

Executive Summary – Annual Meeting 2023

Roman 12:12 tells us to Rejoice in hope, be patient in tribulation, be constant in prayer. Over in Psalm 39:7 the question is asked, “And now, Lord, what wait I for?” In that same passage is good news, the response is, “My hope is in thee.”

In this year of hope, reflecting on our past years, we are continuing on this journey preparing for the Kingdom of God. We continue to embark on new ground, solid ground. The rich history of our church and the constant desire to explore new horizons has brought us to momentous crossroads in our history.

On that journey many of the brave forerunners of our Beulah family made profound moves that have solidified our existence and our very being. Some 48 years ago five proud, intuitive God-fearing men deeply rooted in their faith took a bold giant step in contributing to the rich history of Beulah Baptist Church. Those men, Rev. E. D. Thomas, Deacon William T. Jackson, Deacon William Dixon, Deacon Blake Carlton and Deacon Booker T. David knew the church had to be positioned to stand and operate in a changing society. Thus, on the 13th day of August 1974 we were duly incorporated under the laws of the State of Georgia by the Superior Court of DeKalb County.

From its inception and up to this day, the Board of Directors has been and is the governing body of the Corporation. As members of Beulah, you are members of the Corporation. Some of you may be asking, governing body, Corporation, this is our Church what do you mean?? Before we

move into our prior years' accomplishments, and our goals for 2023, it is fitting that I share with you, who we are, and our responsibilities. I'm sure there are those of you who have heard these responsibilities and are very familiar with what we do. Please bear with me as I quickly share them.

Along with the Board of Deacons, The Board of Trustees, and the Finance Department, the Board of Directors is one of the four core leadership organizations that manages the temporal matters of the Church. The Board of Directors is responsible for ensuring effective and fiscally sound operation of the Corporation by providing good leadership, advice, and direction. It ensures policies and guidelines are in place to either eliminate or reduce the liabilities to the church in the areas of asset management, property management, vehicle management, child abuse, and the use of equipment associated with the aforementioned areas.

- 1. Monitor and evaluate effectiveness of church programs/activities against goals and plans**
- 2. Review policies and church budget**
- 3. Responsible for our *Safeguarding Against Child Abuse* initiative, our Emergency & Disaster Initiative, Strategic Planning, and Human Resources. Maintain knowledge of current ministries and events/activities**
- 4. Ensures that the Corporation adheres to and complies with the section 501©(3) of the IRS Code of 1986 or the corresponding provision of any future US Internal Revenue law**

5. **With the approval of the Church Conference, responsible for all purchases and leasing of real property.**
6. **Executes any and all documents needed or required in the sale, purchase, pledge or other conveyance of any part or all of the Corporation's property. Signs contracts relative to**
 - a. **The purchase of insurance for all church property**
 - b. **Securing legal services for the church**
 - c. **The Pastor's benefit package**
 - d. **Secures the service of a Certified Public Accountant to audit the church's financial records. The Board Chair signs all documents when the church secures a mortgage**
 - e. **Signs all contracts executed between ministries and outside vendors**
7. **Assist in the procurement of funds**
8. **Responsible for establishing and enforcing all policies, procedures and guidelines of the Beulah Family Life Center**
- 9 **The Board of Directors can act in the absence of the Church Conference in the event time or circumstances prevent the Church Conference from convening to address urgent church matters.**

These are our primary responsibilities and we have been very busy, focusing on these very important responsibilities.

We just spent three years in a pandemic and we're not out yet. We have gone through a period in time that was like none we could ever imagined, but we thank God that He has covered us and sustained us. We were in uncharted waters. He kept us through this perilous time. It is no accident that we are still here. This past October, during our Board Retreat, I shared with the Board my Vision and Goals for 2023. They are as follows:

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.

Goals:

1. 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;
2. Vigorously support the Pastor's vision to retire the mortgage by December 2026;
and

3. Recruit board members to fill three vacancies by June 2023. The individuals should bring good leadership skills, listening 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.

We have begun receiving resumes from interested members. On March 14

The Board sponsored an Information Session where we shared specific qualifications for a Board member. **The deadline for resume submission is March 31. Resumes should be submitted via email to bod@beulahbaptist.org.**

4. Recruit a Facilitator for the next phase of the strategic plan with special emphasis to support the work and plans for the Beulah Experience;
5. 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;
6. Implementation of Online Safeguarding Against Child Abuse training and certification for all workers and volunteers by April 2023. Update the process for data collection and reporting; and
7. Continue to advance the work of the HR Department; develop a succession plan for all positions.

Looking ahead, I am pleased to say that tonight we will share some wonderful successes and plans for addressing those areas where we have fallen a little short. We will focus on **four key areas**.

Our reporting will include a **financial update** from our Treasurer, who strongly believes in being a good steward over that which the Lord has blessed our Church. I am pleased to report that we are financially sound. You'll get a status of our online giving, our savings and other financial matters.

The reporting will include an update of **Strategic Planning**, which has been a "God-size" undertaking. Prior to the pandemic we were on our way to great things in our history. It is fitting that at this time, on behalf of the Board, I express my sincere gratitude to Dr. Debra Moore, who served as our Strategic Planning Coordinator for sharing her awesome gifts and her invaluable contribution to the successes and accomplishments of the Strategic Plan.

A detail listing of accomplishments and changes since the pandemic will be shared. So, what is our next step? The Board extended the completion of the plan in 2022 and expanded it to include the Beulah Experience, information regarding the focus groups will be shared.

In our last corporate meeting, I asked God to “fire up our imagination, strengthen our resolve, deepen our faith and open our ears to His voice and the voice of each other.”

Our God is so faithful, you’ll hear about the Transformation of the Church, the Hybrid Church, the Beulah Virtual Model and Ministry Platform. Our minds and ears have been opened to new horizons.

We will bring you up to date on **Human Resources**. The work and recommendations from the HR Consultant firm that was hired, solidly positioned us as an employer and department. One of the key recommendations was the role of the HR Manager. The position is not a full-time position and Deacon Nat Harris continues to serve in a dual role as Business Administrator and HR Manager. The accomplishments and successes in HR include the salary administration, compensation, job description, HR Manual and Employee Handbook. We are pleased to share information in these areas.

Technology has been an opportunity area and area of concern for us in prior years. A number of gains have been made in that area. The work and successes in our technology were paramount as we weathered the pandemic. We are pleased to share that information.

The final area is **Board Governance**. The Board worked tirelessly in addressing this area and will share the updates this evening. One of the primary and significant changes is the Board composition. The Business Administrator, who was a position member, no

longer serves on the Board, but reports to the Board and Pastor Black. The explanation of this change and others will be discussed under the topic of Governance.

Proverbs 19:21 – NIV ***“Many are the plans in a person’s heart, but it is the Lord’s purpose that prevails.*** God has poured into each of us ideas (in and out of the box), desires and plans for a new horizon for our Board and our church, UNCONVENTIONAL IS OK! As we enjoy the blessings and favor of God, let us focus on these new things, put away thoughts and fears of what we think we can not do, but step out and embrace what God says we can do. We must leave room for God to send us on detours because the blessings may come on the path that we did not expect to take.

The Board understands the work ahead of us, we’ll continue to work with vigor and a determination to reach our goals, serving this present age, but keeping in the forefront the need to plan for the future; knowing Beulah is a church that’s grounded and anchored standing steadfast working in the vineyard for our Savior and solidifying a future for our children, grandchildren and generations to come. We must have the courage to make tough decisions, we cannot have apathetic laryngitis. I am honored to stand before you as your chairperson and humbled by the opportunity to serve in this coveted capacity. Serving is an honor and a sacred responsibility, we know God could have chosen any one He wants for these positions and we recognize the many gifts that are in this body called Beulah Missionary Baptist Church. For those of us who are currently in this assignment, “we must work while it is day”, praying, meditating and

reflecting on the words of Hebrews 12:1, "Let us run with patience this race that is set before us. Looking unto Jesus the author and finisher of our faith."

In closing, I would like to thank each of you for your attendance and attention; Special thanks to those members who answered the call to participate in the Strategic Planning process and the Beulah Experience, whatever the contribution, we are most grateful to those voices that spoke courageously but with humility and will not be muffled or silenced, thank you, to our employees who are second to none. Thank you, Pastor Black, for continuing to support us in our undertakings and decision making. To this hardworking dedicated Board of Directors; thank you for being insightful, encouraging, poised and ready for the great things God has ahead of us. Thank you for your willingness to embrace the vision and not allowing the vision to be clouded with doubt and naysayers. Thank you for accepting the opportunity to learn to see our goals with the eyes of faith. To each of you, my Beulah family, thank you for your prayers, your love, and support. Last, but certainly not least, to God Almighty, God of our hope, we thank you for the Beulah Baptist Church of our past and the Beulah to come. As we look to the years ahead, we ask that you never leave us, keep us in your holy hands! My hope is built on nothing less than Jesus' blood and righteousness! On Christ the solid Rock I stand!! May God bless you and God forever bless Beulah Baptist Church.