Crystal Lewis. Some of the on-going work of this committee is to review current policy and procedures and to develop and adopt other procedures that help ensure Zion is executing good practice as it relates to overseeing the entire employee lifecycle, from recruiting and hiring, to managing employee relations, compensation, and development.

Technology Committee: The technology committee is working to ensure that the BOT is making good use of available technology to keep our related files and contracts uploaded in our SharePoint database for future reference and safekeeping.

GNJ Ad hoc Committee: The Genivieve N. Johnson Senior Day Care Center (GNJ) Ad hoc Committee continues to have ongoing communications with GNJ administration. In October, Zion received the final payment of a loan made to support in meeting GNJ's payroll. An additional disbursement is to be repaid to Zion by the end of this year. (This periodic temporary support of GNJ has long been established in the history of GNJ's use of local and federal funds through the Department of Aging and Community Living (DACL) Grant).

Respectfully submitted,

Co-Chairs Anderson and Childs on behalf of the entire Board

DISCIPLESHIP MINISTRY REPORTS

1. **Bereavement Committee –** Report submitted
2. **Charles B. Walker Culture Club –** Report submitted
3. **C.H.A.T./Chatman's Army –** Report submitted
4. **Engagement Ministry –** Report submitted
5. **Genevieve N. Johnson Senior Day Care Ministry -**Report submitted
6. **Health Ministry** – Report submitted
7. **Human Needs Ministry –** Report not submitted
8. **Men's Ministry/ Mighty Men of Zion -**Report submitted
9. **Music Ministry –** Report submitted
10. **Nominating Committee Ministry –** Report submitted
11. **Prayer Ministry –** Report submitted
12. **Shepherd's Conference –** Report submitted
13. **Sunday School Ministry –**Report not submitted
14. **SWRYA** – Report submitted
15. **Transportation Ministry –** Report submitted
16. **Usher's Ministry –** Report submitted
17. **Women2Women Ministry –** Report submitted
18. **Veterans Ministry –** Report submitted
19. **Youth/Young Adult Ministry –** Report submitted
20. **Zion's Community Enterprise –** Report submitted

ZION
BAPTIST CHURCH
SERVING THE FAMILY OF GOD SINCE 1864

December 13, 2025 Bereavement Ministry Annual Report

December 1, 2024-November 30, 2025

The Bereavement Ministry has provided spiritual support, comfort, and care to the following families:

Name	***Date of Death***
Bro. Oscar (Gus) Royster	December 4, 2024
Sis. Evereda M. Taylor	January 10, 2025
Sis. Esther M. Terrell	January 11, 2025
Kandra James	January 22, 2025
Dr. Charles Mahone	January 25, 2025
Sis. Donna Lewis	February 12, 2025
Margaret Marshall	February 28, 2025
Ricky Crutchfield	March 17, 2025
Deacon Emeritus Prince Willis	April 18, 2025
Gregory Benton	April 27, 2025
John E. Lewis	May 17, 2025
Eula Mae Richardson	May 21, 2025
Sis. JoAnn Mahone`	August 9,2025
Bro. Samuel Paul Ingram	September 8, 2025
Bro. Allen Dunston	September 10, 2025
Former Trustee James Freeman	September 14, 2025
Demitris Anderson	September 15, 2025
Robert Headen	October 15, 2025
Bro. Henry Richard Jiles	November 21, 2025

The Zion Baptist Church Bereavement Ministry continues to support, comfort, and provide services to Zion Disciples and their immediate family members. Grief seminars are provided bi-annually and are open to all the community.

We welcome Sister Edith Harvey as a new Bereavement Coordinator.
A repast has been provided with the use of outside caterers in addition to Zion's Culinary Ministry.

The Audio Visual (AV) Ministry has greatly supported the families by providing detailed form of instructions for submission of photos for live streaming and video presentations during the service and the repast.

The Bereavement Ministry thanks the Ushers, Music ministry, Culinary Ministry, administration, custodians, and all who assist in making the homegoing service memorable to the families.

Respectfully submitted,
E. Marlene Tolson Bereavement Coordinator
Arnetta Cook, Assistant Bereavement Coordinator
Deacon Lora K. Dyson Assistant Bereavement Coordinator
Brenda Madison Assistant Bereavement Coordinator
Carolyn Harris Assistant Bereavement Coordinator
Edith Harvey Assistant Bereavement Coordinator
Rev. Robert M. Tolson, Minister for Congregational Care

ZION BAPTIST CHURCH 2025 ANNUAL CHATMAN'S ARMY MINISTRY REPORT

"Romans 12:13-16 - Distributing to the necessity of saints; given to hospitality. Bless them which persecute you: bless, and curse not. Rejoice with them that do rejoice, and weep with them that weep. Be of the same mind one towards another. Mind not high things, but condescend to men of low estate. Be not wise in your own conceits."

MISSION OF CHATMAN'S ARMY: As an encouragement ministry of the church, Chatman's Army strives to enhance the spiritual and moral welfare of members and visitors as they arrive at church services. This would include greetings, distribution of church programs, assisting the elderly, women and children with walking into and out of the church, offering senior assistance parking services and providing an on-site personal security presence during church services. In addition, Chatman's Army works closely with both the Hospitality Ministry and the Transportation Ministry of Zion Baptist Church under our umbrella organization affectionately known by the acronym "CHAT".

COMPOSITION OF CHATMAN'S ARMY MINISTRY: Members of Chatman's Army generally have the following spiritual gifts: Hospitality, Mentoring and Service. The Chairperson of Chatman's Army is Deacon Joseph J. Dyson. The Members of Chatman's Army are: Brother Raymond Anderson, Deacon Damon Bailey, Deacon Joseph J. Dyson, Brother Brian J. Saunders, Brother David J. Saunders, Brother Eric Sewell, Brother Connor Smith, and Brother Johnnie Fairfax Wheeler. Chatman's Army usually meets on the first Saturday of every other month at 9:30am in Classroom #5 at Zion Baptist Church.

EXAMPLES OF CHATMAN'S ARMY MINISTRY FUNCTIONS ARE:

- Welcoming and greeting member congregants and visitors to Sunday Morning Worship Service;
- Providing senior assistance parking services to member congregants and visitors during Sunday Morning Worship Service;
- Providing an on-site security presence during Sunday Morning, Afternoon and Evening Worship Services;
- Assistance with Youth Christian Leadership Council (YCLC) "Pluck a Feather" campaign and Men's Ministry "Operation Joy" campaign now conducted in collaboration with US Marine Corps Toys for Tots campaign; and ● Offering Chatman's Army services for a variety of church-sponsored activities and events such as revivals, ministry anniversary celebrations, funerals, special fellowship programs and holiday services.

ONGOING INITIATIVES FOR YEAR 2025 INCLUDED:

- Continuing with the promotion and utilization of Zion Baptist Church Chatman's Army Ministry;
- Recruiting younger men to Chatman's Army for mentoring, community service and hospitality service;
- Requesting funds to purchase Chatman's Army paraphernalia to include signature arm bands, name tags and traffic vests for a more uniform appearance as well as obtain additional walkie-talkies, oversized umbrellas, ice and snow removal apparatus and more handicap parking signage;
- Collaborating on congregational emergency drills with the Risk Management Committee of the Trustee Ministry;

- Enhancing “valet parking” services to include utilization of Carter Barron parking lot for shuttle service during Sunday Morning Worship Service as well as incorporate on-site security procedures to provide added security presence for Zion Baptist Church property and safety of members and visitors;
- Organizing a Chatman’s Army Ministry Appreciation Sunday Program; and
- Lastly, Chatman’s Army continues to work in collaboration with the Pastor and Executive Minister to the Pastor in order to provide recommendations for related Chatman’s Army services to the Zion North Campus.

SPECIAL NOTE: Now that Zion Baptist Church has transitioned to a “new normal” Chatman’s Army will continue to remain vigilant of necessary protocols for the Coronavirus (COVID-19) pandemic which may impact Chatman’s Army’s performance due to DC government public health requirements that could somehow prohibit worship services at Zion Baptist Church. Chatman’s Army hopes to be able to continue its basic operations going forward in year 2026 while realizing that it must also upgrade its security protocols in today’s criminal environment.

Respectfully Submitted December 2nd, 2025 by Deacon Joseph J. Dyson, Chair, Chatman’s Army Ministry

Zion Baptist Church
4850 Blagden Ave. N.W.
Washington, DC 20011

Community Engagement Report, Annual Meeting, December 13, 2025

The Mustard S.E.E.D. (Service, Education, Evangelism, Discipleship) Project launched community engagement for 2025. The project, where young Zionites and area students build a garden at Zion, is funded by a grant from Duke University.

The Project allows Zion to expand her outreach, while addressing food insecurity, neighborliness, self-sufficiency, and Creation justice.

We expect the fire of service, education, evangelism, and discipleship to spread, reigniting interest in God's plan for community and self-support.

Other community engagement events in 2025:

- Zionites joined the "Pentecost Witness Protest for a Moral Budget" at the U.S. Capitol in June.
- Zion hosted her third year as a Freedom School site.
    - The Freedom School at Zion is the only Freedom School in the nation that caters exclusively to families living in transitional housing. ***All*** the scholars in our program are not in those facilities; 90 percent are.
    - This summer, visits with GNJ Center participants were an integral part of the Freedom School curriculum…a hit with both generations.
    - Special thanks to Zion for her hospitality, and her financial support. In addition to outside donors, Zionites contributed thousands of dollars to the program in 2024 and 2025.
- We joined other churches along the 16th Street corridor for a "Vigil for Community and Democracy" in September.
- Harvest Fest '25 attracted our neighbors who took pleasure in attending.
- Mobile Markets on both campuses continue to be a success, even serving more families due to the shutdown and general hard times.

Rev. Donna W. Vance
Assistant to the Pastor for Community Engagement

GENEVIEVE N. JOHNSON SENIOR CENTER REPORT FOR ZION BAPTIST CHURCH 2025 ANNUAL BUSINESS MEETING

The Genevieve N. Johnson Senior Center ("GNJ Senior Center") is an Adult Day Care Center domiciled in Zion Baptist Church's Family Life Center located at 4817 Blagden Avenue, N.W., Washington, D.C. 20011. The GNJ Senior Center has been in operation for approximately forty-four years and serves residents age sixty years and older incorporating quality day care services for the frail elderly as well as the recreation/socialization for the well-health elderly. The GNJ Senior Center is a one-of-a-kind program and the only such adult day care center that provides these types of services in the District.

The overall goal of the Genevieve N. Johnson Senior Center's program is to provide an atmosphere designed to enable families to successfully manage the responsibility of quality care for an elderly or frail senior family member in order that they may be able to comfortably remain in their home and therefore maintain a reasonable quality of life for as long as possible by providing various rehabilitative, social and recreational programs, activities and services made possible by the GNJ Senior Center. The participants at the GNJ Senior Center enjoy recreation and friendship with their peers as well as receive health care assistance and the education they need to function as independently as possible in order to remain in their home environment and local community and to forestall early institutionalization. This would include, but not be limited to, health promotion, social and nutrition benefits coupled with family supportive services via counseling, comprehensive assessments and required resources and services after assessments as well as case management reviews and follow-ups.

The Executive Director of the GNJ Senior Center is Sister Thelma Burless and she has over thirty-five years as a Certified Activity Director working in Skilled Nursing Facilities, Assisted Living, Independent Living, Memory Care and Group Homes. Previously she served as the Director of Activities and Volunteer Services at Carroll Manor Nursing and Rehabilitation Center in Washington, D.C. The GNJ Senior Center also has an Advisory Council consisting of the following individuals: Sister Elaine S. Saunders (Chairperson), Deacon Norma Hutcheson, Brother David J. Saunders, Sister Linda Scope, Trustee Roy Castleberry, and Brother Reginald Watson (grandson of Mother Genevieve N. Johnson). Brother Saunders (Chair, Zion Community Enterprise), and Sister Burless are ex officios to the Genevieve N. Johnson Senior Center Advisory Council. We are very pleased announce that Brother Reginald Watson was recently appointed a member of the DC Commission on Aging.

The GNJ Senior Center provides a very important outlet for family caregivers, as it offers socialization, activities, and necessary supervision to those individuals who are socially isolated or in need of essential care and assistance. Caregivers feel confident that their loved ones are in a safe environment and well cared for while they are at work or performing other necessary tasks. The GNJ Senior Center offers a variety of programs and amenities, including medical screening, exercise programs, recreational activities, therapeutic services, and a diverse schedule of engaging activities. Assistance with the activities of daily living, including eating, walking, toileting, and medication management is also available. Additionally, the GNJ Senior Center

provides nutritious meals and snacks on a daily basis. For many caregivers, the GNJ Senior Center provides them with the adult day care services they need in order to adequately care for their aging relative or spouse. Whether they use the GNJ Senior Center for respite services or for daily care so that they can work or tend to other responsibilities this is an important option for family caregivers.
Currently, through an annual grant awarded from the DC Department of Aging and Community Living (DACL), formerly known as the D.C. Office on Aging, the GNJ Senior Center provides: (a) Adult Day Care Services, (b) Recreational/Socialization Activities, (c) Health Promotion, (d) Counseling, (e) Comprehensive Assessment, and (f) Case Management. These components are accomplished through the provision of: (a) Transportation and Escort Services, (b) Congregate Meals, (c) Therapeutic Arts and Crafts, (e) Intergenerational Activities, (f) Alzheimer's Support Group, (g) Music Therapy, and (h) Outreach to the Local Community.

The GNJ Senior Center also avails itself to other services offered to residents of the District of Columbia aged sixty years and older by the D.C. Department of Aging and Community Living such as: (a) Caregiver Support, (b) Community and Home-Delivered Meals, (c) Information and Referral/Assistance, (d) Legal Assistance, (e) Long-Term Care Planning, (f) Medicaid Enrollment Assistance, (g) Nutrition Programs, and (h) Nursing Home to Community Living Transition. In addition, the GNJ Senior Center collaborates with the D.C. Aging and Disability Resource Center (ADRC) for low-income seniors interested in receiving assistance in completing the necessary government forms for Medicaid benefits and the Supplemental Nutrition Assistance Program (SNAP).

The GNJ Senior Center received a continuation grant for the Caregivers Lounge from The Washington Home as well as the GNJ Senior Center received a continuation grant for the Music Memory Café focusing on retired musicians dealing with memory loss from the DC Commission on Arts and Humanities (CAH). On Sunday, May 18th the GNJ Senior Center celebrated the enduring legacy of Genevieve "Mother" Johnson for her contributions to the quality care of seniors and the emergence of affordable housing initiatives as well as celebrated forty-four years of existence.

Current plans are underway to implement a comprehensive outreach campaign in order to increase the awareness of the GNJ Senior Center's programs and services to both the members of Zion Baptist Church and the community at-large. This will include establishing a subcommittee from the Trustee Ministry to provide both advisory and fundraising support, having an Open House at the GNJ Senior Center (twice per year), the incorporation of specialized training for the GNJ Senior Center's staff and the addition of various workshops and seminars designed to attract many more individuals and care givers to take advantage of the GNJ Senior Center's programs and services.

Submitted December 3, 2025 by Sister Elaine S. Saunders Chair of the GNJ Senior Center's Advisory Council

Zion Baptist Church

Health Ministry 2025 End of Year Report

January- December 2025

Zion Baptist Church Health Ministry--Serving the Zion Family & Community Through Health Education, Spiritual Bonding, Outreach, and Wellness Support

Submitted by:
Sister/Dr. Leslie Cooper, Chair

Zion Baptist Church
Washington, DC
December 2025
ZBCHM Website for Health Resources:
ziondc.org/health

MISSION STATEMENT

The Zion Baptist Church Health Ministry (ZBCHM) seeks to support whole-person health—physical, emotional, mental, social, financial, occupational, environmental, intellectual, and spiritual. Guided by Scripture and Christ's example, the ministry provides education, prevention-focused outreach, support for early intervention, and access to reliable health resources for members, families, visitors, and the surrounding community.

GUIDING SCRIPTURE
"Beloved, I pray that you may prosper in all things and be in health, just as your soul prospers." – 3 John 1:2

MINISTRY MOTTO-- "Move What You Got While You Got It to Move!"

YEAR-ROUND ACTIVITIES

WEEKLY TUESDAY NIGHT EXERCISE SESSIONS

Every Tuesday at 7:45 p.m. via Zoom, ZBCHM offered standing and chair exercises adapted for adults of all ages. Sessions open to the public – they include prayer, testimonies, encouragement, and 20–30 minutes of guided exercise through various YouTube Programs.

Participants include individuals across the age spectrum who want to join in and exercise together, having a little bit of fun by working out together and fellowshipping.

MENTAL HEALTH AND WELLNESS EMPHASIS

Throughout the year, the ministry continued supporting mental wellness through:

• Sharing community resources

• Encouraging open conversations

• Providing referrals when requested

• Partnering with others and distributing educational materials

• Responding to member concerns

• Maintaining access to resources at ziondc.org/health

PARTNERSHIPS AND COLLABORATIONS

Some ZBCHM External partnerships/collaborations:

• GHUCCTS (Georgetown–Howard Universities Center for Clinical and Translational Science)

• Howard University (Dentistry, Medicine, Cancer Center, Psychiatry, Physical Therapy)

• Mount Airy Baptist Church

New Bethel Baptist Church

50 Hoops, Inc

• Trinity Episcopal Church

• Children's National Medical Center (Outreach)

• Rho Mu Omega Chapter of Alpha Kappa Alpha Sorority, Inc.

• Women's Auxiliary to the National Medical Association

• National Medical Association

• African American Postal League United for Success (A-PLUS)

• Central Union Mission

Black Nurse Collaborative

National Black Nurses Association

• Additional churches and organizations requesting support

VETERANS' MENTAL HEALTH ENGAGEMENT

Quarterly participation in GHUCCTS' Engagement of Veterans DC Medical Center Workgroup continued. The ministry is exploring opportunities to involve Zion's Veterans for Christ and to support possible future sessions at the VA Medical Center campus.

OUTREACH AND INREACH SUPPORT

ZBCHM remained committed to reaching members and friends by:

• Conducting health and wellness check-ins

• Offering prayer and encouragement

• Sending cards, plants, and supportive materials

• Sharing information with churches nationwide

• Supporting members who no longer worship onsite

FEBRUARY 2025

Black History Month & Mental Health Initiative: Honoring the Legacy of the 6888th Battalion

February marked the beginning of Black History Month and continued ZBCHM's commitment to addressing Mental Health and Wellness across our congregation and community. We launched the month with an educational and emotionally resonant program designed to link history, mental health, and modern-day wellness.

To highlight the multiple challenges surrounding mental health—particularly those experienced by African American women in periods of extreme racial, gender, and wartime stress—we hosted a screening of the Netflix film "The Six Triple Eight." This production tells the incredible true story of the 6888th Central Postal Directory Battalion, the only all-Black, all-female battalion deployed overseas during World War II.

Though often left out of mainstream historical narratives, the 6888th Battalion played a crucial role during the war, clearing a massive backlog of mail—over 17 million pieces—that had accumulated across Europe. Their motto, "No Mail, Low Morale," became a reflection of both the importance of their mission and the psychological burden they carried while serving a country that did not fully grant them equality. Despite operating in dangerous, bomb-damaged warehouses and enduring freezing temperatures, segregation, and gender hostility, these women completed their mission in half the scheduled time.

The film screening was followed by a rich and thought-provoking panel discussion that helped attendees connect the historical events to contemporary issues in mental health, identity, and resilience.

Distinguished Guests:

• Elizabeth Anne Helm-Frazier, Master Sergeant (Ret.), Army Women's Hall of Fame inductee.

• Lynnette Daniel-Barnhardt, daughter of Battalion member PVT Grace Margaret Whyte.

• Deacon Dorothy Boggess, age 107, Zion member and WWII-era War Department Home Front worker.

Panelists:

• Dr. Felicia Bell – Nationally recognized public historian and former Senior Advisor to the Director of the Smithsonian National Museum of American History.

• Dr. Kami Cooper – Born and reared in Zion Baptist Church, leader in psychiatric mental health, crisis response, and public health education.

• Ms. Sequana A. Robinson – Retired Major, Army Acquisition Logistics Professional, and granddaughter of CPL Ruth Elizabeth Jefferson Wright of the 6888th.

Program Impact:

This program drew more than 200 participants, surpassing expectations and generating deep reflection. Key mental health themes included racism and discrimination, isolation, PTSD, workplace burnout, grief, and gender-based inequality.

Despite these hardships, the 6888th women demonstrated exceptional endurance, unity, and psychological strength—reminding us how essential community and purpose are to sustaining mental wellness.

Follow-Up:

Due to the overwhelming success of this cost-effective program, ZBCHM developed a step-by-step program guide, now being shared with organizations across the country.

Heart Health Month:

February is also Heart Health Month, a national observance dedicated to raising awareness about cardiovascular disease. ZBCHM encouraged members to wear red and to prioritize cardiovascular screening, lifestyle changes, and understanding key health numbers such as blood pressure.

Educational materials were distributed throughout the month to reinforce prevention, early detection, and awareness.

Blessing Bags Outreach:

ZBCHM partnered with Zion's Food Truck Ministry to assemble and distribute approximately 100 "Blessing Bags" to individuals experiencing homelessness. Each bag included gloves, hats, scarves, hand warmers, and thermal blankets. Members joined the Food Truck team when available to deliver the bags directly to those in need.

MARCH 2025

Zion Baptist Church Health Ministry (ZBCHM) continued its longstanding tradition of community outreach by supporting the men residing at Central Union Mission, one of Washington, D.C.'s oldest and most respected homeless shelters. Founded in 1884, Central Union Mission has served generations of Washingtonians facing homelessness, food insecurity, unemployment, and chronic illness.

ZBCHM's annual outreach is centered on dignity, compassion, and empowerment. As always, the program began and ended with prayer, grounding our work in faith and service. Approximately 110 men participated in this year's session.

Program Theme: "Rebuilding from Within: Your Mental Health & Wellness"

Recognizing the profound impact that housing instability, trauma, addiction, and social isolation have on mental health, this year's focus centered on interactive, open dialogue. The ministry assembled a panel of trusted mental health leaders who guided the men in an honest conversation about challenges they face and practical strategies to begin rebuilding from within.

Panelists included:

• Dr./Deacon Al Campbell

• Dr. Kami Cooper

• Deacon Retna Pullings

Their compassionate engagement encouraged men to express concerns openly—many for the first time in a group setting. The Mission's Social Worker later contacted ZBCHM requesting more frequent visits, a testament to the program's meaningful impact.

Service Through Giving:

Following the panel discussion, ZBCHM partnered with the Women's Auxiliary to distribute "goody backpacks" filled with practical essentials: boxer briefs, undershirts, socks, toiletries, and hand warmers.

APRIL 2025

ZBCHM's February Black History Month program on the 6888th Central Postal Directory Battalion continued to generate interest far beyond Zion. In April, the ministry was contacted by the African American Postal League United for Success (A-PLUS), a national nonprofit focused on mentoring and developing African American postal employees and leadership.

A-PLUS 38th Annual Convention, March 31–April 4, 2025

Location: Live! Casino & Hotel, Hanover, MD

Attendance: Over 300 participants

A-PLUS invited Zion Baptist Church Health Ministry to help design and facilitate a screening of the Tyler Perry film "The Six Triple Eight," replicating the successful approach used during our February program.

Dr. Leslie Cooper appointed Sister Sarah Davidson to lead this initiative. Her responsibilities included coordinating with the luncheon program organizers, crafting panel questions, and selecting panelists.

Panelists included:

• Dr. Felicia Bell

• Ms. Sequana Robinson

• Dr. E-Faye Williams

Sis. Davidson served as moderator, guiding a dynamic discussion that connected African American military history to resilience, leadership, and workplace wellness within the U.S. Postal Service.

A-PLUS National President Debra Clayton later wrote: "Learning firsthand about the legacy of the 6888th Central Postal Directory Battalion added tremendous value to our program… uplifting and informative… essential to our mission of educating, empowering, and inspiring our members."

MAY 2025

In May, ZBCHM partnered with Alpha Kappa Alpha Sorority, Inc., Rho Mu Omega Chapter for a major community health fair titled: "Black Health Matters: From Conception to Interment. The event addressed health disparities affecting African Americans across the lifespan, including maternal and infant mortality, chronic illness, mental health, and end-of-life care.

ZBCHM assisted in securing community partners and subject-matter experts, including:

• Dr. William Lawson — ZBCHM member and nationally recognized psychiatrist and mental health advocate

The ministry hosted an information table offering resources on mental health and community wellness.

ZBCHM representatives included:

• Deacon Patrice Bailey

• Deacon Retna Pullings

• Sister Patricia Bonds

Trustee Barbara Childs

• Trustee/Dr. William Lawson

Location: Union Wesley AME Church, Washington, D.C.

This partnership exemplified ZBCHM's commitment to collaborative, community-centered approaches to health equity and education.

SEPTEMBER 2025

In recognition of Prostate Cancer Awareness Month, the Zion Baptist Church Health Ministry (ZBCHM) shared information about prostate cancer with our congregation and with partner churches. Our goal was to educate and empower men and their families to:

• raise awareness of prostate cancer as a common cancer in men,

• encourage age- and risk-appropriate screenings (such as PSA tests),

• promote healthy lifestyles, and

• support those affected by a diagnosis.

Because prostate cancer disproportionately affects African American men, ZBCHM emphasized the importance of early detection and regular conversations with healthcare providers. We encouraged men to know their risk factors, understand screening options, and talk openly with their primary care providers about any concerns.

As a visible sign of support and remembrance, we invited our men to wear the light-blue prostate cancer awareness lapel pins that ZBCHM distributes annually. Those who could not locate pins from previous years were offered new ones. These simple symbols served as reminders to care for their health and to check on brothers, friends, and loved ones.

For more information and ongoing health resources, members and friends are encouraged to visit the Health Ministry page on our church's website at ziondc.org/health.

OCTOBER 2025 — Cancer Awareness, Mental Health, and CPR Training

---

Cancer Awareness Month

Although October is widely recognized as Breast Cancer Awareness Month, ZBCHM intentionally broadened the focus to acknowledge and honor individuals affected by all forms of cancer. Due to the large number of members and families in our congregation who have been touched by different cancers, we set aside this month to recognize:

• those currently in treatment,

• survivors,

• caregivers, and

• the memory of those who have transitioned.

Members and community participants were encouraged to wear lapel pins representing specific cancer types, as well as "All Cancers" awareness pins. These pins, provided by ZBCHM, were shared not only within Zion but also mailed to a number of churches across the country, reinforcing a sense of solidarity, remembrance, and hope.

Mental Health: "Recognizing the Silence of Mental Health and Wellness"

In partnership with other ministries within Zion, ZBCHM hosted a major mental health program titled "Recognizing the Silence of Mental Health and Wellness."

This event created a safe and welcoming space for honest dialogue about mental health challenges, stigma, and the barriers many families face in seeking care.

The program brought together resource persons and facilitators who:

• shared local and national mental health resources,

• encouraged audience participation and open discussion,

• helped attendees identify triggers that can affect mental wellness, and

• highlighted how our words and actions—intentional or unintentional—impact the well-being of others.

Feedback from participants was overwhelmingly positive. Many expressed how meaningful the program was and how much they appreciated the expertise, compassion, and practicality of the information provided. Several attendees indicated that they hoped to replicate a similar model in their own churches and community organizations.

Follow-up: Mental Health Resource Page (ziondc.org/health)

As a follow-up to this event, ZBCHM, in collaboration with community partners, compiled a Mental Health Resource Page now available on Zion's website at ziondc.org/health. This page is designed as a living resource to support individuals, families, and other ministries by listing:

• mental health and crisis resources,

• counseling and support services,

• educational links, and

• tools to promote wellness and reduce stigma.

We encourage other churches, organizations, and individuals to use, share, and post this resource on their own sites as part of their health and wellness initiatives.

CPR & AED Training — October 19, 2025

On October 19, 2025, ZBCHM partnered with the District of Columbia Fire and Emergency Medical Services Department (Hearst Center) to offer onsite Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED) training at Zion. The course followed American Heart Association (AHA) guidelines and was designed for non–health professionals, with a focus on adult, child, and infant CPR.

We offered 20 training slots. While not all registrants were able to attend, we are pleased that church and community participants who did attend and successfully completed the course received an AHA Certification Card in Basic Life Support, valid for two years.

This training strengthened Zion's capacity to respond in emergencies and reflects our commitment to equipping members with life-saving skills.

Follow-up: CPR Training Resource Listing (ziondc.org/health)

As a follow-up, ZBCHM compiled a list of CPR training sites and programs throughout the region. This resource, which includes locations and vendors offering CPR and AED training for individuals and groups, has been posted on the Health Ministry section of Zion's website at ziondc.org/health.

NOVEMBER 2025 — Fall Risk Prevention Partnership with Howard University

---

In November, the Zion Baptist Church Health Ministry partnered with the Department of Physical Therapy in the College of Nursing and Allied Health Sciences at Howard University to present a Fall Risk Prevention program on November 9, 2025.

The session was led by doctoral students in the Physical Therapy Clinical Doctorate program and was attended by approximately 45 participants. The program addressed an important issue for older adults and those with mobility challenges: preventing avoidable falls and maintaining independence.

Doctoral students Christian Allen and Asia Patton delivered a PowerPoint presentation covering:

• common risk factors for falls,

• simple changes that can be made in the home environment,

• exercises to improve balance, strength, and mobility, and

• strategies for staying active while staying safe.

First-year physical therapy students provided hands-on screenings, including checks of vital signs, assessments of strength and balance, and evaluation of walking skills. These practical demonstrations helped participants better understand their personal risk and identify steps they could take to improve safety at home.

Short instructional videos on fall recovery techniques and balance exercises were filmed by Eric Jones and are featured on the Zion Baptist Church Health Ministry webpage at ziondc.org/health. These videos extend the impact of the program by allowing members and caregivers to review and practice the exercises at their own pace.

Howard University physical therapy faculty in attendance included:

• Dr. Rose Schmieg, Department Chair

• Dr. Sabrina Altema

• Dr. Michael Robinson

• Dr. Revenda Greene

ZBCHM leaders, including Sister Linda Simpson and Sister Gloria Rogers, helped coordinate and host the event, ensuring that attendees felt welcomed, informed, and supported.

ZBCHM ELECTIONS & OFFICERS (2026–2027 Term)

Elections for the 2026–2027 term of the Zion Baptist Church Health Ministry were held in October 2025, under the leadership of Trustee Debra Henry Caldwell. The next scheduled election will take place in October 2027.

Newly Elected Officers: for 2026 and 2027

• Chair: Dr. Leslie Cooper

• Vice Chair: Deacon Retna Pullings

• Secretary: Sister Renee Barrett

• Treasurer: Sister Linda Simpson

• Assistant Treasurer: Trustee/Dr. Bill Lawson

• Chaplain: Deacon Calpurnia Bryant

Respectfully submitted,

Dr. Leslie Cooper

Chair, Zion Baptist Church Health Ministry (ZBCHM)

Zion Baptist Church
Mighty Men of Zion
4850 Blagden Avenue, N.W. Washington, DC 20011
202-722-4940
Rev. Dr. Keith W. Byrd, Sr., Pastor

December 3, 2025

As an encouragement ministry of Zion Baptist Church, the Mighty Men of Zion (MMoZ), also known as the Men's Ministry, strives to enhance the spiritual and moral welfare of all male members of the church with honor, love, brotherhood, and the fear of God, so they can lead men to Christ.

This year, the Men's Ministry continues to focus on the core theme "The New Era: Restoring Community", and it has been one of sustained participation and innovative activism. This year the Men's Ministry has continued to also expand upon a desire to focus an emphasis on discipleship and evangelism with both our men and male youth.

The Men's Ministry has also continued to partner with various ministries within Zion Baptist Church on a myriad of occasions to include the Women's Ministry, Health Ministry, and Charles B. Walker Culture Club. In addition, several brothers and a few youth have continued to "man up" to ensure that the Men's Ministry relationship with Chatman's Army remains vibrant, taking a cue from our Chatman's Army late leader, Deacon Emeritus Sydney A. Swann.

The Men's Ministry has also continued our "mini" Bible Study sessions prior to our scheduled monthly meetings led by our Chaplain, Brother Tommy Dudley. These meetings have been held via zoom meetings as well as in-person meetings and have served as an inspiration for keeping the brothers connected with each other. Men face unique challenges throughout their lives in areas concerning family, careers, addiction, depression and faith. Only through a relationship with Jesus Christ can we find hope and strength to confront these challenges head on. We challenge all men of Zion, youth and young adults, as well as our seasoned saints to band together with us to form authentic relationships, transforming our hearts and engaging in the battle for our souls as the Men's Ministry continues to move forward as evangelists and disciples into the coming years.

Unfortunately, the Coronavirus (COVID-19) pandemic continued to somewhat impact the Men's Ministry's performance due to DC government public health requirements that had inhibited in-person worship services at Zion Baptist Church. As a result, during the year 2025, the Men's Ministry had to suspend its tradition of

service and community fellowship with the following: (a) Annual Fishing Excursion and (b) Annual Baseball Outing. Hopefully, as we continue to transition to a "new normal" the Men's Ministry will be able to resume these basic operations ongoing in year 2026.

Despite these unique challenges, the Men's Ministry continued to undertake a series of community outreach service initiatives in 2025 that included: (a) Volunteering in various senior focused activities and events at the GNJ Senior Center; (b) Volunteering on Fourth Thursday for the Food Distribution Program at Zion North Campus; (c) Sponsoring the Men's Ministry Annual Scholarship in honor of Deacon Emeritus Dr. Robert L. Owens, III. This scholarship will be awarded every year to a male youth of Zion and they will be known as "Robert L. Owens Scholars"; (d) Sponsoring two hundred at-risk youth and their families from the National Center for Children and Families (NCCF) to attend the UniverSoul Circus at the National Harbor; (e) Volunteering as mentors with the Freedom School Summer Camp Program at Zion Baptist Church; (f) Sponsoring a Military Appreciation Luncheon for Veterans and their families; and (f) Participating in the Holiday Season Party for the children at JC Nalle Freedom School that is sponsored by the National Center for Children and Families (NCCF). Lastly, the Men's Ministry will continue to work in collaboration with both the Pastor and the Executive Minister to the Pastor in order to provide recommendations for the related services of the Men's Ministry to the Zion North Campus.

Overall, it continues to be a truly rewarding time for the Men's Ministry (Mighty Men of Zion). In closing, the Men's Ministry eagerly looks forward to an ambitious agenda as we continue onward in year 2026 aimed at revitalizing the men of Zion Baptist Church through our Christian service, brotherly love and genuine fellowship.

In Christian Service,

David J. Saunders

President, Mighty Men of Zion
Zion Baptist Church

Zion Baptist Church
4850 Blagden Ave., Washington, DC 20011
Rev. Dr. Keith W. Byrd. Sr., Pastor

Annual Report of the Music Ministry

Saturday, December 13, 2025

"Let the word of Christ dwell in you richly in all wisdom, teaching one another in psalms and hymns and spiritual songs, singing with grace in your hearts to the Lord. And whatever you do in word or deed, do all in the name of the Lord Jesus, giving thanks to God the Father through Him."

Colossians 3:16 -17 (NKJV)

The Music Ministry encompasses three Choirs at the Main Campus and a Praise Team at the North Campus. Through these musical groups, the ministry provides a mixture of genres of music liturgy.

Choir	Number of Members	Director	Service Sunday	Musicians
Children's Choir	12	Bro. Ryan Jones	2nd	--
Gospel Choir	17	Bro. Ryan Jones	1st & 3rd	Bro. Michael Fortune, *Organist*
Senior Choir	26	Bro. Gregory Lewis	4th	Bro. James Glover, *Accompanist;* Bro. Devin Dash, *Drummer;* Bro. Kirk Butler, *Bassist*
North Campus Praise Team	3	Rev. Charles Marshall	All	Mi. Timothy Brown, *Praise & Worship Lead*er, 1st & 3rd Sundays
Various Musicians	--	Bro. Ryan Jones	5th	Min. Timothy Brown, *Psalmist*

At both locations, each singing aggregation continues to serve faithfully, ministering to the congregation for Sunday morning services during each month according to a schedule. The aim of the Music Ministry, through each choir/praise team, is to render music to the glory of God in the name of our Lord and Savior, Jesus Christ.

New Personnel

Minister Timothy Brown came aboard as the new praise and worship leader on 1st and 3rd Sundays at the North Campus, and as psalmist on 5th Sundays at the Main Campus.

2025 Events

- The Senior Choir, under the direction of Mr. Gregory Lewis, held a successful Summer Concert in celebration of 97 years of service, "A Joyful Worship Through Sacred Music," at the Main Campus, Saturday, July 26, 2025. In addition, Mr. Lewis was acknowledged and honored for three years of service as Director. The Senior Choir accompanist for the occasion was Mr. James Glover, with Mr. Edmond Charles serving as guest accompanist. Deacon Stephanie Nash served as Worship Leader and a reception followed the performance.
- The Children's Choir Fellowship will be held on Wednesday, December 10, 2025.

2026 Music Ministry Events

- The Senior Choir plans a one-day trip to Hershey PA, on Sunday, March 29, 2026, in support of choir member, Kianna Kelly-Futch, who is currently touring in "Tina, the Musical".
- A day-long Music Ministry Workshop involving all Choirs and the North Campus Praise Team is planned for Saturday, May 23, 2026 at the Main Campus. Guest directors and choirs from within the Washington Metropolitan Area will be invited.
- An event featuring Zion choirs, praise team and guest choirs from within the Washington Metropolitan Area, culminating with a live recording is planned for Saturday, October 24, 2026, at the Main Campus.

Ongoing Expansion Efforts of the Ministry

- The ministry is seeking to form a Young Adult Choir to be composed of members 18–35 years of age. Recruitment efforts are currently underway.
- All singing groups maintain an open invitation for new members. Anyone interested in joining a Choir/Praise Team may contact me or either of the directors, as appropriate.

"May God be gracious to us and bless us; may he make his face shine upon us… so that your way may be known on earth, your salvation among all nations."
Psalm 67: 1-2 (CSB)

In His service,

Ryan Jones
Director of Music Ministry

Zion Baptist Church 4850
Blagden Ave. N.W.
Washington, DC. 200ll
Rev. Dr. Keith W. Byrd, Sr., Pastor

Nomination Committee Report – December 13, 2025, Annual Church Meeting

The Nominating Committee members are Deacon Gloria Rogers, Chairperson, Deacon Stephanie Nash, Deacon Damon Bailey, Deacon Marlena Perrin, Sister Ruth Chalk Young, Trustee Christine Williams, and Deacon Frank Joe.

The 2025 Nominating Committee presents the slate of nominees for consideration and vote by the active members of the Zion Baptist Church for terms beginning January 2026.

The ballot for 2026 election will include Church offices, Lay Members, and approval of the recommendations of Pastor Byrd for the Board of Christian Education and Sunday School Superintendent. The Church offices are for a one-year term, and the current officers have agreed to run for another year's term.

Church Secretary	Deacon Tanya Briscoe
Assistant Church Secretary	Deacon Dawn Thomas
Church Treasurer	Sister Delores Johnson
Assistant Church Treasurer	Sister Lisa Robinson
Church Calendar Clerk	Sister E. Marlene Tolson
Assistant Church Calendar Clerk	Deacon Lora Dyson
Church Parliamentarian	Deacon Kimani Darasaw

Lay Members: Lay members serve a two-year term. Terms expire for three Lay Members December 31, 2025, and they are not eligible for another term until after a two-year absence from office. There are five vacancies to be filled for Lay Member. **The nominees running for Lay Member are**:

Brother Michael Coley
Sister Roberta Sanders
Sister Porsha McLaurin
Sister Benidia Rice
Sister Tish Weigand Seymour

Current and continuing Lay Members in their 2nd two-year term:

Sister Jacqueline Byrd Tillman
Sister Leslie Jane Chavis
Brother Kerwin Davis
Sister Linda Simpson
Sister Tanya Covington

2nd two-year term expires December 31, 2025, for the following Lay Members

Sister Maureen Barnes
Sister Ruth Chalk Young Sister
Kimberly Byrd

ZBC Board of Christian Education
Members of the BCE shall be elected annually by the Congregation upon recommendation by the Pastor. The Pastor shall appoint the Chair of the Board from among its members. (Article IX, Section 2 (d))

Sister Pamela Castleberry Sister Pamela Harris
Rev. Dwayne Coley
Deacon Sharlyn Grigsby-Queen
Sister Carolyn Harris
Rev. Veronica McAlpine
Deacon Darlene Saunders
Rev. Donna Vance
Rev. Denise Wiggins
Rev. Robert Tolson

Sunday School Superintendent
The Church shall elect the Sunday School Superintendent for a period of two (2) years, after receiving a recommendation from the Pastor.
Co-Superintendents - Deacon Rohan Williamson and Deacon Wanda Williamson

The Nomination period began September 28, 2025, and extended to November 3, 2025. Announcements were made in the Church bulletin, from the pulpit, blast email, on the website, and by postal mail. The Nomination forms and Zion Baptist Church position descriptions were available in the narthex of the main sanctuary of the church, in the main office of the church, or were emailed upon request. Each candidate for office was asked to sign, as an elected officer of the ZBC, a commitment to the Zion Baptist Church and the Standards of Christian Leadership.

Nominations from the floor are permitted by the Bylaws. People nominated from the floor must be present at the meeting and will be requested to provide information and answer questions the same as those who submitted written applications. If elected, the nominee must submit a nomination form with signature of commitment to the ZBC Standards of Christian Leadership, no later than 7 days after the meeting, and must be confirmed as an active member by the Church Clerk. The Nominating Committee Chair will notify the BCA of the status at the next BCA meeting.

According to a vote of the congregation at the December 22, 2023 Annual Church Meeting, church leaders who do not participate in any kind of training for leadership development should be removed from leadership positions. These people, therefore, are not eligible for re-election until the training is complete. As carried out in previous years, the Annual Meeting will be in person and virtual. Ballots will be cast electronically. Voting members must be registered to receive voting information. There will be ballot clerks with computers available to assist in the electronic voting. Paper ballots will be available for those present who are not able to vote electronically. No request for an absentee ballot received.

Submitted by Deacon Gloria Rogers, Chairperson ZBC Nominating Committee
December , 2025

Zion Baptist Church Nominees for Church-Wide / Officer – Bio(s) for 2026

Briscoe, Tanya, Church Secretary. Deacon Briscoe is a 4th generation member of Zion Baptist Church. In 1978, she was baptized. She is seeking to serve another term as Church Secretary. During her tenure at Zion, she has served in many roles. Her service has included Assistant Sunday School Teacher; President, Secretary and Correspondence Secretary for the Usher Ministry; Recording Secretary for the Facilities Utilization Long Range Planning Committee; and worked with the Junior Achievement Ministry. Currently, Deacon Briscoe serves on the Diaconate Ministry; Church Secretary; Board of Church Administration (BCA) Secretary; Second Vice President of the George Boggess Veterans Vanguard Charge Ministry, Usher Ministry Parliamentarian and Assistant Recording Secretary for the Charles B. Walker Culture Club Ministry. She retired as a Training Specialist and Career Development Counselor from the United States Department of Agriculture. Deacon Briscoe knows God calls us to utilize our gifts in many ways. She enjoys serving God in any way He directs and will use those gifts to support others in their roles.

Dawn, Thomas, **Assistant Church Secretary**. Deacon Thomas joined Zion Baptist Church in 2014. She immediately joined the Zion Usher Ministry. She is a member of the Gospel and Senior Choir, and a Stephen Ministry Leader, and currently serves as Assistant Church Secretary. She was ordained as Deacon in June 2022. Deacon Thomas has a heart for service. She states, "I Love doing the work of the Lord and the Church. I enjoy working as an Assistant Church Secretary. I believe I am working to advance the office and the vision of the Pastor, given to him by God."

Johnson, Delores, **Church Treasurer**. Sister Johnson has been a member of Zion since 2001. She has held the position as Church Treasure for the past 8 years, having served initially as the Assistant Church Treasurer for two years. Sister Johnson has served as the Treasurer for the American Management Systems and Apple Federal Credit Union for ten years. Currently, she is employed with the Food and Drug Administration as an IT Specialist. She is a member of the Charles B. Walker Culture Club. She has served, in the past, as Zion Girl Scout Troop Leader/Senior Advisor, Junior, Brownie and Daisy Girl Scout leader. She regularly attends Sunday School.

Robinson, Lisa, **Assistant Church Treasurer**. Sister Robinson was restored to Zion on December 31, 1995, and has served as Assistant Church Treasurer since 2019. She is a member of the Usher Ministry and a past president. Sister Robinson retired from the IRS on April 30, 2025, after 40 years of service. She was a Financial Plan Manager. She reviewed, managed, and analyzed monthly budget reports for the Building Delegation Territories, to ensure they were spending their operational budget effectively and all funds were committed and obligated by the

end of the fiscal year. In her responsibilities at Zion, she is responsible for reviewing the monthly Treasurer's report once submitted by the Treasurer. She signs all checks prepared by Zion's Finance team makes sure that all the funds are deposited in the bank after the counting team handles their assignment. She states she is committed and holds herself accountable to follow all the Principles and Standards of Leadership in conducting herself as a good Christian to make sure that she serves and does the work according to God's Will and his Testament.

Tolson, E. Marlene, Church Clerk. Sister Tolson has been a member of Zion since Cradle Roll. As Church Clerk, she is responsible for crucial record keeping functions relative to membership, church statistics, contributions, and trends in church life. She is responsible for maintaining the software application for membership data and financial contributions, assisting in counting room operations and reconciling Sunday collections, accurately recording each individual contribution, maintaining a regular account of returned envelopes, order, prepare and assign envelope sets for each member. Sister Tolson maintains a membership database which includes members demographics, she prepares and mails the semiannual/annual contribution statements, provides data for other ministry services, maintains a personal history file of church membership and prepares church papers for deceased members. Sister Tolson is a member of the Bereavement Ministry, the Stephen Ministry, and the Flower Ministry.

Dyson, Lora K., Assistant Church Clerk. Deacon Dyson grew up in Zion Baptist Church. She enjoys serving the congregation and interacting with them. She has expressed that "For many years, I thought I would just sit and be a pew member at Zion. As I grew as a Christian, I realized that to serve God, I needed to serve my Church." During the past few years, she serves in the Diaconate, Stephen and Bereavement Ministries, including serving as Assistant Church Clerk. She continues to work closely with the Church Clerk, learning the duties of the office.

In 2014, Deacon Dyson retired from the Food and Drug Administration, (FDA) after 37 years of service. She worked in many positions at FDA. Her last position was "Program Analyst", in the training office where she provided online training for FDA federal, state and local investigators. Deacon Dyson stated that "I have known the Church Clerk and her family for many years. I've watched her and her family serve Zion. I pray that if I serve another term, I can continue to serve Zion and provide what is needed as the Assistant Church Clerk."

Darasaw, Kimani, **Parliamentarian.** Deacon Darasaw joined Zion Baptist Church in 1989 and is running for re-election. As Parliamentarian, he is responsible for invoking and interpreting *Robert Rules of Order* during the Annual, Semi-Annual, and Special Church Meetings as well as at the Board of Church Administration meetings that are held quarterly. He attends *Sunday School* and wants to use his God given gifts to do his best as parliamentarian.

Lay Members

Coley, Michael H., Lay Member. Brother Coley joined Zion Baptist Church in 1969 and has faithfully remained a part of the Zion church family for more than five decades. Throughout Brother Coley's longstanding membership, he has been actively involved in several ministries, including the Mobile Market Ministry, the Freedom School, and the Mustard Seed Garden. Brother Coley's years of dedication reflect his deep love for service and community. It would be his honor and pleasure to continue serving the congregation as Lay Member.

Rice, Benidia A., Lay Member. Sister Rice was born and raised in rural Alabama. She has built her life around service, faith, and community. For the past 20 years, Zion Baptist Church has been her spiritual home. She has been blessed to serve in several ministries, including Parenting, Women's Ministry, Vacation Bible School, Dance and Mime, and the Youth Choir.
Her daughter is a proud member of Zion as well and has grown in faith alongside her. Sister Rice has a B.S. from the College of William & Mary and her J.D. from Arizona State University's Sandra Day O'Connor School of Law. Her professional career has included leadership roles within the Arizona Attorney General's Office and the District of Columbia's Child Support Services Division, where her team received national recognition for program improvement and audit excellence. She now serves as the Business Manager for the DC Office of Contracting and Procurement, supporting vendor engagement and procurement operations for more than 43 District agencies. She believes that serving as a Lay Member is an opportunity to deepen her faith, support the church's mission, and use her gifts to strengthen Zion's community through leadership, collaboration, and service. Above all, she is a grateful mother to a wonderful 15-year-old daughter who inspires her daily to pursue purpose and joy.

Seymour, Tish Weigand, Lay Member. Sister Seymour hails from the Philadelphia area and has been a follower of Jesus since childhood. Raised by parents who were extensively involved in interfaith ministry in the Philly area, she is no stranger to church service. She moved to the DMV in 2000 and in the intervening years, worshipped and served in congregations from Baltimore to Silver Spring to Washington, DC, most notably singing in church choirs and leading prayer groups. Since joining Zion, in 2024, Tish has been involved in the Senior Choir and serves as a SWRYA mentor. She has assisted in the culinary ministry on an ad hoc basis as well. Tish would be honored to serve as a Lay Member to the Board of Church Administration.
Professionally, Dr. Seymour is the Director of the Office of Training and Workforce Development at the National Institute of Neurological Disorders and Stroke (NINDS)/NIH. Dr. Seymour holds a PhD in physiology from John Hopkins University and completed a postdoctoral fellowship in neuroscience at George Washington University. She is passionate about preparing and equipping the next generation of neuroscientists for success.

Sanders, Roberta, **Lay Member**. Sister Sanders joined Zion Baptist Church in 2012. She is a member of the Senior Choir and the Charles B. Walker Club. Sister Sanders has more than 25 years of experience in administrative and leadership positions in private and government offices. She has had positions in the Environmental Protection Agency, as Budget Analyst, Assistant Librarian/Research Assistant, Executive Assistant at the Smithsonian, and Accountant with the DC Government. She also served as Education Coordinator for the President's Commission on White House Fellowships. Sister Sanders received a Bachelor of Science degree from the University of Maryland, College Park, Maryland.

McLaurin, Porsha, Lay Member. Sister Porsha McLaurin has been a member of ZBC since April 2016. She states, "I am a member in good standing. I have accepted the nomination for the ZBC lay member position". She is a member of the Youth and Young Adult Ministry, the Rejoice Dance Ministry, the Culinary Ministry, and the Drama Ministry. She was born and raised in Washington, DC and she loves to dance and be creative in many ways. She enjoys lending a helping hand when needed. She plans to bring vibrancy and new ideas to any ministry she is involved with. "I will hold myself accountable in following the principles and standards of leadership established by the ZBC Board of Church Administration. My favorite scripture, Philippians 4:13, says, "I can do all things through Christ who strengthens me!"

ZION BAPTIST CHURCH
MINISTRY'S EXECUTIVE SUMMARY

Prayer Ministry

Submitted by: Deacons Emeriti Donald and Mother Dorothy Gholston, Co-Chairs
December 13, 2025, Annual Church Conference Report
"Gaining the Mind of Christ"

Report Highlights/Summary
"If My people who are called by My name will humble themselves, and pray and seek My face, and turn from their wicked ways, then I will hear from heaven, and will forgive their sin and heal their land." 2 Chronicles 7:14 (NKJV)

Prayer is talking and listening to God, an intimate fellowship with God. It is offered for the glorification of God and the edification of man.

"Changing the World through Fasting and Praying"

To God be the glory for all He has done, for all He is doing, and for all He is going to do.

The Prayer Ministry actively encourages and promotes prayer within the life of the church. By being open and responsive to the working of the Holy Spirit, we pray that God's love, guidance and healing power will be released for the benefit of His people and to His glory.

Prayer Ministry members are being strengthened by coming together each Sunday to intercede on behalf of others. We meet every week in the sanctuary, from 9:00 am – 9:20 am. Everyone is welcome to join us. We not only pray for ourselves, but for our church family, churches everywhere, children all over the world, our President, Elected Officials, and the entire world.

We are supporting God's mission and vision for Zion Baptist Church. We are praying for souls to be saved, sicknesses to be healed, deliverance, and those that are depressed to be set free.

Please join the Prayer Ministry, along with the Diaconate Ministry, for Prayer in the Word every Wednesday from 11:30 am -12:00 pm. Our theme and scripture can be found on the Church's website, ziondc.org. Pray that God will heal the land. We know by faith, God can do anything but fail.

Saturday, April 12, 2025, we hosted our Annual Spring Prayer Breakfast. Theme: "Gaining the Mind of Christ" "Remember What God Has Done and Hope for What He Will Do." Philippians 4:8 (NKJV). It was a spirit-filled service of worship, prayer, and fellowship.

Deacon Tommie Abner, Tenth Street Baptist Church, Prayed for our Children/Youth/Young Adults.

Deacon Andrew Jones, Tenth Street Baptist Church, prayed for our Churches, Pastors, Officers, President & Elected Officials.

Master Lee B. McQueen Jr. ZBC Youth Department, did our Meditation.

Musical Selections were done by Sister Renee Barnes, ZBC.

Rev. A. Michael Charles Durant, Pastor of Tenth Street Baptist Church, Washington, DC was our guest preacher. We were blessed with a very powerful message. Scripture John 21:3-13, Title: "Eating Breakfast with Jesus"

He challenges us. We should always follow the instructions God left for us. His instructions are found in the word of God. It's very important that we study His word, attend Bible Study, Sunday School, and Worship services. Jesus doesn't need us. He already has everything He needs, but we sure need Jesus.

Thanks to everyone who attended and supported this Prayer Ministry. We look forward to seeing how God will continue to move in the life of Zion Baptist Church as we "Gain the Mind of Christ" and "Remember What God Has Done and Hope for What He Will Do."
We praise God for a blessed Prayer Breakfast Service.

Remember, **"Forgiveness"** is so important.
Matthew 6:12 (NKJV). Forgive – to give up, release, let go, move forward and be free. (Forgiveness is essential to maintaining any meaningful relationship)

"Principles of a Powerful Prayer Life," (Four Elements)

- Faith
- The Word
- Righteousness (requires obedience)
- Persistent Prayer life

We should make it a point to pray without ceasing. Paul said, "Rejoice always, pray without ceasing, in everything give thanks; for this is the will of God in Christ Jesus for you. Do not quench Spirit." **1 Thessalonians 5:16-19. (NKJV)**

Scriptures to focus on:
Matthew 7:7, Ask and it shall be given you
Matthew 21:22, And all things, whatsoever you ask
Mark 11:24, Believe you will receive
John 14:13-14, Ask anything in His name

"There is so much Power in Prayer. Sometimes we get distracted by what is going on around us. Remember that our God has it all in His hands. If we would only pray, trust God and not worry, God will take care of it all.

Sometimes God shows up; sometimes God shows off! God's timing is impeccable.

He's never late. He's never early. God is right on time, all the time! There is a God in heaven who directs our steps, who prepares good works in advance, who causes all things to work together for good, who fights our battles for us! And if you pray through, there will be a breakthrough! Don't lose heart. Don't lose hope. Don't lose faith. Don't lose patience.

God rarely does things how or when we expect Him to, and it leads us to question His strange and mysterious ways. Sometimes God will push us to our absolute limits-the limits of our faith, of our patience, of our gifts. That is how God stretches our faith and builds our character.

"Trust in the Lord with all your heart and lean not unto your own understanding. In all your ways acknowledge Him, And He shall direct your paths."
Proverbs 3:5 (NKJV)

No matter what your situation is today, we hope you will trust that our Father is working on your behalf. It is our prayer that you will take the time to strengthen your faith each day by spending time in the Word of God. Reflect on the Father's answers to your prayers and faithfully obey Him, regardless of the circumstances. This will make all the difference in your life. We may not know what the Lord
has planned for us, but we can be assured that it is above and beyond all we can ask or imagine. See **Ephesians 3:20.**

Prayer request go to Prayer@ziondc.org
Or place your prayer request(s) in the Prayer Box in the sanctuary.

It has been our pleasure, and truly a blessing, to serve as the Co-Chairs of ZBC Prayer Ministry. To God be the glory for what He has done, doing and yet going to do under the new leadership, starting January 1, 2026, Deacon Marlena Perrin, Chair, Deacon Sandra Wright, Secretary.

Please pray that this Ministry will continue to grow and be obedient to the Word of God.
To God Be the Glory for His Mighty Work.

Spiritually Well-Rounded Young Adults (SWRYA)

Zion Baptist Church
Semi-Annual Report
September 2025 – December 2025

Overview

The Spiritually Well-Rounded Young Adults (SWRYA) Ministry at Zion Baptist Church continues its mission to nurture, guide, and empower young women through faith-based mentorship, creative expression, and personal growth. From September to December 2025, SWRYA hosted a series of meaningful workshops and fellowship opportunities designed to strengthen the spiritual, emotional, and creative well-being of our young women.
As always, SWRYA pauses during the summer months and resumes in the fall with renewed purpose and excitement.

Program Highlights

September 27 – Welcome Back to School

Session Leaders: Trustees Kim Swann-Ndiaye & Alexis Daniels

We kicked off our ministry year with an encouraging discussion about setting academic goals and learning how to manage responsibilities with excellence and intention.
The young ladies also participated in a lively brainstorming session for the SWRYA Conference scheduled for October 2026, offering thoughtful ideas and relevant topic suggestions.
Activity: Our creative activity invited each participant to paint a canvas illustrating "What Brings You Joy," celebrating God's blessings and cultivating gratitude through art.

October 24 – Real Talk: Relationships, Friendships, and Other 'Ships'

Session Leader: Trustee Kim Swann-Ndiaye

This heart-centered session explored the different types of relationships young women encounter and how to identify and nurture healthy, Christlike connections. We reflected on what it means to be a good friend—someone who supports, listens, loves, and respects.
Activity: To express appreciation, the young ladies created a heartfelt painting for a chosen friend and delivered it as a gift. This activity highlighted the joy and meaning behind giving, which is a beautiful expression of care and kindness.

November 22 – Your Presence Matters: Etiquette, Confidence & Personal Brand

Session Leader: Deacon Patrice Bailey

This session equipped the young ladies with practical life skills such as professional communication, appropriate attire for different environments, time management, and organization.
They learned how personal presentation—including fashion—can support confidence, reflect one's identity, and send a positive message without compromising individuality or values.
Activity: The young women designed their own personal logo brand using colors, letters, and symbols that represent who they are. This creative exercise empowered them to think intentionally about the image and message they want to carry into the world.

December 20 – Annual Holiday Giving Back & Celebration Lunch

In the spirit of Christian service and Christmas joy, SWRYA will spend the day giving back to our community. We will visit Zion's own **Mrs. Dorothy Boggess**, blessing her with Christmas carols and warm fellowship. The young ladies will also deliver holiday goodie bags and personal toiletries to the **Phyllis Wheatley YMCA Center**, spreading love and kindness to women and families in need. We will conclude the day with a joyful pizza lunch as we celebrate God's goodness throughout the year.

Looking Ahead – January 10th: New York City Trip

To kick off the new year, the young ladies of SWRYA will travel to **New York City** for an exciting day of learning and fellowship. Activities will include:

- A visit to the **RISE NY Museum**
- Shopping and exploring **Times Square**
- Ice skating at **Rockefeller Plaza**

There is so much to look forward to as we step into 2026 with joy and expectation!

Conclusion

The second half of 2025 has been a season filled with growth, creativity, fellowship, and spiritual enrichment for the young women of SWRYA. Through workshops, community service, and Christ-centered connection, the participants continue to grow in confidence, character, and commitment to their faith.

We extend a **special heartfelt thank you** to our **mentors, session leaders, and mentees** for their unwavering support, dedication, and genuine love. Your prayers, compassion, and commitment to pouring into this ministry help create a safe, joyful, and transformative space for our young women. SWRYA could not flourish without the God-given gifts each of you bring, and we are deeply grateful for your service.

We look forward to carrying this momentum into the coming year and remain thankful for the continued support of our church leadership, families, and the entire Zion community. With God's guidance, we eagerly anticipate the blessings and opportunities that await SWRYA in 2026.

Submitted Respectfully,
Kim Swann-Ndiaye
Chair, SWRYA Ministry

ZION BAPTIST CHURCH 2025 ANNUAL TRANSPORTATION MINISTRY REPORT

"SO THEN, WHENEVER WE HAVE AN OPPORTUNITY; LET US WORK FOR THE GOOD OF ALL, AND ESPECIALLY FOR THOSE OF THE FAMILY OF FAITH."
GALATIANS 6:10

MISSION: The Mission of the Zion Baptist Church Transportation Ministry (ZBCTM) is to provide safe, reliable, convenient and affordable transportation services to members and guests of Zion Baptist Church for the purpose of attending scheduled worship services as well as any other approved church-sponsored activity or event authorized by the Trustee Ministry and/or the Pastor of Zion Baptist Church. Members of Zion Baptist Church and their guests utilizing the transportation services should be seniors (above sixty-five years of age) and/or requiring "special need" assistance. Other Ministries of Zion Baptist Church may also request the use of the Transportation Ministry's services provided said requested usage has been approved by either the Pastor of Zion Baptist Church or another designated Official of Zion Baptist Church.

ADVISORY COMMITTEE: The Chairperson of the Zion Baptist Church's Transportation Ministry is Brother David J. Saunders, and the Vice Chairperson is Deacon Joseph J. Dyson. The Advisory Committee of the Zion Baptist Church's Transportation Ministry (ZBCTM) shall consist of the following persons: the Church Pastor, a Church Official, a Church Lay Member that frequently utilizes the transportation services, and a Senior Church Lay Member that is familiar with disability/ special needs assistance matters. The Members of the 2025 ZBCTM Advisory Committee were as follows: Pastor Keith W. Byrd, Sr., Sister Thelma Burless and Sister Elaine S. Saunders. Both the Chairperson and Vice Chairperson are also members of the ZBCTM Advisory Committee. The Advisory Committee is charged with providing an ongoing assessment and evaluation of the mission and functions, roles and responsibilities and performance standards of the ZBCTM.

LIST OF CURRENT DRIVERS: Brother David J. Saunders, Deacon Joseph J. Dyson, Brother Terry McAlpine (accompanied by his son William McAlpine), and Minister Brent McQueen.

ONGOING INITIATIVES FOR YEAR 2025 INCLUDED: The Zion Baptist Church's Transportation
Ministry actively seeks to build upon the following:

- Continuing to increase the number of regular riders for Sunday Morning Worship Service;
- Enhance Transportation Ministry by offering limited "senior assistance" parking services during Sunday Morning and Evening Worship Services in collaboration with Chatman's Army and the Hospitality Ministry;
- Providing shuttle services for local church revivals, conventions and other special activities and events;
- Increasing transportation opportunities for church members to be able to attend funerals, weddings, fellowships, and other special occasions in collaboration with the Mighty Men of Zion, Women's Ministry, Music Ministry and Senior League;
- Providing transportation services for attendance at a variety of church sponsored activities and events such as annual church fellowship picnic, annual baseball game outing, annual fishing trip, visits to local museums, etcetera;
- Publishing on a quarterly basis a Transportation Ministry newsletter; and
- Organizing quarterly meetings of the Transportation Ministry.

UPCOMING KEY PROJECTS OF THE TRANSPORTATION MINISTRY FOR YEAR 2025: As we have transitioned to a "new normal" the Transportation Ministry will hopefully be able to continue its basic operations. Moreover, the Transportation Ministry will work in concert with the Trustee Ministry in order to upgrade the availability of parking spaces at the rear of the Family Life Center to include paving over the grounds as well as possibly recruiting a Sunday parking attendant. Currently the Transportation Ministry partners with the Genevieve N. Johnson Senior Center Lead Agency for Ward Four through a Transportation Grant from the Department of Aging and Community Living (DACL) to provide transportation services to seniors in order to enable them to participate in a variety of activities and events in the District of Columbia. Lastly, the Transportation Ministry will continue to work in collaboration with both the Pastor and the Executive Minister to the Pastor in order to provide recommendations for transportation related services to both the Zion Main Campus and the Zion North Campus.

Respectfully Submitted December 3rd, 2025 by Brother David J. Saunders, Chair, Transportation Ministry

ZION BAPTIST CHURCH
4850 Blagden Avenue, NW Washington, DC 20011
Rev. Dr. Keith W. Byrd, Sr., Pastor

ZION'S USHERS'MINISTRY ANNUAL REPORT

"For a day in Your courts is better than a thousand. I would rather be a doorkeeper in the house of my God Than dwell in the tents of wickedness"
Psalm 84:10 (NKJV)
November 26, 2025

Even with changes in their numbers due to passing and members moving to other congregations, Zion's Ushers continue their faithful service, diligently attending to their duties each Sunday.

The decline in church attendance since COVID has strengthened our resolve to serve as the best Ushers we can be. Our methods for collecting offerings and seating attendees have adapted; we now gather the offering directly from the congregation instead of using the collection box, and while members seat themselves, we ensure visitors find their way. With an average of four Ushers each Sunday, we deeply appreciate the Deacons and Trustees who assist by managing the doors during the offering.

We celebrated our Usher Anniversary at Busboys and Poets, 5331 Baltimore Avenue, Hyattsville, MD on October 11, 2025. We had our Usher Anniversary program on October 12, 2025, and Deacon Sandra Wright was named Usher of the Year.

Our commitment to the Interdenominational Church Ushers Association of Washington, DC and Vicinity, Inc. (ICUA) remains strong. We're thrilled to announce that our usher Jeannette S. Riddick assumed the role of President of ICUA and will be installed on January 4, 2026, at 3pm, at Zion Baptist Church. Heartiest congratulations, Jeannette! We are confident that with divine guidance, you will excel in this position. Thank you for your unwavering dedication.

Adding to our achievements, Usher Jean E. Jalloh is sharing her expertise by teaching at the Catherine E. Mills School of Ushering (CEM SOU) for the 2025-2026 academic year. We also celebrated Deacon Sandra J. Wright completion of the Post 1 Class in the 2024-2025 session and Deacon Wright has also signed up for Post 2 in the 2025-2026 session. We are incredibly proud of Deacon Wright dedication to growth within this ministry. Our ICUA dues are paid yearly and we continue to have monthly meetings with ICA. Lisa Robinson was nominated as the Assistant Recording Secretary for ICUA from December 2024-2025.

We continue to have our monthly meeting via Zoom (July-August are our vacation months no meetings held during these months). Two ushes attended this year Eastern Region Conference in March 2025 and two attended this year National Convention in Phoenix, Arizona, in July 2025. Our 2026 Usher convention will be in the month of July in Orlando, Florida.

On November 8, 2025, we fellowship and partnered with GBVVC Ministry (Veterans) at Bowling Activity as part of our Outreach Ministry. Our retreat will take place on November 19, 2026.

Our current list of Ushers and New Officers is as follows:

President: Sandra J. Wright, President
Vice President: Lorna Ford

North Campus	Main Campus	Junior Ushers
Debbie Baker		Andrhia Barnett
Leslie Chavis	Usher Deidra Banner	Malaysia Niles
Juanita Jackson	Deacon Tonya Briscoe	Usher Jade Mackall
	Usher Jacqueline P. Byrd-Tillman	
	Usher Jean E. Jalloh	
	Deacon Eunice Hill	
	Usher Elizabeth “Liz” James	
	Usher Jeannette S. Riddick Secretary	
	Usher Lisa Robinson - **Treasurer**	
	Deacon Dawn Thomas	
	Usher Stephen Thomas	
	Usher Jacqueline (Jackie) Tillman-Lewis	

George Boggess Veterans Vanguard Charge (GBVVC) Ministry Report
(Romans 12:1, 2, & 21)
December 3, 2025

Members of the GBVVC Ministry and other church members have continued to participate in conference call events sponsored by its parent ministry, Veterans For Christ (VFC). These conference call activities are open to everyone, veterans and non-veterans. VFC's Bible study conference calls are conducted on 3rd Sunday nights at 7 pm. The VFC Serenity Haven Chapel Service conference calls are held on 1st Sundays at 1 pm. VFC Ladies Night calls are on 3rd Fridays every other month from January at 7:00 pm. The VFC Unity Night calls are held on 1st Fridays every other month from February at 7:00 pm. The VFC Turnabout Tuesday (prayer request line) is a weekly noon ministry event. As a result of the fellowship spirit on these conference calls, veterans have been listening to Zion's worship services and Bible studies. VFC conference calls have also extended our fellowship from the DMV to CA, FL, GA, IL, NC, VA, TX and Trinidad.

Since 2022, the ministry has coordinated devotional book donations from other ministries (such as Turning Point & In Touch) and distributed them to the DC VA Medical Center book donation program and at both of Zion's campuses.

On 11/6/2025, GBVVC ministry sponsored its Theatre Thursday program, which included a skit entitled "Waco to Washington" along with a video interview with the late decorated WWII veteran and Zion Deacon Emeritus George Boggess at age 103, and the movie "Ruth and Boaz" at Zion's Main Campus Education Wing Auditorium.

On 11/8/2025 in collaboration with Youth and Young Adults Ministry and Ushers Ministry, a fun-filled bowling fellowship was held at a local Maryland area bowling arena.

Also, the ministry has continued to participate in Zion's Toys for Tots sorting process.

Please feel free to join us for any and all of our events which are open to everyone!

Brother Terry McAlpine, President
Brenda Carter-King, Secretary/Historian

Ministry Report
Zion Baptist Church Annual Business Meeting
June 1, 2025 – October 31, 2025

"Let us hold unswervingly to the hope we profess, for he who promised is faithful. And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another and all the more as you see the day approaching." Hebrews 10:23-25

Zion Baptist Church *Women2Women* Ministry is an intergenerational, thriving, and engaging ministry. The Women's Ministry aims to educate, empower, and encourage women as they nurture their personal relationship with Jesus Christ and live out their faith so they may be strong disciples of Christ and be bold witnesses in the world. The Women's Ministry is devoted to spiritual growth, intercessory prayer, fellowship and service.

The *Women2Women* Ministry meets quarterly. We have convened two meetings during this report period. On our September 20, 2025, Quarterly Meeting, we began planning the 2026 Calendar. We will continue to have in-person quarterly meetings in 2026 for spiritual growth, fellowship and service. Below is a synopsis of activities that occurred during the period.

Mt. Bethel Baptist Association of DC, MD, and VA, Annual Women in White Service

The Women's Ministry participated in the Mt. Bethel Women's Auxiliary's Annual Women in White Service on June 22, 2025, at Salem Baptist Church, Washington, DC. The Theme: "Women of Faith, Strong Against Adversity for the Kingdom!" Scripture references: Proverbs 24:10 and Joshua 1:9.

Deacon Darlene Saunders provided the Prayer of Invocation. It was a spirited, edifying and uplifting service. Women were united in song, ministry and worship.

W2W College Care Outreach Provides Love & Support to Our College Students

The College Care Outreach was a success! The Women's Ministry now sends gift cards to college students instead of Care Packages due to the high cost of postage to mail gift boxes. Digital Amazon Gift cards were sent to each college student accompanied by letters from Pastor Byrd and Youth and Young Adult Ministry Coordinator, Bro. Chad Arrendell in October 2025. W2W provided $50 Amazon cards to 20 college students. Sis. Donna Pina led this committee that consisted of Sis. Pamela Harris, Sis. Winfred Wallace, and Rev. Veronica McAlpine. The Committee worked with the College Ministry to receive a complete up-to-date list of college students. We received letters of appreciation and positive feedback from recipients.

July - August, Freedom School Support

The Women's Ministry supported the Freedom School by fundraising for books. Several women from W2W also volunteered to be readers during the Harambee Hour.

October 4, 2025 – Matinee & Panel: "Straw" collaboration with Health Ministry

The Women's Ministry supported the Health Ministry "Recognizing the Silence of Mental Health and Wellness" that featured the viewing of the film "Straw" and panel discussion with clinicians, scholars, and community leaders.

October 18, 2025 – Lady Byrd's Brigade, Breast Cancer Walk

The Women's Ministry provided healthy snacks to support the walkers of Lady Byrd's Brigade, Breast Cancer Walk of the American Cancer Society.

The *Women2Women* Ministry's next quarterly meeting is scheduled for January 17, 2026. We invite all women of Zion to participate.

Respectfully Submitted,

Deacon Darlene R. Saunders, Chair
Trustee Nikki Tolson, Co-Chair

Youth & Young Adult Ministry – October Report (2025)

Our goals/objectives for both the Youth & Young Adults for this year (2025) and season are:

A. Understanding Capacity ○ Capacity deals with our ability to both retain and effectively make use of the information & signals we receive on a daily basis. Connecting the dots of how God unlocks and increases our understanding of capacity is key to our collective efforts in support of Youth & Young Adults.

B. Improving Communication & Fluency

C. Rekindling Curiosity ○ Since it is common for one's curiosity to wane and become less spontaneous over time, we will seek opportunities to encourage curiosity in the lives of the Youth & Young Adults and ultimately, in the Lord!

D. Increasing Engagement ○ We pray for this to manifest both in the form of increased overall participation and a stronger desire to fellowship & serve God!

E. Community Service & Outreach

F. Intergenerationality

To help ground our focus this year, we are striving to align these goals/objectives with all of our programming and further seek to align the Youth & Young Adult Ministry with the broader goals & mission of Zion Baptist Church, under God. As such, the goals/objectives outlined above will be noted to the best of our ability within these reports in association with relevant programming.

After a great first half of the year, we have continued through the summer and into the fall. Below is a:

- **5th Sunday/I Love Sunday (June 2025)** ○ A combination of young adults collaborated with the Music Ministry & members of the Ministerial Staff to serve throughout the Order of Worship at Main Campus on June 29, 2025. Two guest musical artists were featured, and a powerful word was preached!
    - Goals/Objectives: B, D, F
- **Art Studio (June-August 2025)** ○ This was a free (private) space being shared with us by the wonderful folks at Arts on the Block (AOB) starting this summer! A fully stocked art studio, computers, conferencing technology and a wide range of art materials (tiles, paint, canvas, coloring utensils, etc) were made available to youth and young adults.
    - We were able to meet 6 through the summer and welcomed youth in the Downtown Silver Spring community in addition to Zion members and friends. ○ This was such a blessed experience, Sis. Latarsha was an amazing teacher for several of the sessions and the creativity levels were at an all time high!
    - Goals/Objectives: C, D, E
- **Bowling (July 2025)** ○ About 15 young people (and a few parents/grandparents) "rolled" up to Bowlero in College Park for a couple hours at the lanes. There was a ton of friendly competition, laughter and fellowship; this is something we hope to do again in the future.
    - Goals/Objectives: C, D
    -
- **Pool Party (August 2025)** ○ Pastor & Lady Byrd welcomed a group of young people over to their house for some food, fun, and fellowship! It was a great time to hang out and have a good time over the summer.
    - Goals/Objectives: D
- **ZBC Student Service-Learning Registration (Ongoing 2025/2026)** ○ We've been approved in the Montgomery County, MD volunteer portal and due to recent changes in the various county/city rules regarding approved SSL activities we will be able to post and host more service opportunities (like the

Church Cleanup). More to come but we're excited to bring more service opportunities to the youth, young adults, and larger church community.

- Goals/Objectives: A, B, C, D, E

Looking ahead, we hope to increase fellowship & services opportunities across the board and have taken note of several existing ministry events on the calendar later this year. The following projects/initiatives are also actively being scoped & explored:

- Creative & Entrepreneurial Services (Ongoing)
- Friendsgiving (November 2025)
- Youth Book Review Series (Fall/Winter 2025)
- 2026 Events (Retreats, Group Outings, Christian Education Curriculum)

Shoutouts & Acknowledgements

- Pastor Byrd
- Lady Byrd
- Rev. Donna Vance
- Rev. Veronica McAlpine
- Rev. Denise Wiggins
- Trustee. Kim Swann Ndiaye
- Sis. Brianna Dzidzienyo
- Sis. Porsha McLaurin
- Bro. Kevin Byrd
- Sis. Jean Jalloh
- Sis. Shawnté McQueen
- Bro. Ryan Jones
- Bro. Stanley Saunders
- Sis. Hillary Arrendell
- Culinary Ministry
- Sis. Taylor Russell
- Chris Barclay – Arts on the Block
- Sis. Asia Matthews
- Sis. Wanda Williamson
- Sis. Rose Russell
- Sis. Twiggs
- Sis. Vanessa Parker
- Bro. Rohan Williamson
- Deacon Barbara Puckett
- Bro. Joe Dyson
- Sis. Latarsha Downing Parks
- Sis. Sandra Wright

Much Love,
Bro. Chad Arrendell

ZION COMMUNITY ENTERPRISE

Zion Community Enterprise Annual Report 2025

"*Remember me, O my God, concerning this, and do not wipe out my good deeds that I have done for the house of my God, and for its services*!" Nehemiah 12:14

The Book of Nehemiah tells the story of the prophet Nehemiah who had a fervent desire to rebuild the city wall of Jerusalem after the Babylonian Exile. It took courage, wisdom, devotion and conviction but most important was his trust in God. Just as Nehemiah sought to rebuild the city wall of Jerusalem we should actively seek opportunities in order to build upon the rich legacy of Zion Baptist Church by establishing sustainable projects through Zion Community Enterprise that uplift the spirituality and stewardship of Zion Baptist Church. Nehemiah 4:6 – "*So we built the wall, and the entire wall was joined together up to half its height, for the people had a mind to work".*

Accordingly, Zion Baptist Church realizes that in order to continue to have a sustainable financial foundation that it must "think out of the box" and explore reasonable alternative revenue opportunities. There are numerous "fundraising" initiatives that are proven mechanisms utilized by other religious institutions and nonprofit organizations that Zion Baptist Church should readily consider in order to position itself in line with the Pastor's vision for the church's spiritual growth and financial sustainability for an Emerging Ministry. These suggested "alternative revenue" initiatives are specifically designed to generate increased stewardship through alternative revenue generating options implemented by Zion Community Enterprise, and each will definitely require significant effort in order to realize their potential.

It is envisioned that alternative revenue initiatives can generate up to one-fourth of Zion Baptist Church's current operating budget which would not only serve to modulate ongoing budgetary requirements but also expand potential cash reserves. However, time is of the essence and it is strongly suggested that Zion Baptist Church proceed expeditiously with exploring alternative revenue generating opportunities if we are to ultimately become financially sustainable. It was therefore proposed that a select group of dedicated members of Zion Baptist Church known as "trusted stakeholders" agree to utilize their knowledge, skills and abilities in order to design, implement and execute Zion Community Enterprise as the 501(c)3 non-profit community development corporation "arm" of Zion Baptist Church.

The rationale for creating Zion Community Enterprise was to establish a community development corporation with a 501(c)3 designation that will allow for the promotion of healthy communities in the Washington Metropolitan Area by providing critical support to families in crisis.

Zion Community Enterprise's motto is "Healthy Families Make Healthy Communities". The mission of Zion Community Enterprise will be accomplished through encouraging and empowering families in the Washington Metropolitan Area through training, advocacy, crisis intervention, temporary housing opportunities that foster community engagement programming specifically designed to promote healthy families.

The current composition of the Board of Directors of Zion Community Enterprise is: Rev. Dr. Ella D. Redfield (Chaplain), Sister Maureen Barnes (Secretary), Brother Horace Jeffery Abney (Treasurer), Trustee James E. Brown (Vice-Chairman) and Brother David J. Saunders (Chairman). Zion Community Enterprise operates as a 501(c)3 non-profit organization in accordance with both Internal Revenue Service and DC Office of Tax Assessment requirements. It is governed by its bylaws and policies, and a board of directors which convenes monthly in person and virtually.

Other meetings may be called by the Chairman upon approval by the board of directors. Zion Community Enterprise publishes an annual report and holds an annual meeting in the month of June which is open to the community. Zion Community Enterprise is a membership organization and members are not faith-restricted and do not pay annual dues. Zion Community Enterprise plans to grow its membership by encouraging members of Zion Baptist Church to become members as well as inviting members of the community to also join as members, as permitted by the bylaws and best practices.

Zion Community Enterprise will establish a strategic plan of action in order to establish the financial stewardship framework as follows:

1. Pastoral articulation of a workable vision that will embrace an approved Three-to Five Year Financial Stewardship Plan for an Emerging Ministry for Zion Baptist Church.
2. Establish a Capital Campaign Account in order to facilitate receipts and expenditures of funds for selected alternative revenue initiatives and opportunities.
3. Develop a strategic plan of action and administrative mechanism in order to attract, encourage and energize members of the congregation to offer their time, talents and treasures on a myriad of alternative revenue initiatives and opportunities.
4. Continuously assess and evaluate strategies, lessons learned and best practices in order to consistently improve upon the success of alternative revenue initiatives and opportunities.
5. Consistently provide key updates to the leadership of Zion Baptist Church as well as members of the congregation and acknowledge successes in order to encourage their positive engagement.

To be effective, Zion Community Enterprise must remain knowledgeable about trends and creative strategies in pursuing alternative revenue opportunities. Accordingly, Zion Baptist Church believes that its wealth of experience and expertise more than qualifies Zion Community Enterprise to ultimately be successful in its efforts of "financial stewardship" on behalf of Zion Baptist Church's vision for an Emerging Ministry.

For instance, Zion Baptist Church established a Planned Giving Advisory Group several years ago in order to consider a few initiatives designed to encourage individuals, families and organizations to consider Planned Legacy Contributions to Zion Baptist Church. Again, this is not a new venture as it has always been a practice within Zion Baptist Church since its inception (i.e. – the Gold Brick Campaign, the Glorious Stained Glass Window Campaign, etcetera.).

We have therefore reactivated the Planned Giving Campaign. Most people, when given the opportunity, would like to feel that they have made a lasting contribution toward a better world and that their lives have touched others perhaps for many generations to come. That small touch of immortality - the quiet satisfaction of helping perpetuate something meaningful - is the rich reward enjoyed by many who have made Planned Legacy Gifts for their church's future.

These Planned Legacy Gifts, made during the donor's life or through the donor's estate, strengthen the ability of Zion Baptist Church to provide for future generations of members. This is not a new concept at Zion Baptist Church but one that is being revisited according to the Planned Giving Advisory Group. Zion Baptist Church believes that our membership can make a difference and we will encourage members to explore various options through Planned Legacy Gifting in order to develop a charitable giving strategy that is most advantageous to them and beneficial to Zion Baptist Church.

Zion Community Enterprise also intends to actively engage itself in the development of the GNJ Senior Center's continued growth and sustainment. This will be accomplished through seeking an increase in the existing grant and two other revised grants awarded by the DC Department on Aging and Community Living (DACL) as well as seeking related grants and sponsorships for both programmatic and financial support of the provision of enhanced services and programs with a particular emphasis on Caregiver Competency Certification, Memory Loss Treatment Programs and Elder Care Initiatives.

In addition, Zion Community Enterprise participated in a Faith-Based Development Initiative (FBDI) led by Enterprise Community Partners. The FBDI engages and assists the faith-based community as active agents in creating an economically diverse mid-Atlantic region where people of all incomes have access to affordable housing and community resources. Zion Baptist Church has a growing interest in bringing both multi-family housing and affordable quality housing opportunities to seniors. Currently, Zion Community Enterprise is seeking to design and construct an affordable quality senior housing development project known as the Genevieve N. Johnson Senior Residences located on the grounds of the Family Life Center. This project will include up to fifty-two affordable quality living bedroom apartments along with an enhanced GNJ Senior Center facility to be designed into a state-of-the-art Wellness Center.

Currently, Zion Community Enterprise has utilized funds through seed money from Zion Baptist Church and grants from Enterprise Community Partners in order to assemble a technically competent team to include: Owner's Representative Consultants, Architect, Zoning Legal Counsel, Special Financing Consultant and Chief Financial Consultant. This team of consultants is actively focusing on three major deliverables: (a) preparing a briefing document for presentation to the Board of Zoning Authority, (b) preparing a pro forma document for pre-development funding from DC Green Bank, and (c) researching potential development partnerships for construction and operation of the senior housing development project to include a state-of-the-art wellness center. Please stay tuned for continued progress updates from Zion Community Enterprise.

Respectfully Submitted by David J. Saunders,
Chairperson, Zion Community Enterprise, Inc.

Zion Baptist Church, Inc.

ZION MAIN CAMPUS |4850 BLAGDEN AVE. NW | WASHINGTON, DC 20011
ZION NORTH CAMPUS |11005 DAYTON STREET | WHEATON, MD 20902
202-722-4940 |www.ziondc.org

Rev. Dr. Keith W. Byrd, Sr.
Pastor

"Purposed to Lead"
II Corinthians 5:20 (NKJV)

ZION
BAPTIST CHURCH
SERVING THE FAMILY OF GOD SINCE 1864