

BEULAH BAPTIST CHURCH OF DEKALB COUNTY INC




**ANNUAL MEETING
OF THE CORPORATION
March 19, 2024**



2024 THE YEAR OF
F A I T H

Hebrews 11:1-6, 2 Corinthians 5:7



Beulah Baptist Church of DeKalb County, Inc.

AGENDA

Invocation

Call to Order

Adoption of Agenda

Adoption of the Minutes

Introduction of Directors & Officers

Executive Summary

Ex-Officio Perspective

Annual Updates

 Financial Posture

 Churchwide Operations

Questions & Answers

Rev. Dr. Jerry D. Black

Sis. Dorothy H. Jenkins

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Rev. Dr. Jerry D. Black

Dea. Curtis Williams

Dea. Nathaniel Harris

Bro. Ken James

Beulah Baptist Church of DeKalb County, Inc.

2024 Board of Directors

Dorothy H. Jenkins – Chairperson – At Large
Ken James – 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
Mylan Anderson – At Large
Bettye Davis – At Large
Elliott Farmer – At Large
Kim Lewis – At Large
Jaza Marina – At Large
Akecia Owens-Cunningham – At Large
Jerrod Owens – Position Member
Ebonie Sanders – At Large
Brian Terry – At Large
Andre Todd – Position Member

Beulah Baptist Church of DeKalb County, Inc.

EXECUTIVE SUMMARY

Chairperson Dorothy H. Jenkins

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Beulah Baptist Church of DeKalb County, Inc.



Board of Directors Responsibilities

The Board of Directors is the governing body of the church with fiduciary responsibilities. It is responsible for steering the organization towards a sustainable future by adopting and ensuring sound and effective ethical, legal governance and financial management policies of the Corporation and making sure the church has adequate resources to advance its mission.



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2023 ACCOMPLISHMENTS

1. Continued collaboration with the Beulah Experience Team. The Team worked with focus groups in all demographics of the church and advisory councils and developed recommendations to meet key concerns of those demographics.
2. The Board recruited and added five outstanding directors.
3. Ongoing support of the Pastor's vision to retire the mortgage. In keeping with our fiduciary role and responsibility, we continued to work to ensure the strong financial health of our church and freedom from indepthness. Along with the Pastor the Board developed and initiated the framework for a plan that will vigorously work to achieve this goal.
4. An online *Safeguarding Against Child Abuse* training and certification initiative for workers and volunteers was rolled out April 2023.
5. Plans for recruiting the Strategic Plan 2.0 facilitator were begun and paused. The process will resume soon.
6. Steps are being taken to develop a succession plan for key personnel.

Beulah Baptist Church of DeKalb County, Inc.

2024 Vision & Goals

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.



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GOALS

1. Recruit Facilitator and coordinate with Facilitator and the Beulah Experience Team to address the recommendations from the Board and, the Beulah focus groups, with special emphasis on our youth to foster growth, inclusion and sustainability
2. Continued emphasis and support of 2023 plan to retire the mortgage
3. Support the Family Life Center and staff to sponsor a STEM and summer program
4. Develop a succession plan for key Board positions. Prioritize attention to the Risk Management Director's responsibility for Safeguarding Against Child Abuse, Emergency & Disaster and Church insurance
5. Conduct quarterly Board development training
6. Accelerate succession planning for office and key church personnel



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Strategic Plan 2.0 Action Plan & Priorities

- Embrace change
- Increase number of tithers
- Retire the mortgage

Attract New Members

- Comprehensive Marketing Plan
- Campus Outreach
- Family Centered Events
- Mental Health Workshops
- Partner with Local Schools



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Strategic Plan 2.0 Action Plan & Priorities (cont'd)

Retaining Members

- Youth Visibility and Engagement
- Member Engagement
- Audit Effectiveness of Ministries

Teaching New & Current Members

- Refresh course offerings and rotate
- Incorporate interactive bible lessons
- Recruit and certify passionate instructors,
- Rotate the instructors
- Establish on campus bible study for college students at area universities and colleges

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EX-OFFICIO PERSPECTIVE

Rev. Dr. Jerry D. Black

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FINANCIAL POSTURE

Deacon Curtis Williams
Treasurer

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Beulah Baptist Church of DeKalb County, Inc.

Finance Office - Hour of Operations

- Monday 1:00p.m. until 5:00p.m.
- Tuesday 11:30a.m. until 7:00p.m.
- Wednesday 11:30a.m. until 5:00p.m.
- Thursday 11:30a.m. until 5:00p.m.
- Fridays - CLOSED

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CHURCH OPERATIONS

**Deacon Nathaniel Harris
Church Business Administrator/
Human Resources Manager**

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Church Mission Statement

“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.....**”



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The Beulah Experience *Mission Statement*

- ❑ Provide recommendations that will help achieve the overall goal of **enhancing, strengthening, augmenting, and deepening the Beulah Experience** for every member, visitor, and friend, across all demographics
- ❑ The recommendations that will magnify the Beulah experience will be categorized as follows:
 - ✓ 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

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The TBE Team | Focus Groups

GOD		
Deacon Nat Harris	(AGE)	Team Lead
Rev. Patricia Fickling	(4 – 13)	Children and Tween Group
Rev. Derrick Johnson	(14 – 18) (19 – 25)	High School Group College Group
Dea. D’Arcy Reynolds Sis. Ayanna Seals	(26 – 35)	Young Adults
Sis. Sylvia Mitchell Sis. Stephanie Simon	(36 – 54)	Adults
Bro. Christopher Hightower	(55 & Up)	Seasoned Adults
Each focus group had an Advisory Council		



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TBE: Gathering the Data

The following list of various methods was used by the focus groups to gather the TBE data.

1. Virtual Focus Zoom Sessions
2. In Person Meetings
3. Telephone Calls



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TBE Recommendation

After gathering the data, each focus group leader and their Advisory Council:

1. Reviewed the data
2. Developed recommendations based on the data collected
3. Presented the recommendations to the Board of Directors for approval and inclusion in the church's strategic plan
4. **NOTE:** Incomplete plans from the original "Five Year Strategic Plan" were included in the recommendations



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2024 Operational Projects

Listed below are the key 2024 Operational Projects.

1. Church Rebranding
2. Website Update
3. Census Project (updating the member's database)
4. Rollout of the Beulah App
5. Resumption of Summer Camp & After School Program
6. Implementation of Performance Management Process (PMP)



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2024 Enhanced Member Services

Completion of the operational projects will yield the following enhanced member services.

1. Leadership will have the ability to measure member's participation level
2. Electronic check in / registration kiosks
3. Implementation of a Learning Management System (LMS)
 - a) SACA Certification
 - b) New Members Classes



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2024 Enhanced Member Services (cont'd)

Members' Portal

1. Ability to update a member's contact and address
2. Ability to print tax contribution statement
3. Ability to view Year to Date contribution
4. Ability to access member's small group
5. Ability to share a member's talents
6. More.....



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2024 Master Project Plan Performance Management Plan

The 2024 Operational Projects and TBE approved recommendations will be combined to create the 2024 Master Project Plan.

The Master Project Plan will serve as input to the Performance Management Plan (PMP) for staff employees.

Implementation of PMP will ensure that each recommendation has:

- ✓ An assigned leader / team
- ✓ Staff performance will be based on meeting agreed to measurements
- ✓ The staff's year end PMP review will be a major component of the employee's annual review

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QUESTIONS & ANSWERS

Bro. Ken James

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BOARD OF DIRECTORS