



“You are from God, little children, and have overcome them...”

Antioch Baptist Church (ABC) Congregation

June 7, 2023

It is a blessing to serve a God who is all knowing, all powerful and ever-present, who is faithful and who loves us unconditionally – and it is a blessing that He created man. Happy Father’s Day to all fathers and the men who stand in the gap. We are truly grateful for your wisdom, love, and protection. In this communication, we share the highlights from **the Antioch Quarterly Business Meeting held on Thursday, May 25, 2023. Key elements included:**

Welcome and Recognition of Brother Reuben Johnson – Trustee Ron Beasley welcomed all members to the Quarterly Business Meeting then recognized Brother Reuben Johnson for his dedicated service to Antioch for more than thirty years. Brother Reuben was present to worship at Antioch’s first service in January 1989 and joined Antioch in February 1989. He was Antioch’s first Chairman of Trustees, responsible for the church finances and later added technology. Brother Reuben played an integral role in the acquisition of the 21.5 acres of land that is now the Antioch campus. Likewise, he played a pivotal role in the construction of the Antioch Worship Center (completed in summer of 1994) and the Ministry Center (completed in winter of 2011). Brother Reuben has been married to his lovely bride Deborah for 23 years. We are forever grateful for Brother Reuben’s leadership and loyalty to Antioch.

Transitional Pastor Update:

During the February 23rd Quarterly Business Meeting a motion was put forth requesting the consideration of a 9:30am worship service. Pastor Jeffery Gaines committed to explore worship service options. Pastor Gaines developed a survey to gain member feedback, conducted a town hall to allow members to share insights and listened attentively as members shared their concerns and recommendations. After significant due diligence and dutifully weighing the pros of cons of all options, Reverend G brought forth a recommendation to hold Sunday Worship Services at 8:00am and 10:00am with Christian Education classes at 10:00am effective August 1, 2023. A motion was made and seconded which led to discussion. After discussion, the motion was amended to include the allowance for the fourth Sunday to be for intergenerational worship. The motion as amended passed.

Pastor Gaines also provided an overview of Antioch’s Ministry in Training Program in an effort to share awareness and to formalize the program. The Ministry in Training (MIT) program is the initial step to ministry and is followed by licensure, then ordination. A motion that Antioch Baptist Church Minister in Training program include both male and female candidates who have been called into ministry was made and seconded. After discussion, the motion passed.

Provisional Leadership Committee (PLC) Report:

PLC Co-Chair, Deacon Capers Brown provided a Year-to-Date Snapshot and the Second Half Focus. The Year-to-Date Snapshot included the following items:

- The PLC subcommittees are delivering on key initiatives and implementing best practices.
 - The Finance and Budget Subcommittee is performing ongoing reviews of Actuals versus Budget with detailed assessments of the funded and unfunded items.

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– 1 John 4:4



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- The Talent Acquisition and Retention Subcommittee has developed ABC Staff job descriptions, is standing up the interview and selection panels for critical positions and is conducting compensation analysis.
- The Communications Subcommittee is delivering transparent relevant timely releases of the ABC Communications to the Congregation and the Antioch Connections.
- Organizational realignment and staffing efforts are underway to provide increased focus, better respond to Antioch’s virtual needs, and to realigned roles and duties for cross functional awareness and training. There has also been good progress on key vacancies (Director of Youth and Young Adults, Minister of Music and Arts, and Director of Finance).
- Our Transitional Pastor is delivering on key objectives in the areas of congregational care, sermon delivery, leadership, and in supporting our youth and young adults. Several key indicators are showing positive results (i.e., new members, baptisms, and increased contributions, increased attendance at worship services, town halls, and participation in workgroups).

The Second Half Focus included the following:

- High Priority Items:
 - HVAC Replacement and Building “Spruce Up”
 - Strengthen Key Ministries (e.g., Awana, Men’s Forum)
 - Hire key positions (e.g., Director of Youth and Young Adults; Minister of Music and Arts; Director of Finance)
 - Address additional unfunded expenses as opportunities permit
 - Establish Strategic Planning and Investment Planning Working Groups
- Spiritual Nourishment
 - Church-wide Fast (June)
 - Church-wide Teaching Series
- Plans to Continue Momentum with an ABC Revival in 2023 (*more info to come*)

Finance Committee Report:

Brother Roy Adams, Interim Finance Director, provided an overview of the 1st Quarter 2023 Planned Outcomes, Budget Summary, Balance Sheet, and Income & Expense. The following status was provided:

- The F&B Subcommittee continues to monitor and evaluate positive contribution and income trends for the 2023 Budget Year
- Formal Quarterly Budget reviews are occurring with all directors and with the F&B Team
- The F&B Subcommittee will recommend appropriate cost analysis to ensure timely and effective Budget Adjustments
- Unfunded Requirements are closely monitored and evaluated by proper leadership to ensure validity toward the approval and funding process

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Operations Update: Reverend Dr. Melvin Jones, Executive Pastor

Reverend Jones provided an update on the Antioch Virtual Attendance and Voting Process and the HVAC Timeline. The following key points were highlighted for Virtual Attendance/Voting:

- **Virtual voting is of critical importance for ABC**
- ABC **Multimedia/Technology team**, Wayne Jackson and Tony Wilson, **investigated 7 virtual voting platforms**
- **Election Buddy** is the vendor selected to facilitate virtual voting for Antioch; used by many nonprofit organizations (fraternities, sororities, and churches)
- **Demonstrations/trials conducted** w/ segments of the congregation and PLC
- ABC virtual voting **policy and procedures are currently being developed**
- Virtual voting **will be incorporated in future church meetings** once ABC Bylaws are amended/adopted to allow for virtual voting
- **Training will be made available** for members

The HVAC replacement timeline is as follows: The construction/installation will occur June 26th with completion by July 23rd. Worship services will be held in the ABC Multipurpose Room on July 2nd, 9th, 16th, and 23rd. Please note that any unexpected delays in procurement will shift the schedule.

Bylaws Committee Report: Bylaws Committee Chair, Deacon Desi Crouther, presented motions for proposed Bylaws amendments on behalf of the Bylaws Committee and the Pastor Selection Committee. The proposed amendments were:

- Motion 1: Virtual Participation - Article V. Section 3: Regular Business Meetings
- Motion 2: Virtual Participation - Article V. Section 4: Special Business Meetings
- Motion 3: ABC Bylaws Amendments - Article VII. AMENDMENTS
- Motion 4: Pastor Selection Process - Article II. Section 1 (Fourth indented paragraph)
- Motion 5: Backfilling Vacancies on the Bylaws Committee

The amendments associated with Motions 1, 2, and 4 were approved for adoption into the ABC Bylaws with the appropriate effective dates. Motion 5 also passed. The proposed Bylaws change associated with Motion 3 was referred back to the Bylaws Committee.

These are the first significant Bylaws changes since the committee was established. The Bylaws Committee plans to engage the ABC congregation regarding additional proposed changes to the ABC Constitution and Bylaws in the near future.

The ABC Constitution and Bylaws are posted on the ABC website. Members can download a copy at <https://antioch-church.org/forms>.

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Pastor Selection Committee (PSC) Report: PSC Chair, Deaconess Tujuanna Williams provided the following update:

- The Pastor Selection Committee reviewed 102 application packages, which include the applicants cover letter, resume, copies of their licenses, ordination documentation and verification of degrees. All applicants were personally advised of their status in the process and invited to move forward or provided the reason they were not invited to move forward.
- Thirty (30) applicants were invited to participate in the next stage of the vetting process which included completing a candidate questionnaire and providing a sermon.
- Thirteen (13) candidates were invited to participate in round one of the interview process. The interviews were conducted May 16 -20, 2023. God provided Antioch with a diverse slate of candidates (gender, geographic locale, age, and military experience). Two of the candidates were women and eleven were men. Two of the thirteen candidates are chaplains.
- Four (4) candidates have been invited to move to in-person interviews based on the evaluation of live and recorded interviews, sermons, social media presence and church websites. All four candidates are male residing in Maryland, Indiana, Texas, and Tennessee. The candidates are millennials (born 1981 to 1996, ages 27 to 42) and/or Gen X (born 1965 to 1980, ages 43 to 58). Each of the 13 candidates will be personally notified of the PSC’s decision; either the candidate will move forward to the next phase or will not move forward. Each candidate will be provided with the reasons as to why they will not move to the next stage.
- The Next Steps include:
 - Second Round Interviews: June 1 – 10
 - In Person Meeting with Candidates: June 15 – 24
 - Final Candidate(s) Visit ABC: July 12 – 31
 - Congregation Voting: August 7-21
- ABC will utilize every means available to maximize congregation participation in the election
 - Recently acquired virtual voting tool: Election Buddy
 - Absentee balloting
 - In person ballot drop-off on the ABC campus
- All ABC members ages twelve (12) and above will be eligible to cast a vote for the next Senior Pastor
 - Youth focus groups included this age group
 - Highly participative

The PSC remains fully committed to praying our way through this process and seeking God’s divine guidance every step of the way. ***Please join us for the ABC Town Hall to be held on Monday, June 26th at 7:00pm.*** We will share more information about the Pastor Selection Process.

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