



*“She will give birth to a son, and you are to give him the name Jesus,”*

Antioch Baptist Church (ABC) Congregation

December 6, 2023

As we reflect and prepare for the celebration of the birth of Jesus Christ on Christmas Day, Advent ushers us into this miraculous season with hope, peace, joy, and love. Let us use this time to remember the birth of our Lord and Savior Jesus Christ and to anticipate His second coming. In this communication, we share the highlights from the **Antioch Quarterly Business Meeting held on Thursday, November 30, 2023 as well as the PSC Committee Report for the month of December. Key items are included:**

### **Provisional Leadership Committee (PLC) Report:**

PLC Co-Chair, Deacon Capers Brown, provided the PLC Report. As he reflected on the past eighteen months, it was evident that much has been accomplished. Below is a brief recap.

#### ➤ **Antioch 18 Month Reflections**

- **The PLC actions have been strategic, coordinated, and purpose driven in key areas:**
  - Transition Vision: God honoring, coordinated leadership across all committees, boards, and staff
  - Engaging and leveraging the vast talent and resources of Antioch
  - Addressing known shortfalls and seizing opportunities to improve
  - Executing with urgency and excellence to position Antioch for greatness
- **The PLC priorities, progress, and Results are being clearly communicated**
  - Spiritually: Congregational Prayer, Transitional Pastor, Fasting, Revival and Rejoicing
  - Internal engagement: music, new ministries, and visible youth involvement
  - External engagement: partnering with local schools and George Mason University
  - Capital investments: replacement of the Sanctuary HVAC (\$225k)
- **The PLC is positioning for the long term in the areas of people and processes**

#### **Organizational Changes**

- Changes in Sr. Leadership: Sr. Pastor, Chairs of Boards of Deacons, and Trustee Board
- Staffing and Managerial Changes: Director of Youth and Young Adults, Director of Multimedia and Technology, and Facilities Manager
- Additions Underway: Minister of Music & Arts and Director of Finance

#### **Process Changes**

- Communications: timely and relevant and include ABC activities, plans and progress in key areas
- Budgeting: ongoing ministry level processes with financial policies and quarterly forecasting
- Long Range Planning: capital reserves and mortgage retirement

#### ➤ **Q12024: A Look Ahead**

- **Finish 2023 Strong**
  - Approval of 2024 Budget
  - Appreciation for Transitional Pastor
  - Approval of Proposed Constitution and Bylaws Changes
  - On-boarding of Senior Pastor-Elect

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- **Q1/Q2 Focus**

- 35th Church Anniversary
- Key New Hires – Minister of Music & Arts and Director of Finance
- Bylaws Required Positions – Treasurer and Church Clerk
- Installation Services and Activities - Senior Pastor-Elect

➤ **A Closer Look: Key Areas**

- **Internal Orientation: Senior Pastor-Elect Reverend Dr. Kevin B. Taylor**

- Meeting various ABC Leaders/Ministries highlighting 2023 successes and 2024 goals
- Key areas: ABI, Communications, D/D Boards, Trustee Board, Men’s Ministry, Women’s Ministry, Hospitality, Music, Discipleship and Teaching, Family Care, Security, Youth and Young Adults
- Meetings will take place in person and/or virtual December 1-19, 2023

- **Minister of Music and Arts**

- The Minister of Music and Arts Panel, co-chaired by Reverend Dr. Jones and Sister Veronica Curry, held a Town Hall on November 13, 2023
- Status: 46 applicants, 15 interviewed, 4 had a 2nd interview, 1 finalist
- Finalist will lead a rehearsal, workshop, and the musical components of a worship service
- Town Hall on January 8<sup>th</sup>; Bio posted on ABC website January 8<sup>th</sup>; Congregational vote: date TBD

➤ **PLC Next Steps**

- **Support new Senior Pastor-Elect**

- PLC to remain in place 30 days post installation
- Coordination across key committees on major initiatives
- Ongoing communication with congregation on key items

- **Major Committees work continues**

- Bylaws Committee to monitor impact of proposed changes
- PSC work continues with installation services planned for early Q2 - more info to come

**Bylaws Committee Report:** Bylaws Committee Chair, Deacon Desi Crouther provided notice to the congregation of the Proposed Revised Constitution and the Proposed Revised Bylaws along with the five documents outlined in the first bullet below. Deacon Crouther also provided a summary of the Bylaws Committee actions completed to date, the actions required for adoption, and an example of the motions process. The following information represents the items highlighted:

➤ **Constitution and Bylaws Revision Process: Notice to the Congregation**

- Proposed Revised Constitution and Revised Bylaws presented to members present at the meeting:
  - Two copies of the proposed Revised Constitution: a ‘Redline/Strikeout’ Version (with tracked changes) and a Clean Copy (without tracked changes)
  - Two copies of the proposed Revised Bylaws: a ‘Redline/Strikeout’ Version (with tracked changes) and a Clean Copy (without tracked changes)
  - The Response to Comments Document presented to the members present at the meeting

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- The Response to Comments and Redline/Strikeout documents were provided for information purposes
- The Bylaws Committee will present the proposed Revised Constitution and Revised Bylaws for adoption on December 14, 2023

Note: Members can access these documents via this link:

[https://antiochfairfax-my.sharepoint.com/:f/g/personal/wjackson\\_antioch-church\\_org/ErTsjmEh-ttLnTTArNWrlE0BxRobdRWRIk1msPIQQ4ButQ?e=cKtXVq](https://antiochfairfax-my.sharepoint.com/:f/g/personal/wjackson_antioch-church_org/ErTsjmEh-ttLnTTArNWrlE0BxRobdRWRIk1msPIQQ4ButQ?e=cKtXVq)

#### ➤ **Summary of Key Actions Completed to Date**

- ABC appointed a Bylaws Committee for the purpose of considering the appropriateness of incorporation and for the purpose of proposing changes to the Bylaws, for any reason, and the Constitution
- ABC amended several sections of its current Bylaws on May 25, 2023, after due notice to the congregation
- The Bylaws Committee proposed extensive revisions to the current C&B and shared the proposed changes and rationales on September 15, 2023
- Members were provided 21 days to review and provide comments
- Members received extensive briefings on the proposed changes during eight (8) Town Halls: July; August (3); September; October; and November (2)
- The November Town Halls focused on the proposed final changes

#### ➤ **Actions Required for New Constitution and Bylaws Adoption**

- **How the Proposed Changes Will Be Presented**
  - Robert's Rules of Order, Revised (RONR), is the authority for parliamentary rules of procedures for all business meetings of the church (ABC Bylaws, Article V, Church Meeting, Section 5)
  - A single motion cannot be put forward for adoption of the Constitution changes or the Bylaws changes. (RONR 57:5 and 57:7)
  - Changes of the Bylaws that are so extensive and are scattered throughout the Bylaws should be effected through the substitution of an entire new set of Bylaws called a Revision (RONR 57:5)
  - In the case of a revision, the church is not limited to consideration of only the changes included in the proposed revision as submitted by the Bylaws Committee (RONR 57:5)
  - Therefore, the new documents will be open to amendments by members during the December 2023 business meeting (RONR 57:5)
  - A revision of the Bylaws or a lengthy amendment involving more than one section should be considered seriatim (RONR 57:6)
  - Therefore, the Bylaws Committee will present the proposed changes primarily on a section-by-section basis

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- **Motions to Present the Proposed Changes in December**

On behalf of the Bylaws Committee, I move that (Add: Constitution or Bylaws Article & Section) proposed changes be adopted.

- No Second Required
- Presentation of the Bylaws Committee’s rationale, as appropriate
- Discussion, amendment(s), if any, and vote

If you have any questions, please contact the Bylaws Committee at: [bylaws@antioch-church.org](mailto:bylaws@antioch-church.org).

**Finance Committee Report:**

Deacon Tony Thompson, Finance and Budget Chair, provided an overview of the 3rd Quarter 2023 Balance Sheet, Income Statement and Budget Summary along with the 2024 Proposed Budget. The following status was provided:

➤ **2023 3rd Quarter Budget Summary**

- The F&B Committee continues to monitor and evaluate positive contribution and income trends for the 2023 Budget Year.
- Frequent Engagement in Formal Quarterly Budget Reviews with all Directors, with Oversight by the Finance & Budget Subcommittee.
- The F&B Subcommittee uses appropriate cost analysis to ensure timely and effective budget adjustments and accurate forecasts.
- Unfunded Requirements are closely monitored and evaluated by leadership to ensure validity toward our established approval and funding process.

➤ **2024 Executive Summary**

- Provide visibility into ABC 2023 financials and God’s provision reflected in our improving financial position
- Present the 2024 Antioch Baptist Church (ABC) Budget which represents a multi-level review, faith-based budget that aligns with the 2024 Priorities identified by the Provisional Leadership Committee (PLC)
- Highlight 2024 ABC staffing needs, selected enhancements, activities, and outreach initiatives

➤ **2024 Ministry Plan – Purpose and Worship**

- **Purpose**

“Loving God, Loving Others”

- The purpose is achieved by excelling in promoting Worship, Word, Work, and World

- **Antioch 2024 Strategy**

- Make a concerted effort to expand the outreach, missions, and evangelism efforts to reach more people by presenting the gospel
- Reach more lost people in 2024 with a compelling presentation of the gospel

- **Benefits**

- Fulfills the Great Commission - Engages the membership, reaches the lost
- Joins God where He is working - Fulfills the purpose of the New Testament Church
- Discipleship, evangelism, kingdom initiative and church growth

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➤ **2024 ABC Budget Priorities**

- Implement church wide initiatives to increase spiritual growth through Bible study among congregants and the community
- Missions and Outreach utilize 10% of contributions to be expended in the following manner – 50% locally; 35% nationally; and 15% internationally
- Investments associated with expediting the retirement of the church mortgage and capital improvements
- Support on-boarding of Senior Pastor Elect to include stand down of the PLC, PSC, and Transitional Pastor
- Strengthen music ministry with consideration for a youth choir, orchestra, and fine arts production
- Strengthen youth outreach efforts with consideration for a youth retreat/conference
- Enhance media and digital capabilities in support of the virtual church community

The 2024 Proposed Budget was approved.

**Pastor Selection Committee (PSC) Report:** PSC Chair, Deaconess Tujuanna Williams provided the following update. God has blessed Antioch to welcome Senior Pastor-Elect, Reverend Dr. Kevin B. Taylor and Lady Leona Taylor. The PSC Next Steps include:

- Senior Pastor-Elect Onboarding by the Pastor Selection Committee
  - PLC Talent, Acquisition, and Retention Committee assisting with internal onboarding
  - PLC Communications Subcommittee assisting with internal/external communications plan
- Meet and Greet:
  - One-on-one Introductions
  - Leadership - Internal and External
  - Community - Churches, Organizations, George Mason University, etc.
- Senior Pastor-Elect Installation Services and Activities – April 2024 - Pastor Selection Committee

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