



“Therefore, since we have been justified by faith...”

Antioch Baptist Church (ABC) Congregation

March 3, 2023

We thank God for another beautiful day and for His amazing grace. In this communication, we share highlights from the first Antioch Baptist Church Quarterly Business Meeting for the year which was held on Thursday, February 23, 2022. Key elements included:

Talent Acquisition & Retention (TA&R) Subcommittee Report: Sister Loretta Penn, Chair, shared the mission, key initiatives to date, an overview of ABC’s five (5) step recruiting and hiring process and the status of hiring for key positions. The Committee revised the title for the Director of Music Ministry to Minister of Music and Arts. Also, a six person *Thought Leadership Workgroup* has been established to identify the skills and qualifications required for the new Minister of Music and Arts. Sister Penn extended an invitation to those interested in participating in the process for selecting the permanent Minister of Music and Arts to send a note to abc.plc@antioch-church.org.

Pastor Selection Committee (PSC) Report: The following update was provided by the PSC Chair, Deaconess Tujuanna Williams. The PSC continues to make significant progress on expected deliverables within their timeline. The committee is currently in the **Implement, Advertise & Search** phase of the framework which covers specific milestones for January - April 2023. The Job Description (JD) and the Senior Pastor Marketing Video have been posted on the ABC website. The job description has also been posted on the following job boards: Indeed, National Baptist Convention, and the Howard University School of Divinity. Members can view the video and job description at <https://antioch-church.org/seniorpastor>

Bylaws Committee Report: The Bylaws Committee is charged with reviewing the ABC Constitution and Bylaws for proposed changes. During the February 23, 2023 meeting, all ABC members present received a hard copy of the proposed amendments. All ABC members who registered to participate virtually also received a copy of the proposed amendments electronically. Deacon Desi Crouther, Bylaws Committee Chair moved on behalf of the committee that four proposed amendments be adopted, first with regard to virtual voting which are included in the proposed amendments to Article II, Section 1; Article V, Sections 3 & 4; secondly with regard to the Bylaws amendment process included in Article VII and lastly with regard to the Pastor Selection Process covered in Article II, Section 1. (See Attachment 1). After discussion, the church clerk and meeting moderator noted receipt of the proposed amendments and the fact that copies had been distributed to all members present. The ABC Constitution and Bylaws are posted on the ABC website. Members can download a copy at <https://antioch-church.org/forms> .

Trustee Shirley Norman-Taylor then provided an update on incorporation. Incorporation is an administrative process some organizations pursue in order to obtain certain legal protections. An overview of the incorporation process, the advantages and disadvantages of incorporating Antioch Baptist Church was provided. Based on the Committee’s research, a motion was made on behalf of the Bylaws committee that Antioch remain an unincorporated religious organization. The motion was passed.

ABC Finance and Budget 4Q Report: Deacon Tony Thompson, Finance and Budget Committee Chair, provided an overview of the Actions completed in 2022 and their key impacts along with an overview of the 4th Quarter & YTD Contributions and Expenses. The 4th Quarter Balance Sheet (depicting total assets and liabilities) was also presented. Deacon Thompson presented the 3-Year Income and Expense Comparison, the 2022 Audit Plan, the HVAC Replacement Plan, and the ABC Unfunded Requirement Process.

“we have peace with God through our Lord Jesus Christ.”

– Romans 5:1



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The various ABC committees are committed to providing a monthly update to the congregation. Due to the number of items on the agenda for the February 23rd Quarterly Business Meeting, the Provisional Leadership Committee opted to provide a written update for the month of February which is noted below.

Provisional Leadership Committee (PLC) Update: February 2023

The PLC remains focused on several key priorities for 2023. We are challenging what is possible, the committees and subcommittees are working well and showing results and the congregation is responding -- members are re-connecting and re-engaging. The PLC is listening and engaging with purpose while striving for excellence in all that we do. Our goal is to Glorify God, be responsive to members and to use the full capabilities of Antioch as we Love God and Love Others.

Attachment:

Attachment 1: Antioch Baptist Church Constitution and Bylaws Proposed Amendments

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Motion 1: Virtual Participation Motion: Article V, Section 3: Regular Business Meetings**Current Language:****SECTION 3. REGULAR BUSINESS MEETINGS.**

The church shall hold regular business meetings quarterly.

Move that Article V, Section 3 of the Antioch Baptist Church Bylaws be amended to the following language:

Proposed Amendment:**SECTION 3. REGULAR BUSINESS MEETINGS.**

The church shall hold regular business meetings quarterly. Church meetings may be held in person and/or virtually. Participation in these meetings using electronic media shall constitute presence of the member at the meeting. Both in person and virtual participation shall be subject to all meeting guidelines and procedures as the church may adopt and as stated in the business meeting notices.

Proposed New Language:**SECTION 3: REGULAR BUSINESS MEETINGS.**

The church shall hold regular business meetings quarterly. Church meetings may be held in person and/or virtually. Participation in these meetings using electronic media shall constitute presence of the member at the meeting. Both in person and virtual participation shall be subject to all meeting guidelines and procedures as the church may adopt and as stated in the business meeting notices.

Motion 2: Virtual Participation Motion: Article V, Section 4: Special Business Meetings**Current Language:****SECTION 4. SPECIAL BUSINESS MEETINGS.**

The church may conduct called business meetings to consider matters of special nature and significance.

Move that Article V, Section 4 of the Antioch Baptist Church Bylaws be amended to the following language:

Proposed Amendment:**SECTION 4. SPECIAL BUSINESS MEETINGS.**

The church may conduct called business meetings to consider matters of special nature and significance. Church meetings may be held in person and/or virtually. Participation in these meetings using electronic media shall constitute presence of the member at the meeting. Both in person and virtual participation shall be subject to all meeting guidelines and procedures as the church may adopt and as stated in the business meeting notices.

Proposed New Language:**SECTION 4. SPECIAL BUSINESS MEETINGS.**

The church may conduct called business meetings to consider matters of special nature and significance. Church meetings may be held in person and/or virtually. Participation in these meetings using electronic media shall constitute presence of the member at the meeting. Both in person and virtual participation shall be subject to all meeting guidelines and procedures as the church may adopt and as stated in the business meeting notices.

Motion 3: ABC Constitution and Bylaws Amendments Motion: Article VII. AMENDMENTS**Current Language:****ARTICLE VII. AMENDMENTS.**

Changes in the constitution and the bylaws may be made at any business meeting of the church provided each amendment shall have been presented in writing at a previous business meeting and copies of the proposed amendment shall have been furnished to each member present at the earlier meeting. Amendments to the constitution shall be two-thirds vote of church members present. Amendments to the bylaws shall have a concurrence of all majority of the members present and voting.

Move that Article VII. AMENDMENTS of the Antioch Baptist Church Bylaws be amended to the following language:

Proposed Amendment:**ARTICLE VII. AMENDMENTS.**

Changes in the constitution and the bylaws may be made at any regular business meeting **or special business meeting** of the church provided each amendment shall have been presented in writing at a previous business meeting and copies of the proposed amendment shall have been furnished to each member present at the earlier meeting. Amendments to the constitution shall be two-thirds vote of church members present. Amendments to the bylaws shall have a concurrence of all majority of the members present and voting.

Proposed New Language:**ARTICLE VII. AMENDMENTS.**

Changes in the constitution and the bylaws may be made at any business meeting or special business meeting of the church provided each amendment shall have been presented in writing at a previous business meeting and copies of the proposed amendment shall have been furnished to each member present at the earlier meeting. Amendments to the constitution shall be two-thirds vote of church members present. Amendments to the bylaws shall have a concurrence of all majority of the members present and voting.

Motion 4: Pastor Selection Process Motion Article II. Section 1 (fourth indented paragraph)
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Current Language:**ARTICLE II. CHURCH OFFICERS AND COMMITTEES. SECTION 1 (fourth indented paragraph):**

A pastor selection committee shall be elected by the church to seek out a suitable pastor, and its recommendations will constitute a nomination. Any church member has the privilege of making other nominations according to the policy established by the church. The committee shall bring to the consideration of the church only one name at a time. Election shall be by ballot, an affirmative vote of the majority of those present being necessary for a choice. The pastor, thus elected, shall serve until the relationship is terminated by his request or the church's request. He shall preside at meetings of this church, and will serve as moderator in all business meetings in keeping with the rules of order authorized in these bylaws.

Move that Article II. Section 1 (fourth indented paragraph) be amended to the following language:

Proposed Amendment:**ARTICLE II. CHURCH OFFICERS AND COMMITTEES. SECTION 1 (fourth indented paragraph):**

A pastor selection committee shall be elected by the church to seek out a suitable pastor, and its recommendations will constitute a nomination. ~~Any church member has the privilege of making other nominations according to the policy established by the church.~~ Church members may nominate candidates to the PSC during the application process for its consideration and vetting. The committee shall bring to the consideration of the church only one name for a vote at a time. Election shall be by secret ballot, an affirmative vote of ~~the majority of those present~~ two-thirds of those voting being necessary for a choice. The pastor, thus elected, shall serve until the relationship is terminated by ~~his~~ the pastor's request or the church's request. ~~He~~ The pastor shall preside at meetings of this church, and will serve as moderator in all business meetings in keeping with the rules of order authorized in these bylaws.

Proposed New Language:**ARTICLE II. CHURCH OFFICERS AND COMMITTEES. SECTION 1 (fourth indented paragraph):**

A pastor selection committee (PSC) shall be elected by the church to seek out a suitable pastor, and its recommendations will constitute a nomination. Church members may nominate candidates to the PSC during the application process for its consideration and vetting. The committee shall bring to the consideration of the church only one name for a vote at a time. Election shall be by secret ballot, an affirmative vote of two-thirds of those voting being necessary for a choice. The pastor, thus elected, shall serve until the relationship is terminated by the pastor's request or the church's request. The pastor shall preside at meetings of this church and will serve as moderator in all business meetings in keeping with the rules of order authorized in these bylaws.