



# BEULAH

## MISSIONARY BAPTIST CHURCH

*"Helping You Get Where God Wants You To Be"*

*Beulah Baptist Church of DeKalb County, Inc.*

*Annual Meeting*

March 28, 2023

6:30 PM



# Beulah Baptist Church of DeKalb County, Inc.

## ***AGENDA***

- ❖ **Invocation** Rev. Jerry D. Black
- ❖ **Call to Order** Sis. Dorothy H. Jenkins
- ❖ **Adoption of Agenda**
- ❖ **Adoption of the Minutes**
- ❖ **Introduction of Directors & Officers** Sis. Dorothy H. Jenkins
- ❖ **Executive Summary** Sis. Dorothy H. Jenkins
- ❖ **Ex-Officio Perspective** Rev. Jerry D. Black
- ❖ **Yearly Updates**
  - **Financial Posture** Dea. Curtis Williams
  - **Strategic Planning** Dr. Shaunta' Adams/Bro. Brian Terry/Dea. Nathaniel Harris
  - **Churchwide Operations** Dea. Nathaniel Harris
- ❖ **Governance Update** Sis. Kim Slaughter
- ❖ **Questions & Answers**
- ❖ **Adjournment**



# Beulah Baptist Church of DeKalb County, Inc.

## *2023 Board of Directors*

- ❖ Dorothy Jenkins – Chairperson – At Large
- ❖ Brian Terry – Vice Chairperson – At Large
- ❖ Shaunta’ Adams – Secretary – At Large
- ❖ Kim Slaughter – Assistant Secretary – At Large
- ❖ Curtis Williams – Treasurer – Position Member
- ❖ Pastor Jerry D. Black – Ex-Officio
- ❖ Julia Edwards – At Large
- ❖ Nathaniel Jackson – Position Member
- ❖ Ken James – At Large
- ❖ Jaza Marina – At Large
- ❖ Jerrod Owens – Position Member
- ❖ Ebonie Sanders – At Large



# Beulah Baptist Church of DeKalb County, Inc.

## **EXECUTIVE SUMMARY**

**Chairperson Jenkins**



# Beulah Baptist Church of DeKalb County, Inc.

## VISION

Guided by the Holy Spirit under the leadership of our Pastor, working collaboratively, we aspire to demonstrate sound leadership, fostering a spirit of inclusion, working to move our church to the next level, meeting the spiritual, physical and mental needs of the total person in all age groups.



# Beulah Baptist Church of DeKalb County, Inc.

## 2023 BOARD OF DIRECTORS GOALS

- ❖ Through the Beulah Experience, by December 31, develop a plan to serve as a catalyst to institute a youth department that is uplifting and relevant to the youth and, to build on long term growth and sustainability.
- ❖ Vigorously support the Pastor's vision to retire the mortgage by December 2026
- ❖ Recruit board members to fill three vacancies by June 2023. The individuals should bring good leadership skills, have an understanding of our church's operation and structure, have sufficient time to serve and the ability to think independently and work collaboratively.
- ❖ Recruit a facilitator for the next phase of the strategic plan with special emphasis to support the work and plans of the Beulah Experience.
- ❖ Training and development for all board members, provided by the Governance Committee during the Board's annual retreat and mini sessions on a quarterly basis during Board of Directors' meetings,
- ❖ Implementation of Online *Safeguarding Against Child Abuse* training and certification for all workers and volunteers by April 2023. Update process for data collection and reporting,
- ❖ Continue to advance the work of the HR Department, develop a succession plan for all positions.



# Beulah Baptist Church of DeKalb County, Inc.

## **EX-OFFICIO PERSPECTIVE**

**Pastor Jerry D. Black**



# Beulah Baptist Church of DeKalb County, Inc.

## **STRATEGIC PLANNING**

**Dr. Shaunta' Adams, Ed.D.**

**Brother Brian Terry**

**Deacon Nathaniel Harris**





# Beulah Baptist Church of DeKalb County, Inc.

## STRATEGIC PLANNING (cont'd)

### *Ten Central Areas of Focus and Priorities*

1. **Worship: The Word, Music, Prayer, and Praise**
2. **Stewardship: Preparation, Teaching and Training**
3. **Evangelism: Missions, Outreach and Community Involvement**
4. **Organizational Structure: Succession Planning**
5. **Facilities and Operations: Human Resources, Family Life Center and Information Technology**
6. **Fiduciary Oversight and Fiscal Responsibility**
7. **Pastor Black – Vision Plan and Leaders' Goals**
8. **Young Adult - FRESH**
9. **Youth Department and Teenagers**
10. **Awareness-Participation-Inclusion-Retention**



# Beulah Baptist Church of DeKalb County, Inc.

## STRATEGIC PLANNING (cont'd)

### Accomplishments/Changes Since the Pandemic

1. With the existence of the Virtual Church Model (VCM) we were able to reach more members for:
  - Sunday School
  - Bible Study

#### **Central Area of Focus #2 – Stewardship: Preparation, Training and Participation Goal #5 – Strengthen Sunday School Membership**

2. Expanded social media platform to include YouTube

#### **Central Area of Focus #1 - Worship: The Word, Music, Prayer and Praise**

3. Expanding Ministry outreach and services through the Virtual Church Model
  - Online viewers exceeded – 3500 (Facebook, Website, YouTube)
  - Combined total exceeded 55,000
  - Average of 22 states represented
  - International Representation (overseas vies)
  - New Covenant Members

#### **Central Area of Focus #1 – Worship: The Word, Music, Prayer and Praise Goal # 2.4 – Update Media Ministry technology to make streaming more appealing**



# Beulah Baptist Church of DeKalb County, Inc.

## STRATEGIC PLANNING (cont'd)

### Accomplishments/Changes Since the Pandemic

#### 4. Major VCM Services & Tools

- PR Marketing
- Creative Services
- Media Ministry

**Central Area of Focus #1 – Worship: The Word, Music, Prayer and Praise**  
**Goal #2 – Create Churchwide Marketing Plan**

#### 5. Children Church & Youth Ministry restructured – New Name – Children, Teen, Youth & Young People Ministry

**Central Area of Focus #9 – Youth: Youth Department and Teenagers**

#### 6. Restructured the Music Department to align with one worship service

**Central Area of Focus #1 -Worship: The Word, Music, Prayer and Praise**  
**Goal #5.1 – Ensure the Music Ministry of the Church is a cohesive unit positioned to support the overall ministry of the Church**



# Beulah Baptist Church of DeKalb County, Inc.

## STRATEGIC PLANNING (cont'd)

### Accomplishments/Changes Since the Pandemic

7. Changed the Order of Service – Service Time 1.5 Hours

**Central Area of Focus #1 – Worship: The Word, Music, Prayer and Praise**

**Goal #1 – Reorder the worship service to reduce length of worship time; improve experience to make it more spiritual than routine**

8. Transitioned from Saturday TV Broadcast to YouTube – Change resulting in reaching a much larger audience, Cost saving of \$65,000/Annually

**Central Area of Focus #1 – Worship: The Word, Music, Prayer and Praise**

**Goal #2.1 – To improve the streaming and online audience of Sunday worship**

9. Created an Employees Handbook and Updated HR Manual

**Central Area of Focus #5- Human Resources: Operations and Information Technology**

10. Deacon Harris assigned a dual role of HR Manager and Business Administrator

**Central Area of Focus #5- Human Resources: Operations and Information Technology**



# Beulah Baptist Church of DeKalb County, Inc.

## STRATEGIC PLANNING (cont'd)

### Accomplishments/Changes Since the Pandemic

#### 11. New Members Intake Process

- iPads used during the worship service to complete the New Members Form
- New Members package mailed –
- Includes Welcome letter from Pastor
- New Members Certificate
- Church Handbook
- Branded Items: Pens, Journal, etc.

#### Central Area of Focus #10 – Awareness, Participation, Retention

#### 12. Online giving increased by 20%. Number of givers increased.

- Savings grew \$1.5 Million

#### Central Area of Focus #6 – Fiduciary Oversight and Fiscal Responsibility

#### Goal #2- Increase online givers

#### Goal #3 – Increase savings account to \$1.5 million

New Normal – All virtual service to continue, including Sunday School

#### 13. Midweek service discontinued

#### Central Area of Focus #1 -Worship: The Word, Music, Prayer and Praise

#### Goal #4 – Improve attendance and experience for Midweek Worship Service and Bible Study



# Beulah Baptist Church of DeKalb County, Inc.

## STRATEGIC PLANNING (cont'd)

### Accomplishments/Changes Since the Pandemic

14. Painted the wrought iron fence: Began water intrusion project

**Central Area of Focus - #5 Human Resources: Operations and Information Technology**  
**Goal #5 – Preserve the edifice, ensuring it to be in good condition for future generations**

15. Replace Carpet in the worship center and administrative area: HVAC upgrade for the classrooms in the worship center

**Central Area of Focus #5 Human Resources: Operations and Information Technology**  
**Goal #5 – Preserve the edifice, ensuring it to be in good condition for future generations**

16. Developed a Salary Administration Program to award merit raises and bonuses based on work performance and contribution to the mission of the Church. Developed Salary Structure for each position

**Central Area of Focus #5 – Human Resources: Operations and Information Technology**  
**Goal #7.2 – Develop a salary structure for each position based on required qualification and experience**



# Beulah Baptist Church of DeKalb County, Inc.

## STRATEGIC PLANNING (cont'd)

### Accomplishments/Changes Since the Pandemic

17. Developed a Youth Council

**Central Area of Focus #9 – Youth: Youth Department – Teens**

**Goal #6 – Develop a Council of Youth organization leaders that will build a network to grow the youth department of Beulah Missionary Baptist Church**

**Deacon Harris will address strategic initiatives executed during the pandemic, current state, and next steps.**



# Beulah Baptist Church of DeKalb County, Inc.

## The Mission of the Church

The mission of Beulah Missionary Baptist Church is to win souls for the glory of God by the **teaching and preaching of God's word . . .**





# Beulah Baptist Church of DeKalb County, Inc.

## The Five-Year Strategic Plan

- ❖ The “Five-Year” strategic plan was approved and initiated in 2015.
- ❖ The completion of the plan was interrupted by the pandemic in 2020.
- ❖ The Board of Directors extended the completion of the plan in 2022 and expanded it to include “The Beulah Experience” (TBE).
- ❖ The TBE teams have been assigned the responsibilities of developing a plan to complete both initiatives.
- ❖ Completion of the two initiatives represent the “Transformation of the church from the virtual model to the **Hybrid** church model.



# Beulah Baptist Church of DeKalb County, Inc.

## The Transformation of the Church

For everything there is a season, a time for every activity  
under the heaven.

*Ecclesiastes 3:1*

*Life application Study Bible*



# Beulah Baptist Church of DeKalb County, Inc.

## The Transformation of the Church (cont'd)

### *Statements of Facts*

- ❖ What has been will no longer be.
- ❖ Normal is still in front of us, not behind us.
- ❖ Accepting this new norm is more about managing your emotions than it is about learning new facts.
- ❖ To maximize the opportunities of this present age we must embrace being taken out of our comfort zone to fully understand the value **technology** can bring to **discipling** people both **in our church** and **around the world**.
- ❖ The moment we're in does **not change the mission** we're on, although it does challenge us to change the methods we use.
- ❖ We must **trust God** as **He leads** us into the unknown and unfamiliar.

*Information Source – Cofield, D.Z., September 6, 2022, National Baptist Convention, USA. "Developing & Discipling in the Hybrid Church: Ministering in the Epidemic and Beyond" Part I*



# Beulah Baptist Church of DeKalb County, Inc.

## The Transformation of the Church (cont'd)

- ❖ The National Baptist Convention, USA Inc., debuted a model of the “Hybrid” church during the annual session of 2022.
- ❖ The purpose of the Hybrid church model was to address the significant decline of church members on a nationwide basis.
- ❖ Dr. D. Z. Cofield made a two (2) hour presentation addressing the need for all members churches to transition to the hybrid church model.
- ❖ Unknown to Beulah, the Virtual Church Model adopted in 2020 mirrored the Hybrid model supported by the parent convention.



# Beulah Baptist Church of DeKalb County, Inc.

## The Transformation of the Church (cont'd)

### *The Why*

- ❖ Prior to COVID, 85% of the churches in the country had plateaued or were in decline.
- ❖ The majority of the churches in the country had stopped growing, were in decline and / or dying.
- ❖ If you are waiting to return to the physical church, you are on a path to decline & death.
- ❖ You have to understand that those we are trying to disciple are on digital devices, the #1 worship platform.
- ❖ The church must understand that technology has expanded their reach from within its walls to the world.
- ❖ The church must see the world as its mission field, a **“World-Wide Ministry”**.

*Information Source – Cofield, D.Z., September 6, 2022, National Baptist Convention, USA. “Developing & Discipling in the Hybrid Church: Ministering in the Epidemic and Beyond” Part I*



# Beulah Baptist Church of DeKalb County, Inc.

## The Transformation of the Church (cont'd)

### *The How*

### What is a Hybrid Church?

A hybrid church is committed to reaching people “**where they are**” by presenting opportunities to be disciplined (Evangelized and Edified) in person and online; using both the brick-and-mortar campus and various digital platforms to communicate the truth of the gospel, to help people come to know, and grow, in Jesus.

*Information Source – Cofield, D.Z., September 6, 2022, National Baptist Convention, USA. “Developing & Discipling in the Hybrid Church: Ministering in the Epidemic and Beyond” Part I*



# Beulah Baptist Church of DeKalb County, Inc.

## The Transformation of the Church (cont'd)

### *The Results*

Hybrid Church Model

“Praise God, Beulah is on Track”





# Beulah Baptist Church of DeKalb County, Inc.

## REFERENCE

Information contained in slides 25, 27, 28, and 29 is attributed to:

*Cofield, D.Z., September 6, 2022, National Baptist Convention, USA. "Developing & Discipling in the Hybrid Church: Ministering in the Epidemic and Beyond" Part I*





# Beulah Baptist Church of DeKalb County, Inc.

## The Transformation of the Church (cont'd)

### The Beulah Virtual Model (BVM) Results

- ❖ The BVM meets the requirements of the Hybrid church:
  - Website
  - Streaming Services
  - Online Giving
  - Social Media Platforms (Facebook, Instagram, Twitter, YouTube)
- ❖ The early implementation of the BVM has resulted in"
  - Increased reach to members and online followers.
    - New Covenant Members
  - Financial stability
  - Attracting followers from within and external to the borders of the United States.
- ❖ **All** online services (streaming | zoom) will remain in place when the church to the new norm.



# Beulah Baptist Church of DeKalb County, Inc.

## The Transformation of the Church (cont'd) BVM Results

### \*February 2023 Total Views

Worship Service	15,739
Sunday School	5,619
Bible Study	9,219
Saturday Broadcast	<u>5,939</u>

**Total** **36,516**

\* Website Stats not included

### Outside the walls of Beulah

Nigeria	India
Jamaica	Philippines
Brazil	Ghana
United Kingdom	South Africa
Bahamas	Australia

20+ states, including Alaska, Hawaii,  
San Juan-Puerto Rico



# Beulah Baptist Church of DeKalb County, Inc.

BMV Model  
 “Praise God, Beulah is on Track”

## *Beulah* **FUTURE: SUNDAY FLOW OF SERVICES**

	TIME	WHAT'S HAPPENING	COMMENTS
<b>SUNDAY</b>	8:00am - 9:00am	<b>VIRTUAL SUNDAY SCHOOL</b>	Rev. Seals' Sunday School class will continue to be streamed.
	8:00am - 9:00am	<b>TRADITIONAL SUNDAY SCHOOL CLASSES</b>	Traditional classes will resume in the Worship Center with some classes being held in the Family Life Center
	9:30am - 10:30am	<b>CHILDREN'S CHURCH</b>	Children's Church will resume in the Worship Center on the lower level.
	9:30am - 10:30am	<b>THE R.O.C.K. TEEN CHURCH</b>	The R.O.C.K. services will resume in the Family Life Center on 2nd and 3rd Sundays.
	9:30am - 11:30am	<b>WORSHIP SERVICES</b>	Sunday morning worship service will continue to be both in-person and virtual, streaming on all platforms.
	11:00am - 12:00pm	<b>VIRTUAL SUNDAY SCHOOL CLASSES Junior, Primary, and Youth</b>	All classes will continue under the virtual model and will be held via Zoom.
	11:00am - 1:00pm	<b>SUNDAY BRUNCH</b>	Brunch will now be served immediately after the conclusion of the worship service and will conclude at 1:00 pm.
	12:00pm - 2:00pm	<b>FRESH SUNDAY SCHOOL CLASS</b>	The class will continue to be held virtually via Zoom.



# Beulah Baptist Church of DeKalb County, Inc.

## The Transformation of the Church (cont'd)

### The Beulah Experience (TBE)

- ❖ Represents a continuation of the “Five-Year” strategic plan.
- ❖ Represents a need to attract members of all demographics, both locally and world-wide.
- ❖ A special emphasis is placed on the youth related demographics.
  - Age Pre-K through 25 years
- ❖ The pastor has conducted meetings with the youth ministers regarding the objectives of the TBE.
- ❖ The Family Life Center has engaged partners to provide youth related programs.
  - The return of the Boy Scouts
  - Basketball Partnership
  - HLHK partnership to provide a free swimming class
  - Working on have a Toastmasters class
  - Others



# Beulah Baptist Church of DeKalb County, Inc.

## The Transformation of the Church (cont'd)

### TBE Mission

#### ❖ Mission:

- Recommendations that **attract** members of every demographic to Beulah Missionary Baptist Church
- Recommendations that are educational, aimed to effectively **teach** members of every demographic
- Recommendations that will help **retain** members of every demographic; ultimately helping them get where God wants them to be.



# Beulah Baptist Church of DeKalb County, Inc.

## The Transformation of the Church (cont'd)

### *TBE*

#### ❖ TBE Focus Groups:

- Children and Tweens (age 4 – 13)
- High School (age 14 – 18)
- College Students (age 19 – 25)
- Young Adults (age 26 – 35)
- Adults (age 36 - 55)
- Seasoned Adults (age 55 and higher)



# Beulah Baptist Church of DeKalb County, Inc.

## The Transformation of the Church (cont'd)

### TBE

#### ❖ TBE Next Steps:

- Complete focus group sessions
- Compile recommendations, including incomplete Five-Year Strategic Plan goals.
- Submit recommendations to the Board of Directors for implementation.

*Recommendation Time frame: Third Quarter - 2023*



# Beulah Baptist Church of DeKalb County, Inc.

## **CHURCH OPERATIONS**

**Deacon Nathaniel Harris**  
**Church Business Administrator**





# Technology Updates



# Beulah Baptist Church of DeKalb County, Inc.

## Technology Updates (cont'd)

The following technology updates were completed over the last three years to support the Virtual Church model adopted by the church's leadership.

- ❖ The internal network was upgraded, replacing all switches to support:
  - The transition to a Voice over IP (VOIP) telephone system.
  - Provided a quality streaming experience for both members and followers of the church.
  - Upgraded the WiFi on the church campus. (Bandwidth double to 100MBS)
- ❖ Installed new computers in the Family Life Center.



# Beulah Baptist Church of DeKalb County, Inc.

## Technology Updates (cont'd)

- ❖ The church social media platform was expanded to include a “YouTube” channel.
- ❖ Personnel changes were made to support the virtual church model, including training to provide the new skills to support the virtual church model.
- ❖ Zoom was adopted as the official platform to support meetings, classes, conferences, etc.
- ❖ Cutover new member’s database to “MinistryPlatform”.
  - Provides members with self service portal
  - Supports interaction between the church and its members
  - Enhanced “check-in” features.



# Human Resources Update



# Beulah Baptist Church of DeKalb County, Inc.

## Human Resources (cont'd) Staff Profile

- **Total number of employees** **74**
- Salary Full Time 24 (32%)
- Salary Part Time 3 (4%)
- Hourly Full Time 9 (12%)
- Hourly Part Time 5 (6%)
- Task Employees 33 (45%)
  
- **Key Staff Members by Average Age:**
  - Management #16 / 60 years of age
  - Nonmanagement #5 / 57 years of age
- 55% of staff are task / Part time employee
- 57% of employees work on Sundays



# Beulah Baptist Church of DeKalb County, Inc.

## Human Resources (cont'd)

### Actual Slide from the March 2019 Corporate Meeting

Board of Directors has authorized the hiring of a HR consultant to:

1. Review the current HR manual, process, and procedures.
2. Review all job description to confirm their accuracy.
3. Based on job description, determine the entry level and top pay for each job description.
4. Determine the role of the HR manager, including job description, compensation, and should the position be full time or part time.



# Beulah Baptist Church of DeKalb County, Inc.

## Human Resources (cont'd)

### HR Consultant Hired

#### ❖ RFP executed to hire a Human Resource Consultant

- ❖ Human Resource Knowledge Source (HRKS) was selected to:
  - To review and update the HR manual, processes, and procedures
  - To develop an Employee Handbook
  - Review and update all job descriptions
  - Conduct a Market analysis based on the updated job descriptions to:
    - Determine the comparable compensation in the private sector for each job description
  - Determine the feasibility of providing:
    - Medical Benefits to employees
    - A 401(k) plan to employees
  - Determine the role of the HR manager, including job description, compensation, and should the position be full time or part time



# Beulah Baptist Church of DeKalb County, Inc.

## Human Resources (cont'd)

### HR Manual / Employee Handbook

The handbook was reviewed and updated to reflect:

- ❖ Consolidation of Job Descriptions
- ❖ Best practices
- ❖ Reorganized contents
- ❖ Clarification of policies and procedures
- ❖ Addition of omission
- ❖ Compliance with all state and federal laws
- ❖ Created an employee handbook for all employees





# Sample of Manual Review of Findings & Recommendations

Whistleblower Protection	New Section	Missing content around whistleblower protection. Need an explanation of what this is	Under the new "Safety & Security" add a sub-section titled "Whistleblower Protection"
Workplace Violence Prevention	New Section	Missing content around how BMBC will handle threats of violence.	Add a new sub-section under "Safety & Security" titled "Workplace Violence Prevention" to include guidelines to deal with intimidation, harassment, or other threats during business hours or on BMBC premises.
Workforce Bullying	New Section	Missing content around how BMBC will handle workforce bullying.	Add a new sub-section under "Safety & Security" titled "Workforce Bullying" explaining how it may be intentional or unintentional and types of bullying.
Recruitment	Section 5/1	This content aligns best under "Employment Relationship." Information needs to be broken out for clarity. This section highlights more about the new employment relationship and additional content is suggested.	Under a new section titled "Employment Relationship" add the following sub-sections: <ul style="list-style-type: none"> <li>• Employment Applications</li> <li>• Reference Checks</li> <li>• Introductory Period</li> <li>• Employment Classifications</li> <li>• Time Records</li> <li>• Hours of Operation</li> <li>• Breaks</li> <li>• Overtime</li> <li>• Payment of Wages</li> <li>• Deductions from Pay</li> </ul>



# Sample of Manual Additions & Revisions

- ❖ Employment Application
- ❖ Employment Reference Checks
- ❖ Introductory Period
- ❖ Employment Classification
- ❖ Voluntary Resignation
- ❖ Job Abandonment
- ❖ Reduction in Force
- ❖ Use of Personal Communications Devices
- ❖ Use of Phone System
- ❖ Computer and E-mail Usage
- ❖ Overtime
- ❖ Social Networking
- ❖ Workplace Attire
- ❖ Reference Checks
- ❖ Time Records
- ❖ Hours of Operation
- ❖ Breaks
- ❖ Payment of Wages
- ❖ Deductions from Pay
- ❖ Court Appearance
- ❖ Voting Leave
- ❖ Emergency Closings
- ❖ Workspace Etiquette



# Beulah Baptist Church of DeKalb County, Inc.

## Human Resources (cont'd)

### Job Descriptions

- ❖ All job descriptions were updated and standardized.
- ❖ The revised job descriptions were reviewed and confirm by employees.
- ❖ All employees were provided copies of their respective job descriptions and handbook.



# Beulah Baptist Church of DeKalb County, Inc.

## Human Resources (cont'd)

### Job Description Review/Methodology

- ❖ **Job Description Methodology** – Reviewed each job description for its content, essential job duties and responsibilities, required qualifications, working conditions, ADA compliance, best practices and formatting. Also assessed substantive differences in like titled roles.
- ❖ **Reporting Structure** – Reviewed alignment of roles within departments and organizational reporting structures.
- ❖ **Compensation Market-Pricing** – Compared each job to the private, religious and nonprofit market segments based on job functions. Assessed each employee's salary compared to the the market for a similarly situated role.



# Beulah Baptist Church of DeKalb County, Inc.

## Human Resources (cont'd)

### Compensation: Market Pricing

- ❖ Overall, salary benchmarking will give the church an **impartial** and accurate idea of pay information to help make informed and effective remuneration decisions, while highlighting variations that need to be considered.
  
- ❖ The market-pricing was done using three (3) sources:
  1. Salary.com
  2. Compensation.BLR.com
  3. \*MinistryPay.com

\*Ministrypay.com's data is based on voluntary participation from churches. To obtain data for Atlanta, GA the Southern Region data was used, due to lack of reporting data specific to Atlanta or the State of Georgia.



# Percentile Wages

The percentile wage estimate is the value of a wage below which a certain percent of workers fall. The following is an example of occupation's percentile wages:

Percentile	10%	25%	50% Median	75%	90%
Hourly Wage	\$11.00	\$15.00	\$20.00	\$24.00	\$29.00
Annual Wage	\$22,880	\$31,200	\$41,600	\$49,920	\$60,320

10% of employees earn less than \$11.00 per hour; therefore, the remaining 90% earn more than \$11.00 per hour.

25% earn less than \$15.00; 75% earn more than \$15.00.

50% earn less than \$20.00; 50% earn more than \$20.00 (The 50th percentile is called the Median).

75% earn less than \$24.00; 25% earn more than \$24.00.

90% earn less than \$29.00; 10% earn more than \$29.00.

The annual wage estimates in this example indicate that:

10% of employees earn less than \$22,880 per year; therefore, the remaining 90% earn more than \$22,880 per year.

25% earn less than \$31,200; 75% earn more than \$31,200.

50% earn less than \$41,600; 50% earn more than \$41,600 (The 50th percentile is called the Median).

75% earn less than \$49,920; 25% earn more than \$49,920.

90% earn less than \$60,320; 10% earn more than \$60,320.

**25 Percentile was recommended and adopted to be competitive with the private sector**



# Percentile Wages - Example

Source	Position	Scope/Remarks	Percentiles				
			10th	25th	50th	75th	90th
Salary.com	[REDACTED]	Atlanta, GA - [REDACTED]	\$ 47,663	\$ 53,490	\$ 59,890	\$ 66,990	\$ 73,454
Salary.com	[REDACTED]	Nationwide - [REDACTED]	\$ 48,172	\$ 54,090	\$ 60,590	\$ 67,790	\$ 74,345
MinistryPay.com	[REDACTED]	Atlanta - Media Communications	\$ 31,080	\$ 37,420	\$ 42,000	\$ 47,500	\$ 52,600
MinistryPay.com	[REDACTED]	Nationwide - Media Communications	\$ 30,204	\$ 35,000	\$ 42,000	\$ 46,864	\$ 51,811
BLR	[REDACTED]	Atlanta, GA - [REDACTED]	\$ 30,388	\$ 38,344	\$ 47,607	\$ 60,200	\$ 78,652
BLR	[REDACTED]	Nationwide - [REDACTED]	\$ 30,439	\$ 38,601	\$ 51,780	\$ 68,156	\$ 86,161
<b>Composite</b>			<b>\$ 36,324</b>	<b>\$ 40,691</b>	<b>\$ 48,795</b>	<b>\$ 58,102</b>	<b>\$ 68,714</b>
Employee(s)							



# Beulah Baptist Church of DeKalb County, Inc.

## Human Resources (cont'd)

### Medical Benefits

An RFP was conducted to select a broker to provide several possible medical plans.

There were not enough staff participants to meet the threshold for group medical insurance.

### 401(k)

The employees were canvas to determine if they would participate in a 401(k) plan. There were not enough staff participants to meet the Financial threshold to participate in the plan.





# Beulah Baptist Church of DeKalb County, Inc.

## Human Resources (cont'd)

### Next Steps

1. All salary and wages will be reviewed based on the recent 5% compensation increase to determine if the salaries and wages require treatment due to non compliances with the talent analysis.
2. Coincides with the church returning to full service, all HR practices and procedures will be fully implemented.
3. Research the possibilities to provide staff with medical and retirement benefits.
  - Individual Coverage Health Reimbursement Arrangement (ICHRA)
  - 403(b) Retirement Plans for Churches



# Beulah Baptist Church of DeKalb County, Inc.

## **GOVERNANCE UPDATE**

**Sister Kim Slaughter**



# Beulah Baptist Church of DeKalb County, Inc.

## Governance Update (cont'd)

- ❖ **Board Structure**
- ❖ **Succession/Roll-off**
- ❖ **New Bylaws Amendments**
- ❖ **Leadership Development**



# Beulah Baptist Church of DeKalb County, Inc.

## GOVERNANCE UPDATE (cont'd)

### Governance Taskforce Committee Members

- ❖ Sister Kim Slaughter – Committee Chair
- ❖ Brother Brian Terry – Vice Chair
- ❖ Dr. Shaunta' Adams, Ed.D. – Secretary
- ❖ Brother Ken James
- ❖ Dr. Jaza Marina, M.D.
- ❖ Sister Ebonie Sanders



# Beulah Baptist Church of DeKalb County, Inc.

## Governance Update (cont'd) Board Structure

### Effective February 1, 2023

- ❖ Instituted a policy whereby employees except for employee-position members (the Pastor and Finance Chair) are no longer able to serve as voting-members of the Board. Instead, they will serve in an advisory capacity.
- ❖ The Church Business Administrator (BA) no longer serves on the Board. The BA reports to the Board, dotted line to the Pastor and reports the church's business operations matters on a monthly basis or as needed.
- ❖ Current employee Board members except those serving as Position members are subject to the implementation of the new strategic roll-off plan beginning in 2023.



# Beulah Baptist Church of DeKalb County, Inc.

## Governance Update (cont'd) Succession/Roll-off Plan

- ❖ Plan aligns with the current Board structure and By-Laws.
- ❖ All positioned members except the BA will remain on the Board including the Pastor as Ex-Officio and the Finance Chair.
- ❖ The employees will roll off within three consecutive years and the remaining members, every two years.
- ❖ The current Board members will roll off every two years in an effort to maintain some Board continuity.
- ❖ Each new member will serve a term of five years before rolling off. New members can serve a maximum of two terms, a total of 10 years on the Board.
- ❖ The Roll-off Plan begins in 2023.



# Beulah Baptist Church of DeKalb County, Inc.

## Governance Update (cont'd) By-law Amendments

### Previous:

### Article IV - Board Membership

- Section A – Board Membership/Composition
- Membership of the Board shall consist of up to 15 members. The composition of the Board shall be as follows:
  1. Up to **ten members** At-Large
  2. The church Pastor (Ex Officio)
  3. Chairman of the Board of Deacons
  4. Chairman of the Board of Trustees
  5. Chairman of the Finance Committee
  6. **Church Business Administrator**





# Beulah Baptist Church of DeKalb County, Inc.

## Governance Update (cont'd) By-law Amendments

### Current:

#### Article IV - Board Membership

- Section A – Board Membership/Composition
- Membership of the Board shall consist of up to 15 members. The composition of the Board shall be as follows:
  1. Up to **eleven members** At-Large
  2. The church Pastor (Ex Officio)
  3. Chairman of the Board of Deacons
  4. Chairman of the Board of Trustees
  5. Chairman of the Finance Committee





# Beulah Baptist Church of DeKalb County, Inc.

## Governance Update (cont'd) By-law Amendments

### Previous:

#### **Article IV - Board Membership**

- Section D – Term of Office

The At-Large members of the Board of Directors shall serve a term of **one-year** commencing each January 1 the board will conduct annual elections in November of the current year for the next calendar year.

### Current:

#### **Article IV - Board Membership**

- Section D – Term of Office

**Beginning in 2023, the At-Large members of the Board of Directors elected shall serve a term of five years commencing each January 1. Members may serve a maximum of two terms (10 years).**

**Members serving on the Board of Directors prior to December 2022 will begin a two-year roll-off schedule beginning January 2024.**



# Beulah Baptist Church of DeKalb County, Inc.

## Governance Update (cont'd) By-law Amendments

### Previous: Article V - Officers

- Section D – Committees
- The Board may appoint standing and ad hoc committees as needed.  
HR Committee, Strategic Planning, Risk Management, Critical Records & Contract Awareness .

### Current: Article V - Officers

#### Section D – Committees/**Directors**

The Board may appoint standing and ad hoc committees as needed.

Include the following Directors/Committees and their responsibilities:

Section 1 – Board Committees of the Board shall consist of Standing Committees and any other committees that the Board Chair may designate. The committees shall be Contract Awareness & **Legal**, Critical Records & **Retention**, **Fundraising & Grant Development**, **Governance**, Human Resources, Risk Management and Strategic Planning.



# Beulah Baptist Church of DeKalb County, Inc.

## Governance Update (cont'd) Leadership Development

### Recommended Guidelines: Two Tracts

#### **Tract 1**

- ❖ Current board members afforded the opportunity to shadow officers if interested in serving as officers in the future to fully understand the roles and responsibilities.

#### **Tract 2 (strictly voluntary)**

- ❖ Offer Leadership Series two to three times a year to all church members who are interested in learning more about the Board's function, duties, and responsibilities.