



"I press on toward the goal for the prize..."

Antioch Baptist Church (ABC) Congregation

January 27, 2023

We thank God for another beautiful day and for His amazing grace. This ABC Communication provides an update for the month of January from the various Antioch Committees. Key items from each committee are covered below.

Provisional Leadership Committee (PLC) Report:

The following update is provided by the PLC Co-Chairs, Trustee Ron Beasley and Deacon Capers Brown. As we begin the new year, the PLC is focused on several key priorities in addition to ensuring smooth church operations during our transition. As presented at the December 2022 All Saints meeting, the top priorities for 2023 are outlined below:

- Support the hiring of our new Senior Pastor by 4Q 2023
- Increase Bible Study among congregants
- Enhance Music Ministry with a Director of Music by 3Q 2023
- Focused programs and initiatives for youth/young adults to age 22
- Missionary outreach = 10% of total contributions; 50% local, 35% national; 15% int'l
- Strategic preventative maintenance program for buildings and facilities
- Plans to expedite retiring of Church Mortgage at earliest opportunity

In the coming months you will hear more about the actions underway in these areas. The Antioch Leadership team wants to ensure we are responsive to your questions. The attached, Your Voice Matters, provides answers to many of the questions raised during the December 15th All Saints Meeting. We look forward to seeing you at the next quarterly business meeting which will be held on Thursday, February 23, 2023 at 7:00pm.

Pastor Selection Committee (PSC) Report: The following update is provided by the PSC Chair, Deaconess Tujuanna Williams. The PSC is making good progress on our expected deliverables and timeline. We will officially kick off the Pastor Selection Committee search for our next Lead Servant with a national search beginning January 31, 2023. The job announcement will be posted on the ABC website as well as on the National Job Boards. Also, be on the lookout for the ABC Senior Pastor Marketing Video which will be released very soon.

Bylaws Committee Report: The following update is provided by the Bylaws Committee Chair, Deacon Desi Crouther. The Bylaws Committee will host an ABC Church Incorporation Virtual Town Hall on Thursday, February 9, 2023 from 7:00pm – 8:00pm. Registration is required. Incorporation is an administrative process some organizations pursue in order to obtain certain legal protections. This town hall will provide an overview of the advantages and disadvantages of incorporation. During the February 17, 2022 Business meeting, a motion was approved for considering the appropriateness of incorporation of ABC. The Bylaws Committee will provide its recommendations to the congregation in the near future.

The Bylaws Committee is also reviewing the ABC Constitution and Bylaws for changes. The Committee has developed a list of Frequently Asked Questions regarding the ABC Constitution and Bylaws; see attached. Copies of the ABC Constitution and Bylaws are posted on the ABC website under the Transition Tab. Members can also download a copy at <https://antioch-church.org/forms>.

Attachments:

Attachment 1: Your Voice Matters: December 15, 2022 All Saints Meeting

Attachment 2: Bylaws Committee Frequently Asked Questions (FAQs)

"of the upward call of God in Christ Jesus;" -- Philipians 3:14

**Your Voice Matters
Antioch Baptist Church
December 15, 2022 All Saints Meeting**

- 1. Ensure all members have documents at least 48 hours prior to the meeting so that people understand the material and can contribute/ask questions.**

There is currently a requirement to provide financial documents seven days prior to the meeting. In the future, the meeting will be rescheduled if this is not possible.

- 2. Death announcements should go to every member.**

Pastoral emphasis and death announcements are being made from the pulpit. If agreed to by the family, death announcements will also be listed in the Antioch Connection (newsletter) and Antioch e.Bulletin.

- 3. ABC should have a town Hall meeting to eliminate potential impulse voting.**

Town Halls are held as needed. Timely distribution of the financial documents (seven days prior to the meeting) will provide members with the opportunity to review the documents prior to the meeting.

- 4. Suggestion that the Pastor Selection Committee (PSC) consider using a search firm.**

PSC will consider as appropriate.

- 5. Consider changing the worship service times so that families can have their children in Sunday School while the parents are at church. Children need to be able to be in person versus virtual. There is too large of a gap between the 8:00am service and the 11:00am service.**

Suggestion is under review and updates will be provided.

- 6. What is the participation rate of giving by household? Do we have more information we can share with regard to our giving patterns?**

The Finance and Budget Subcommittee will determine the appropriate reporting information with regard to membership and giving and provide the information in future reporting.

- 7. When people leave, do they contact the church? How is the church receiving updated information on member status?**

The Deacons and Deaconesses (D/Ds) are in contact with our Antioch circle families and members. As D/Ds receive status updates, they provide the information to the church administration. Members who leave the church may (but do not always) contact their Deacon/Deaconess or Brother Reuben Johnson (rjohnson@antioch-church.org) to provide an updated member status.

**Your Voice Matters
Antioch Baptist Church
December 15, 2022 All Saints Meeting**

8. What will be the process for unfunded items to be funded?

The process to address "unfunded requests" in the 2023 Budget is being developed. The process will be communicated once completed.

9. We should take a look at the distribution of giving envelopes. There are potential savings in postage and work required to distribute and mail.

The envelope distribution process will be reviewed. To be removed from the distribution list, please contact Brother Reuben Johnson @ rjohnson@antioch-church.org.

10. Consider a Saturday All Saints meeting versus a Thursday night to allow for potentially greater participation and members not having to leave work early to get to the church.

Recommendation is under consideration and an update will be provided.

11. Consider funding and reconstituting a Singles Ministry.

Reverend G will provide more details regarding the Singles Ministry in the coming months.

12. Are we upgrading security?

Trustee RC Gamble has assembled a security working group and will provide further information in the coming months.

13. Consider changing the name of the All Saints Meeting to the Quarterly Business Meeting.

The All Saints Meeting will be changed to the Quarterly Business Meeting effective March 1, 2023.

Antioch Baptist Church Constitution and Bylaws Frequently Asked Questions

1. What are Antioch's Constitution and Bylaws? What are their purposes?

Antioch's Constitution and Bylaws are our governing documents. They provide structure and parameters for our congregation and church leadership and practices. The Constitution defines our Church. As a body of believers, we are guided by the Bible and the biblical foundation and principles in our Constitution. The Bylaws provide direction for our Church operations and members and provide for orderly, efficient, and clear governance.

2. How can members get a copy of Antioch's Constitution and Bylaws?

Copies of both documents are posted on the ABC website under the Transition Tab. Members can download a copy at <https://antioch-church.org/forms>.

3. What are some examples of the information in Antioch's Bylaws?

Antioch's Bylaws Articles describe the rights and responsibilities of its members, the Pastor, Church Officers, its staff, ministries, and other church groups. Our Bylaws also describe how the Pastor and Church Officers are elected and how meetings are to be conducted.

4. Is Antioch making changes to its Constitution or Bylaws (or both)? If so, why?

Antioch's current Constitution and Bylaws are over 30 years old. Both documents are under review. Antioch has experienced significant growth in its church operations since its founding. Changes to the Bylaws are needed to more accurately reflect our current status and to provide better direction for our church operations and members.

5. How is Antioch proposing to determine changes to its Bylaws and its Constitution?

Antioch established a Bylaws Committee to review its Constitution and Bylaws. Member participation in the review process is important. Members will be notified through, for example, church newsletters and emails, Antioch's website, and mailings when they can make suggestions for improving the governing documents. After the Committee makes its recommended changes, a formal comment period will be established, and the changes will be presented to the congregation for review and comments. After this period, the Bylaws Committee will review all comments and make the necessary edits, additions and/or deletions. The Bylaws Committee will present the changes to the congregation for final approval.

**Antioch Baptist Church
Constitution and Bylaws
Frequently Asked Questions**

6. Several motions regarding Antioch's Bylaws were introduced during 2022 Business meetings. Will those motions be addressed by the Bylaws Committee?

Yes, the Bylaws Committee is aware of these motions. Each will be addressed as part of the revision process. These motions addressed a number of matters such as the role of an ABC personnel committee, virtual meetings and voting, and the roles and responsibilities of Deacons and/or Deaconesses.

7. How will members approve any changes to Antioch's Bylaws or Constitution?

The Bylaw Committee's proposed changes will be presented, discussed, and voted on during a business meeting. Amendments to the Constitution shall be a two-thirds vote of church members present. Amendments to the Bylaws shall have a concurrence of all majority of the members present and voting.

8. How long will it take for the Bylaws Committee to complete its work?

Generally, substantial changes to an organization's Bylaws can take a minimum of 9-12 months. Given the age of Antioch's Bylaws and the minimal changes since their adoption, it may take longer than normal. The Committee's goal is to create a revised Bylaws document and Constitution that are clear and understandable to Antioch members and to eliminate conflicting interpretations.