

We are grateful for another beautiful day and pray that you and your family are doing well. Over the past several weeks so much has occurred at Antioch. As you know, on March 27, 2022, Pastor Ausberry announced his retirement for mid next year. On May 13, 2022, Pastor Ausberry notified the congregation of his plans to resign as Pastor of Antioch effective June 30, 2022, under an agreed upon separation arrangement endorsed by ABC servant leadership (Deacons, Deaconesses, and Trustees). These decisions prompted the need for specific items to be approved by the ABC congregation. On May 19th during the ABC All Saints Business Meeting, the congregation approved the terms of the separation agreement between Pastor Ausberry and Antioch. The following items were also presented and approved.

Pastor Selection Committee

The ABC Bylaws state that the church shall elect the members to serve on the Pastor Selection Committee. In order to comply with the Bylaws, the Pastor Selection Committee nomination policy, framework, and key activities were developed, presented to the congregation, and approved by the ABC congregation. The key components are as follows:

1. The Pastor Selection Committee shall consist of 9 members: 3 Active Deacon/Deaconess, 2 Active Trustees, 4 members and 2 alternate members voted on by the Church Congregation.
2. The Chair of the Pastor Selection Committee shall be an active ordained/consecrated member of Antioch Baptist Church elected by the Pastor Selection Committee and presented to the Congregation for approval.
3. The committee shall also include Ministerial Advisor(s) to be selected and used at the discretion of the committee. The advisor will be engaged at various points throughout the process.
4. The Chair shall ensure that the committee provides progress updates to the Church on a monthly basis at a minimum.
5. The committee shall create materials needed to communicate with pastoral candidates including a church profile and position description. These items will be posted to key social media and recruiting outlets.
6. The committee shall define the process that will be used to bring forth candidates for congregational consideration and final selection (i.e., interview, vetting process, etc.)

Any member of Antioch can be nominated by another member or self-nominate; however, the nominee must follow through and complete the requested information attesting to their interest/ willingness to serve by the stated deadline. Only one member per household can be a nominee. All persons seeking to serve on the Pastor Selection Committee must be a member of Antioch for a minimum of three years and must provide a written response (not to exceed 2 pages) to the following:

1. Nominated by whom if not self-nominated
2. Why you want to serve on the committee
3. Briefly describe the skills you bring to the committee and how they are relevant to the work of the committee.
4. Affirmation of your willingness to devote the required time to the work of the committee (up to two years or more). Affirmation that you are willing and able to travel, as necessary.
5. List the ministries, church activities, Christian education, and spiritual growth areas in which you have served/participated.

Nominations of members to serve on the Pastor Selection Committee should be submitted to ABC.DD.Trustee@antioch-church.org by June 4, 2022.

Provisional Leadership Committee

Upon Pastor Ausberry's departure on June 30, 2022, Antioch will need a transitional governance plan in place to ensure smooth church operations and avoid interruptions of care for the ABC congregation. The Provisional Leadership Committee will be established by the ABC Congregation to provide coordinated governance of the Church affairs beginning July 1, 2022 and continuing for at least 30 days after a new Pastor has been installed. The key components are as follows:

1. The committee shall consist of 9 members, 3 from the Deacon/Deaconess Board, 3 from the Trustee Board and 3 at large members voted on by the Church Congregation. The Chairs of the D/D Board and Trustee Board shall serve as the Co-Chairs of this Committee.
2. The committee shall be responsible for ensuring communications, at least monthly, with the church congregation throughout the transition process through live in person meetings and/or virtual platform. Also, the Committee may use the Church Robo-call system and written communications to provide updates as well.
3. During the transition period, the Committee shall have the authority to perform operational actions and make operational decisions as established in the ABC By-laws pertaining to the Pastor's responsibilities until a new Pastor is voted upon and installed.
4. During the transition period, the Committee shall organize around the operational interests of ABC to ensure critical decisions are supported in a timely manner. The committee will approve all matters relating to hiring ministerial and non-ministerial staff; financial matters that require unbudgeted financial obligations in excess of \$500 and matters that affect overall management of church facilities and property. It is recommended that at a minimum, the Committee establishes three working sub-committees: Personnel, Financial, and Property and Facilities.

To be considered for membership on the Provisional Leadership Committee members interested must submit a statement of interest not later than June 4, 2022 which at a minimum, provides the following information:

1. Nominated by whom if not self-nominated
2. Why you want to serve on the committee
3. Identify your experience in organizational financing, budgeting, facilities, property, human resources, and or general operational matters

Statements of interest to serve on the Provisional Leadership Committee should be submitted to ABC.DD.Trustee@antioch-church.org by June 4, 2022.

Additionally, the congregation approved the following: An All Saints Business Meeting will be called within thirty days of the May 19th All Saints Business Meeting and shall be held on or before June 16, 2022. The specific date for this meeting is forthcoming. Further, the additional quarterly ABC All Saints Business Meetings for 2022 shall be held on or before August 21, 2022, October 20, 2022, and December 15, 2022, respectively with the option to hold monthly ABC business meetings as deemed necessary by the congregation. The Financial Report will be provided by the 4th Thursday of the second month of the quarter.

As Antioch continues on our journey of healing and restoration, please know that we continue to pray without ceasing for our church leadership and for our church family. To God be the glory!

Romans 14:19; So then let us pursue what makes for peace and for mutual upbuilding. (ESV)