



BEULAH BAPTIST CHURCH OF DEKALB COUNTY INC.

# BOARD OF DIRECTORS

# BEULAH BAPTIST CHURCH OF DEKALB COUNTY INC



## ANNUAL MEETING OF THE CORPORATION

MARCH 24, 2026

6:30 P.M.

*Beulah*

**2026**



# MEETING AGENDA

Scripture Reading

Invocation

Call to Order

Adoption of Agenda

Adoption of Minutes

Introduction of Directors & Officers

Executive Summary

Ex-Officio Perspective

Annual Reports:

- Treasurer Report
- CBA/HRM Report

Deacon Andre Todd

Reverend Dr. Jerry D. Black

Brother Mylan Anderson

Brother Mylan Anderson

Sister Dorothy Jenkins/  
Brother Mylan Anderson

Reverend Dr. Jerry D. Black

Deacon Curtis Williams

Deacon Nathaniel Harris

# MEETING AGENDA (cont'd.)

- Standing Committee Reports:
  - Governance
  - Human Resources
  - Risk Management
  - Strategic Planning

Questions & Answers

Closing Prayer/Adjournment

Dr. Kim Lee-Lewis

Sister Kim Slaughter

Reverend Dr. Elliott Farmer, Jr.

Dr. Shaunta' Adams

Dr. Kim Lee-Lewis

Reverend Dr. Jerry D. Black

# INTRODUCTION OF BOARD OF DIRECTORS & OFFICERS

Brother Mylan Anderson



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**2026**

# 2026 BOARD OF DIRECTORS

Mylan Anderson – Chairperson – At Large

Kim Lee-Lewis – Vice Chairperson – At Large

Shaunta' Adams – Secretary – At Large

Kim Slaughter – Assistant Secretary – At Large

Curtis Williams – Treasurer – Position Member (Finance Department)

Pastor Jerry D. Black – Ex-Officio

Bettye Davis – At Large

Patricia Davis – At Large

Elliott Farmer, Jr. – At Large

Ken James – At Large

Kimberly Mason – At Large

Akecia Owens-Cunningham – At Large

Jerrod Owens – Position Member (Deacon Board)

Ebonie Sanders – At Large

Brian Terry – At Large

Andre Todd – Position Member (Trustee Board)

Dorothy Jenkins – Advisor (Immediate Past Board Chair)

# EXECUTIVE SUMMARY

Sister Dorothy Jenkins  
Brother Mylan Anderson



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**2026**

# BOARD OF DIRECTORS RESPONSIBILITIES

The Board of Directors is the governing body of the Corporation 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.

# BOARD OF DIRECTORS 2025 ACCOMPLISHMENTS

## **Mortgage Retirement**

Brick and Pew Plaque Initiative

## **Safeguarding Against Child Abuse Training**

In-person – 35 Members

Online – 125

Partnering with Creative Services developed a training tool for Safeguarding Against Child Abuse that provides all training online

## **Emergency & Disaster Training**

Tornado Evacuation – 75

Fire Evacuation Training- 110

Active Shooter – 95

# BOARD OF DIRECTORS 2025 ACCOMPLISHMENTS

**Instituted Performance Management Program for all employees**

**Family Life Center –**

Awarded DeKalb County Human Services Boost Grant

Successful Summer Camp

Reactivated Partnership with Toastmasters Chapter

New Partnership – DeKalb County Library (classes included Wills & Trusts, Medicare)

# BOARD OF DIRECTORS 2025 ACCOMPLISHMENTS

## Reactivated Cub Scouts Troop

External Comprehensive Risk Management Assessment  
Conducted

Strengthen Safety Communication & Protocol by Developing  
A Safety Evacuation Statement and Process

Governance -By-Laws Changes

# BOARD OF DIRECTORS 2026 VISION

Led by the Holy Spirit and our Pastor, we are committed to sound leadership through collaboration and inclusivity. Our goal is to uplift the church by addressing the spiritual, physical, and mental needs of all individuals, fostering a nurturing environment where everyone can thrive in their faith and serve the community.

# BOARD OF DIRECTORS 2026 GOALS

- Support Pastor's goals for financial stability, family strength, center of excellence, community engagement, and church legacy.
- Implement succession plan for Church Business Administrator/Human Resources Manager (CBA/HRM).
- Succession planning for key personnel on church staff and family life center staff; ensuring seamless transition and minimal disruption to operations.
- Implement Performance Management Plan (PMP) for all employees of corporation.
- Recruit one (1) at-large member in accordance with Board roll-off plan.
- Collaborate with assigned stakeholders to provide direct support and assistance from Board members to effectively achieve objectives of Strategic Plan 2.0 (The Beulah Experience).

# BOARD OF DIRECTORS 2026 GOALS

- Mitigate risks identified in Comprehensive Risk Management Assessment.
- Complete Operational Assessment 2.0 for Beulah Community Family Life Center.
- Pursue additional funding opportunities (grants) for activities/programs at Beulah Community Family Life Center (BCFLC).
- Support BCFLC director and staff with preparations for after-school program in 2027.
- Collaborate with Finance Department on strategies for maintaining reserve funds to manage unexpected expenses; and identify specific methods to reduce spending while still meeting needs of membership.
- Implement succession plan for key board positions via leadership mentoring/shadowing board development initiative.

# EX-OFFICIO PERSPECTIVE

Reverend Dr. Jerry D. Black



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**2026**

# ANNUAL REPORTS



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**2026**

# TREASURER REPORT

Deacon Curtis Williams

# TREASURER REPORT

## Beulah Baptist Church of Dekalb County, Inc. Hours of Operation

- Monday - 1:00pm until 5:00pm
- Tuesday - 11:00pm until 5:00pm
- Wednesday - 11:00pm until 7:00pm
- Thursday - 11:00pm until 5:00pm
- Friday - Closed

Contributions can be placed in the wall box in the Vestibule

# CHURCH BUSINESS ADMINISTRATOR/ HUMAN RESOURCES MANAGER REPORT

Deacon Nathaniel Harris

# BUSINESS ADMINISTRATOR/ HR UPDATES

## Business Administration

- **Implementation of Performance Management**
  - Implemented as of 1/1/2026
  - Expect to be 90% complete as of 4/1/2026
- **Market Analysis**
  - All job descriptions will be reviewed and updated as necessary.
  - A market analysis will be conducted to determine the compensation for each job description.
  - The output from the market analysis will be used as input to the 2027 payroll to support salary adjustments.
- **Family Life Center**
  - Strategic plan implemented to:
    - Reduce the center's dependency on the church for financial support through the pursuit of grants.
    - Increase the center's programming through the partnering program.

# STANDING COMMITTEE REPORTS



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**2026**

# GOVERNANCE

## Purpose:

The Committee shall be responsible for overseeing how the Board governs, including reviewing operating procedures and processes, and recommending changes as appropriate. The Governance Committee shall interpret the meaning of the official documents of the Board and keep the Board of Directors and Church Conference informed of any substantive changes. The Governance Committee will also conduct Board orientations and other training for Board members as appropriate.

## Accomplishments:

- Implemented annual board retreats for strategic planning purposes
- Hosted joint meeting between the Deacon Board, Trustee Board, and Board of Directors for transparency purposes
- Updates to Roll-Off Plan (March 2025)
- Amendments to Bylaws (November 2025)
- Former Board Chair currently serves in an advisory capacity per the member roll-off plan as identified in the By-Laws.

# GOVERNANCE (cont'd.)

## Projected 2026 Activities:

- Board recruitment for one at-large (in process)
- Develop reporting guidelines for Board committees and sub-committees to report to the overall Board
- Board training and development

# HUMAN RESOURCES

## Purpose:

HR Committee provides oversight, guidance, and strategic direction to the Church Business Administrator & HR Manager. Church Business Administrator & HR Manager shall be responsible for the day-to-day operations of Human Resources.

Responsibilities shall include overseeing compensation and succession planning, ensuring compliance with employment laws, and monitoring human capital management strategies. The committee provides oversight on behalf of the board, reviews and recommends policies, and ensures the church can attract and retain qualified employees.

# HUMAN RESOURCES UPDATE

## Special Announcement:

**Deacon Nat Harris' Retiring as Church Business Administrator/Human Resources Manager**

### Key Dates:

- Official Retirement Date – Sunday, August 1, 2026
- Recruitment activities to identify a replacement:
  - Announcement launches on BNN – Sunday, April 5, 2026
  - Application Deadline – Monday, April 20, 2026
  - Recruitment Search – Internal/External Sources
  - Transition Plan/Knowledge Transfer – Approximately Three to Four Months

# RISK MANAGEMENT

## Purpose:

The Committee shall continually assess risks and potential threats to the Church and its members including but not limited to reputation, financial, and operational threats. The Committee shall be responsible for identifying risk, educating and engaging the Board and other Church departments and ministries; empowering the Board or respective department to take action to eliminate or minimize risks. The Committee shall be responsible for annually reviewing and updating, as necessary, the Church's Risk Management Plan.

The Risk Management Committee operates in the following entities:

- Safeguarding Against Child Abuse
- Emergency & Disaster
- Insurance Management

# RISK MANAGEMENT (cont'd.)

Projected 2026 Activities:

## Expand and Enhance Training Programs

- Continue providing and improving safety and preparedness training across multiple key areas:
  - **Active Shooter Response – 2<sup>nd</sup> Quarter**
  - **Tornado Evacuation – 3<sup>rd</sup> Quarter**
  - **Fire Evacuation – 4<sup>th</sup> Quarter**
  - **Safeguarding Against Child Abuse – Throughout the Year**
  - **CPR Training – 2<sup>nd</sup> Quarter**

*New Initiatives:*

- Introduce **fingerprinting for children** as part of safeguarding procedures.
- Develop a **standardized training tool** for *Safeguarding Against Child Abuse* in partnership with **Creative Services**
- Introduce CPR Training

# RISK MANAGEMENT (cont'd.)

Projected 2026 Activities:

## **Expand Safety Announcements**

Broaden delivery of the **Safety Evacuation Statement** to include **ministry leaders**, who will recite the statement at **each ministry gathering**.

## **Increase Ministry Leader Engagement**

Expand the role of ministry leaders in supporting and managing the **Safeguarding Against Child Abuse** process.

## **Infrastructure & Technology Enhancements**

### **Security Upgrades – Exploration Phase**

Evaluate the feasibility of installing **security cameras** in the **sanctuary** and **fellowship hall**

Explore the potential implementation of **metal detectors** for added protection

# RISK MANAGEMENT (cont'd.)

Projected 2026 Activities:

## Team Expansion

**Expand membership** of the Emergency & Disaster Team to support increased safety coverage and responsibilities.

## Church Risk Assessment

**Address deficiencies** identified during the 2025 church-wide risk assessment  
Work collaboratively with **key departments and leaders** to continue identifying and mitigating potential risks.

## Leadership & Governance

### Action Item:

The **Board of Directors** is currently **determining** who to appoint as the **next Risk Management Leader** from the Board while the Risk Management Committee is in knowledge-sharing and leadership transition.

# STRATEGIC PLANNING

## Purpose:

The Committee shall coordinate the identification of priorities, establish goals and objectives, find resources, and allocate funds to support the decisions involving the strategic planning. Oversees the implementation of the strategic plan. As the plan progresses, the Strategic Planning Committee makes recommendations for the Board to consider that may impact the Church.

## Accomplishments:

- The Beulah Experience (TBE) is led by Deacon Harris and serves as the strategic plan.

# Q&A SESSION



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**2026**