Zion Baptist Church, Inc.

Rev. Dr. Keith W. Byrd, Sr.
Pastor

"Purposed to Lead"
II Corinthians 5:20 (NKJV)

ZION
BAPTIST CHURCH
SERVING THE FAMILY OF GOD SINCE 1864

2024 ANNUAL CHURCH MEETING
HYBRID
SATURDAY, DECEMBER 7, 2024
10:00 A.M.
SANCTUARY (MAIN CAMPUS) & ZOOM

ZION MAIN CAMPUS |4850 BLAGDEN AVE. NW | WASHINGTON, DC 20011
ZION NORTH CAMPUS |11005 DAYTON STREET | WHEATON, MD 20902
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Rev., Dr. Keith W. Byrd. Sr.

Annual "Hybrid" Church Business Conference

Saturday, December 7, 2024, at 10:00 AM

AGENDA

I. Call to Order (Scripture and Opening Prayer)

II. Adoption of Agenda

III. Adoption of Minutes from June 8, 2024, Semi-Annual Hybrid Church Business Conference

IV. Administrative, Ministry, and Discipleship Ministry Reports…..**Page 16-124**

V. New Business

a. Nominations – Presentation of Slate

b. FY 2025/2026 Budget Summary……**Page 125-127**

VI. Election Results (Deacon Gloria Rogers)

VI. Old Business

a. Shepherd's Conference – Survey results

b. Standard Operating Procedures (SOP) - Draft manual

c. Governance Committee – Draft Amendment to Constitution/By-Laws….**Page 40-80**

VIII. Announcements

IX. Adjournment

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Rev. Dr. Keith W. Byrd, Sr.

Hybrid Virtual Church Business Conference June Semi–Annual Meeting Minutes
Saturday, December 7, 2024 – 10:00 AM
PURPOSED TO LEAD – II Corinthians 5:20

Hybrid Meeting

Virtual attendance **– 28**

In-person attendance **– 51**

I. Call to order with Scripture and Opening Prayer

Pastor Byrd called the meeting to order @ 10:04 A.M with the song, Thank You, Lord, Scripture: Psalm 127:1-5, and prayer.

Pastor Byrd: "Please help me commend Reverend Tolson and our entire AV staff for making this look so easy. Brother Eric Jones, and Sister Shawnte McQueen, also working with Brother Ryan Jones and all of the volunteers and designated volunteers who work with them to make this happen. I'm going to give a special shout out to my son Kevin, who got us all started today."

II. Adoption of the Agenda

Deacon Delores stated an error at Roman Numeral 5, Anniversary year.
Corrections: Roman Numeral V -New Business: Change 60th Anniversary Committee report to 160th
Pastor Byrd: "I will entertain a motion to adopt the agenda**."**
Trustee Jackie Anderson moved to adopt the agenda with 1 correction; **Trustee William Lawson** seconded.
Pastor Byrd: "Are you ready for the question?" Poll launched
*Online results=**23/28** voted =yes; nays= 0; In person results= **45/51** voted yes Agenda adopted*

III. Adoption of Minutes from Annual Hybrid Church Conference- December 16, 2023

Correction: Deacon Gloria Rogers noted an error on page 13; Nomination Committee topic: Change CR Code to QR Code.

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Trustee Debby Henry-Caldwell recommended completion of the question she asked at the Semi-Annual Meeting. The question should read "Can the budget be presented at the BCA meeting in actuals for expenses and income?"

Pastor Byrd: "I will entertain a motion to adopt the minutes at this time."

Trustee Debby Henry-Caldwell moved to adopt minutes with 1 correction, and 1 recommendation; **Sister Leslie Jayne Chavis** seconded.
Pastor Byrd: "Are you ready for the question?" Poll launched
Online results=25/28 voted =yes; nays= 0; In person results= 42/51 voted yes; nays = 0; Minutes adopted with 1 correction.

Sister Arlene Holt-Baker recommended members receive minutes and reports for the Semi-Annual/Annual business meetings at least 1 week before the meetings, to give congregations time to review beforehand.
Pastor Byrd: "I will entertain a motion to adopt that at this time Sister Holt-Baker." **Sister Arlene Holt-Baker** moved that with Pastor Byrd's encouragement to leaders to get reports submitted timely, minutes and reports could be distributed to the congregation at least 1 week before the meetings; **Sister Beverly Lewis-Koch** seconded; **Pastor Byrd**: "Are you ready for the question?" Poll launched
Online results=23/28 voted =yes; nays= 0; In person results= 47/51 voted yes; nays = 0; Motion adopted.

IV. Administrative Reports, Ministry and Discipleship Ministry Reports

A. Administrative Reports: Clerk, Secretary, and Treasurer

1. **Clerk-** report submitted

Updates/highlights: Two questions asked at the BCA meeting were answered today. **Question 1**: "What is the total current active membership"? The clerk's report notes 793 active membership-762 at the Main Campus and 31 from the North Campus. **Pastor Byrd**: "If a disciple gets Baptized, but does not come back to Church for the Righthand of Fellowship, they are not included in the count**: Question 2:** "What constitutes being an active member?" **Pastor Byrd read from the Constitution, ARTICLE VIII/Section 4(a-c), and then interpreted "If we do not hear from you, see you, and you are not contributing your tithes, to the Church, you are inactive."**

2. **Secretary –** Report submitted
3. **Treasurer: -**Report submitted

Q from Trustee Debby Henry-Caldwell: "Jackie Anderson and I were given the task of working with Zion Enterprise, on page 22 footnote 1 of the Treasurer's report, we believe the footnote is incorrect because while the checks we've seen and other documentation that $54,000 that is owed to Zion, it was paid, so there needs to be a correction to that footnote. **Pastor Byrd:** "In order for the Treasurer to correct the report, the Chair of the Trustee Ministry has to

give some indication that whatever the research you were assigned by the Chair of the Trustee Board has to be double-checked, and so that information has to be conveyed by the Chair of the Board of Trustees to the Treasurer so that the treasurer can then amend the report. We cannot amend the report here. We can note what you said for the record. **Trustee Babara Childs**: " In looking at the report, the Treasurer report is dated April 30th, 2024, and it so states that on May 5, received copies of canceled checks to confirm repayment, so if the Treasurer couldn't put it in her report at that time, because it was dated April 30 and it was confirmed on May 5th." It is in the report on page 22 of the booklet, it's added there is just a difference of 1 day."

Debby Henry Caldwell objected to the information be in Footnote 1 if it has been paid. **Pastor Byrd** said he would defer the question to the Treasurer (not online at the meeting).

Trustee Harvey: "That matter has been resolved; it has been paid"

Q from Trustee Lawson: "When the Church gets a grant, where does that income go, and how is it shown**" Pastor Byrd: "That is an internal Trustee process.** A grant has to be segregated. and all the particular rules of that state grant would have to be communicated. It would have to have a grant monitor, and it would be only shown as income to the extent that we were able to expend it for something that was related to our outgo, in terms of the church income, because if you are spending it, that is a little bit different." **Pastor Byrd**: "There is no grant income at this time**."**

Trustee Lawson: "Are the Ministries' income in the budget?**" Pastor Byrd:** No, Ministries don't have an income, because we operate with a combined budget format. Ministries have money allocations from the combined budget."

Trustee Lawson: "How are designated funs reported?" **Pastor Byrd: "**They are recorded differently; if you say you want to donate this money to the Youth ministry, then that money is designated to the Youth Ministry, but if you say, I'm giving to the Church because I like the Youth Ministry then it goes to the general fund."

Q: "Why was the repayment from GNJ included in the Treasurer's Report? I wonder where else it should appear if it is not the treasurer's report." Pastor Byrd: "I do not know."

Pastor Byrd: "Is there a motion to receive the Treasurer's report?" **Trustee Debby Henry Caldwell** moved to accept the Treasurer Report with the report being edited and amended at a future date; **Trustee Christine Willians**, seconded.

Poll launched; Online results=25/28 voted =yes; nays= 0; In person results= 48/51 voted yes. Treasurer report accepted with editing and amendment at a future date.

B. Ministry Reports

1. **Deacon Ministry –** Report submitted
2. **Trustee Ministry –** report submitted

Updates/highlights: "Trustee Barbara Childs: "The Chair of the Trustee Board, Trustee Althea Smith went to the 4th District Police Station to ask for surveillance on Sundays because

of the recent car break-ins. The Captain said they couldn't promise, and he was not sure how many police would be on duty on Sundays."

C. Discipleship Ministry Reports

Deacon Gholston stated the Prayer Ministry submitted a report, but it is not in the report Booklet.

Bereavement Committee – Report not Submitted
Charles B. Walker Culture Club – Report Submitted
Updates/highlights: Judy Jordan, President stated an incorrection report; LSU is the University Sister Rice a CBWCC scholarship recipient, will be attending.
Chatman's Army – Report Submitted
Updates/highlights: Q from Sister Tanya Covington: "Can we use Chatman's Amy volunteers to walk the block on Sundays during Church Service?" **Pastor Byrd:** "Our in-house security, so to speak, for volunteers, has been Chapman's Army. Deacon Joe Dyson is here, and I'm sure he would love to get more volunteers. So, Chapman's Army does that. We have an additional person, Brother Jamal Saunders, who works in security, who has agreed to come and wear his security vest just to stand out and walk around." "If anyone wants to volunteer, see Deacon Joe Dyson."
Sister Jackie Byrd Tillman and Trustee Kimberly Ndiaye both provided an overview of the Safety and Security Team that has been created with ZBC leaders and members; they carry walkie-talkies (in response to Rev. Anderson's question about walkie-talkies for volunteers).
Trustee Kimberly Ndiaye stated more training will be offered for security.
Genevieve N. Johnson Senior Day Care Ministry – Report Submitted
Health Ministry – Report not Submitted
Human Needs Ministry – Report submitted
Men's Ministry/ Mighty Men of Zion– Report Submitted
Music Ministry – Report submitted
Nominating Committee Ministry – Report submitted
Prayer Ministry – Report not submitted (**correction-was submitted on May 22**)
Sunday School Ministry – Report submitted
Transportation Ministry – Report Submitted
Usher's Ministry – Report submitted
Women2Women Ministry – Report submitted
Veterans Ministry – Report submitted
Youth/Young Adult and Community Engagement – Report submitted
Zion's Community Enterprise – Report submitted

V. Old Business

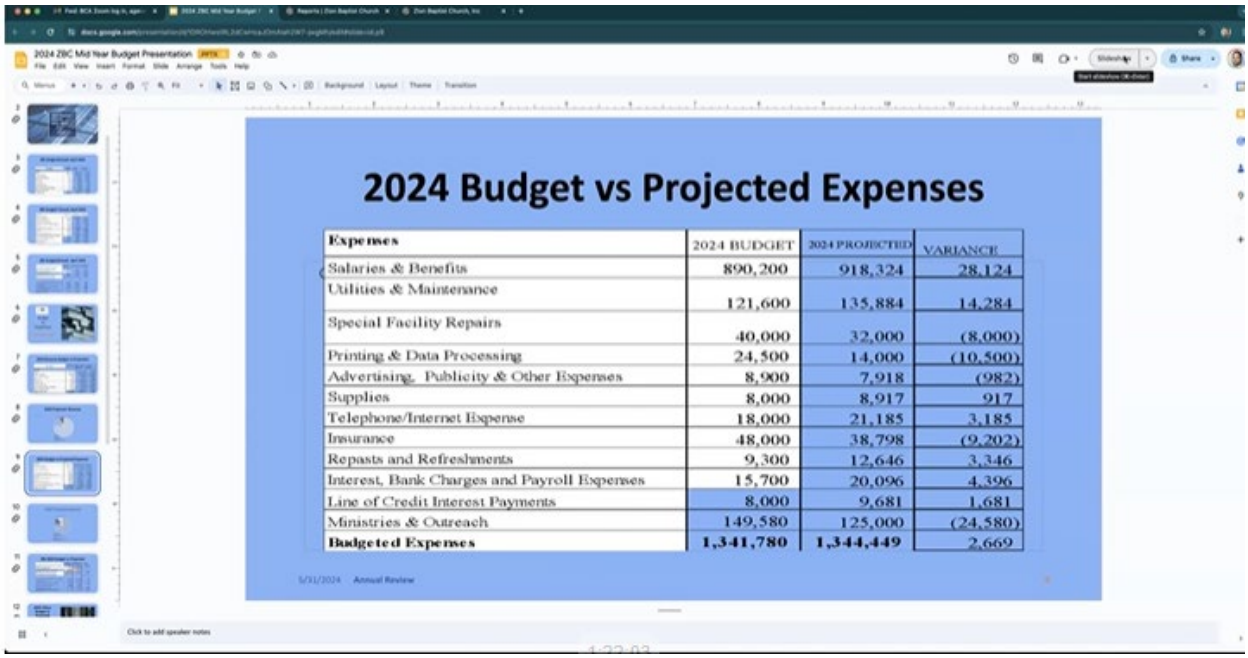
1. FY 2024/2025 Budget

Updates/highlights: Trustee Barron Harvey: "The date on the report should be corrected. I do want to acknowledge the hard work and dedication of the Budget and Finance Committee and the Board of Trustees; we have been working tirelessly with the Pastor and the Administration to address a number of areas. For example, we've had subcommittees looking at areas that we've identified that might be managed more effectively financially. So, we've had committees look at the telephone bill, for example, utilities. We are concerned about all aspects of things, and we're looking at trends now that have started to reveal themselves and we're thinking that we can either get better vendors with better pricing, or we can be able to manage it more effectively. One of the things we have to do is continue to look at our expenses. Our role is to make sure that we try to enhance the revenue and minimize the expenses, and one of the things that we think we can do as a Committee and Ministry is to at least identify and make the Administration and the Pastor aware of where we see opportunities to cut expenses."

Trustee Harvey: " This gives you an update on the budget to actuals as of 2024 April, and you'll note that the tithes and offerings are the biggest contributors of our revenue and you can see tithes are running a little bit ahead of budget, and gifts and offering are running a little bit behind. We can look at the Budget to Actual totals; we are running about 6% below budget as of April."

"As we look at the Budget to Actual expenses, the line share of our expenses is contained in our operations and salaries. We can see that salaries are running a little bit ahead, but not significantly ahead. However, you can note on the second line of our expenses, utilities and maintenance are running way ahead of budget, and that is an area that we are going to be looking at and we are concerned about overall total expenses are running a little bit behind, and a lot of it may be timing. For example, if you look at the line item for insurance, we do, in fact, see a positive variance of over $9,000 but that may in fact be a timing difference."

"We can see that the budget, as of April, was projecting a surplus of a little over $16,000 and the actual is projecting $23,000 with a positive variance of $6000; the Trinity fund is an important area that we need to note, and it is running significantly under budget, and we're hoping to work with the Pastor and other Ministries to encourage more contributions to the Trinity fund. Overall, we can see that the C PACE loan has been paid. All of our mortgages have been addressed as well. We will be looking at the projections that we have based on the budget to actuals as of April, and what we anticipate that we will do by the end of the year. The budget itself with tithes projected, is budgeted at $1,065,000 and we're projecting a little bit over that, at $1,073,000. Gifts and offerings continue to run a little lower, but overall, we anticipate being on budget with the actual revenue. We will see the budget to projected expenses for 2024 and again, our largest items of concern would be salaries, and, more specifically, utilities. The salaries, again, are projected to run a little bit ahead of budget, but I am concerned about the utilities running ahead."

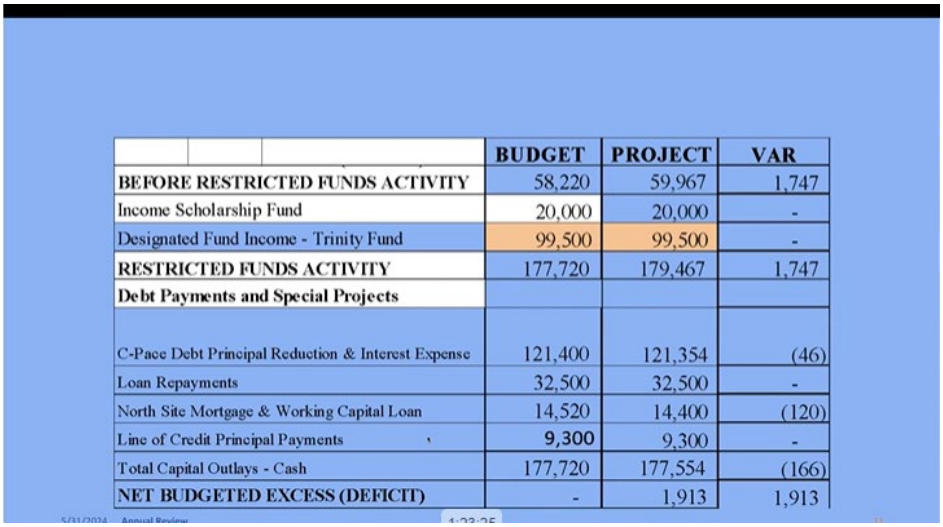


2024 Budget vs Projected Expenses

Expenses	2024 BUDGET	2024 PROJECTED	VARIANCE
Salaries & Benefits	890,200	918,324	28,124
Utilities & Maintenance	121,600	135,884	14,284
Special Facility Repairs	40,000	32,000	(8,000)
Printing & Data Processing	24,500	14,000	(10,500)
Advertising, Publicity & Other Expenses	8,900	7,918	(982)
Supplies	8,000	8,917	917
Telephone/Internet Expense	18,000	21,185	3,185
Insurance	48,000	38,798	(9,202)
Repasts and Refreshments	9,300	12,646	3,346
Interest, Bank Charges and Payroll Expenses	15,700	20,096	4,396
Line of Credit Interest Payments	8,000	9,681	1,681
Ministries & Outreach	149,580	125,000	(24,580)
Budgeted Expenses	**1,341,780**	**1,344,449**	2,669

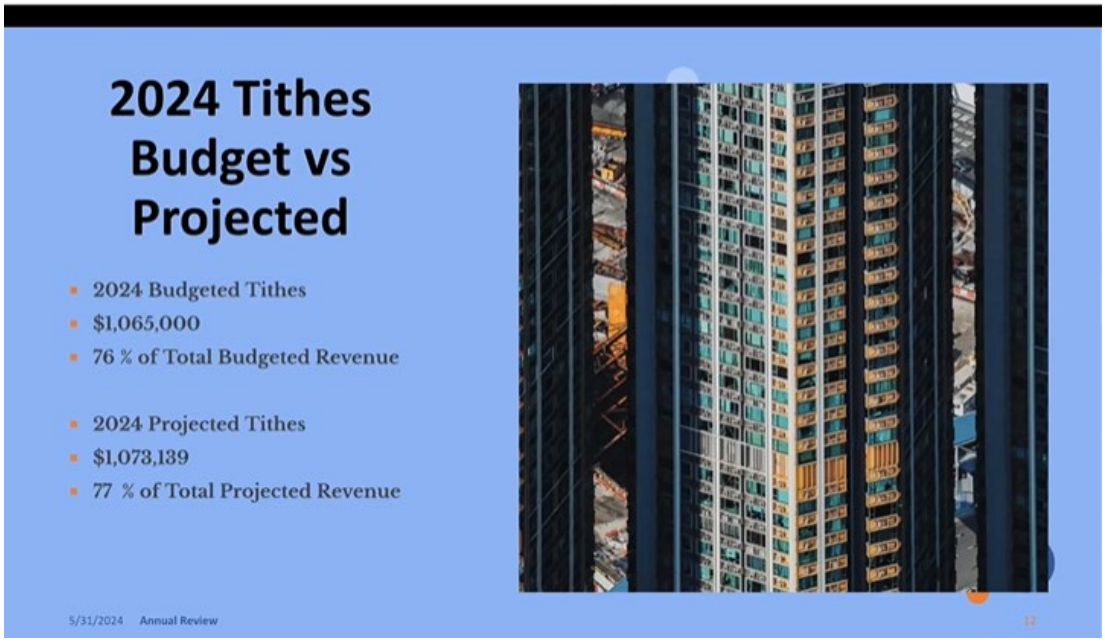
"We have also made significant investments in other areas as well.

Overall, I expect the expenses to be basically on budget. We're projecting it to be a little over $2,000 over budget by the end of the year. The two major areas of the expenses are salaries and operating expenditures, more specifically, utilities, etc. Salaries are running at about 68% of total expenses. We're projecting a net surplus of nearly $60,000 which is a little bit over and above budget, which is positive."

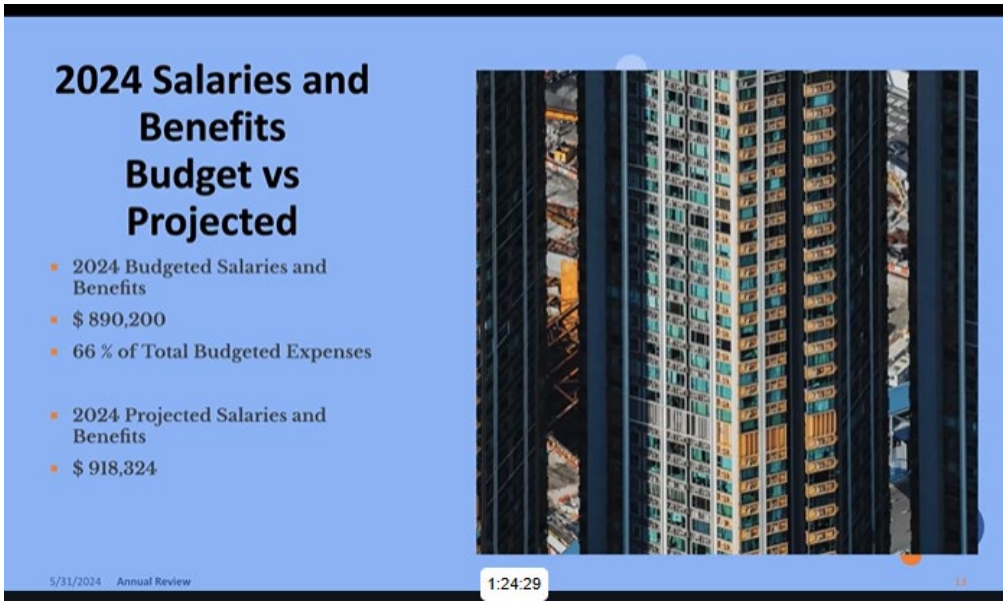


	BUDGET	PROJECT	VAR
BEFORE RESTRICTED FUNDS ACTIVITY	58,220	59,967	1,747
Income Scholarship Fund	20,000	20,000	-
Designated Fund Income - Trinity Fund	99,500	99,500	-
RESTRICTED FUNDS ACTIVITY	177,720	179,467	1,747
Debt Payments and Special Projects			
C-Pace Debt Principal Reduction & Interest Expense	121,400	121,354	(46)
Loan Repayments	32,500	32,500	-
North Site Mortgage & Working Capital Loan	14,520	14,400	(120)
Line of Credit Principal Payments	9,300	9,300	-
Total Capital Outlays - Cash	177,720	177,554	(166)
NET BUDGETED EXCESS (DEFICIT)	-	1,913	1,913

Trustee Harvey: "Looking at the line item for the Trinity fund, we're hoping to be online and on budget for the Trinity fund. Overall, we expect to have a net surplus overall of a little under $2,000."



"The total tithes are budgeted to be 76% of the total revenue for the year. The projected tithes are 77%."

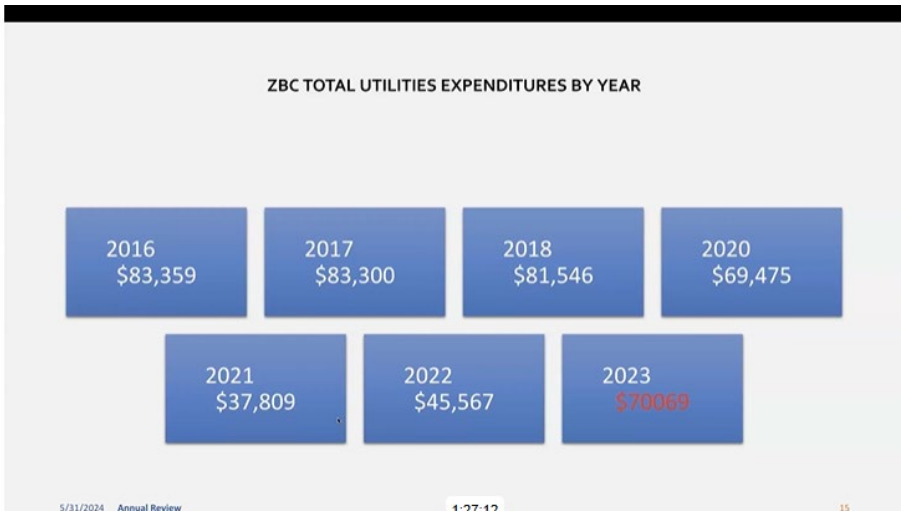


Trustee Harvey: "With the salaries and expenses budget versus projected budgeted at 66%, we are looking at a little bit of increase in that area therefore salaries will be about 68%.

"We have worked with the administration and the Pastor to identify challenges, and one of them is cash flow. When we talk about cash flow, we talk about the ebbs and flows of inflows and outflows, trying to make sure that we find ways to match them more evenly. So, therefore we don't have any challenges; when we're not matching improperly, we do have to make sure that we prioritize payroll and other expenditures in order for us to continue to move forward. We're

also concerned about the rising operational and utility costs, and in that regard, I worked with the Budget and Finance Committee and the Board of Trustees, we outlined a document that we have provided to the Pastor and the Administration making recommendations of how we can manage our cash flow more effectively. We've outlined a number of areas for them to consider, in terms of reducing expenditures and smoothing out the inflows and outflows of cash. Another piece that we need to be concerned about is that we do have, and have had for a while, a vacancy in the Manager of Finance position, and so we, the Board of Trustees through the HR committee are working tirelessly to identify and interview, as we speak, candidates for those positions. I know that we have continued to talk to you about what we're going to do with the 2021 audit. We are going to get there, and then we'll move on to the 2023 audit, but right now, the onus is on the Church CPA, to re-engage the audit firm, and that process we're hoping is taking place this month."

"We are concerned about utilities; we mapped out for you a kind of a trend of where the utilities have been as of 2016 to 2023."



"We were trying to average $80,000 and some in utility costs prior to the pandemic and 2020 and prior to the purchase and implementation of the new HVAC system that we have. In 2021 of course, we were not fully engaged with in-person activities, but the utility costs were fairly low. In 2022 we started being engaged full-time with the church in person, and our expectation is the 45 nearly $46,000 utilities, is where we thought we should be, based on the investment and projections which was told to us with our new HVAC system if we manage it properly, and then, lo and behold, we look at the total in 2023, and we have some level of alarm, and that means that we are now looking at whether or not we're using the HVAC system properly, whether or not there are other ways in which we can try to reduce these costs; anything that's manageable. We need to be on top of it. There's no question about it, those dollars that we save can go into ministries to impact our community and also to upgrade and enhance what we do here as a Church."

Q from Jackie Byrd Tillman: "It would be easier to follow if you could number the pages on your report.?" **Trustee Harvey:** "Yes, we can do that." **Q from Sister Arlene Holt-Baker:** "When will we have an energy audit, and are there funds available through the city or other entities that may assist us in getting an energy audit?" **Trustee Harvey**: "Yes, The Board of Trustees and Budget and Finance Committee made that request directly to Rev. Coley to reach out to Pepco and other entities for assistance. We also need to look at and see whether or not we are using the HVAC system properly, for example, when the sanctuary is not being used, whether or not the system is shut down, and that can be easily tested by the Administration as well. This is very important to us. I think we can save $25,000 easily if we are, in fact, diligent in focusing on saving utility costs."

Q from Sister Arlene Holt-Baker: "Is it possible to have at the next meeting the actual audit report?**" Pastor Byrd: "**The audit is ongoing, and it may be possible for the Committee to present an update**." Trustee Harvey: "**It should be available."

Q from Minister Donna Vance: "Last year the Freedom School had a surplus of roughly $3,000, is that money available to us this year?" **Trustee Harvey**: "We're anticipating a surplus. When I say we have a surplus, that is a comparison between the revenues and the expenses. There are other obligations that we have, including debt obligations, for example, and restricted activities that we have to engage in, and so even though we may have a surplus related to revenue versus expenses, we do have other obligations that will take those funds and be used in other ways. "**Minister Vance**: " Why is that? "The donations were specifically for the Freedom School." **Pastor Byrd**: Minister Vance, your question has not so much to do with the budget, but it has to do with the Finance Committee. If $3,000 was given and not expended designated for the Freedom School, then the answer is yes. Trustee Harvey is talking about the budget, the projected surplus, and what might need to be reallocated as a result of the surplus. You can't just use the surplus. Restricted funds would not be included, but it would be a part of the $3,000."

Pastor spoke to the Congregation: "If you donated and designated funds to the Freedom School, Zion is obligated to release those $3,000 for the Freedom School. That is not a function of the budget."

Statement from Deacon Karen Coley: "My question has to do with the Revenue page I was looking at the Men's Day, the Women's Day, and the Church Anniversary. Those numbers aren't adding up to me. The Budget to Actuals revenue."

Trustee Harvey: "Is it the math or the total? You are correct, unfortunately, these are the numbers we have received from the CPA."

"We would have a negative variance on Men's Day of nearly $674. And a positive variance for Women's Day for $670., and for the Church Anniversary, a negative variance of $166."

Q from Deacon Eunice Hill: "Question about where the audit costs is line item identified? Is it rolled up under utilities and maintenance? Where is that accounted for?" "Since we are looking

at the audit for 2021 we have accountants on payroll, I guess or is this separate that we pay them as we need? **Trustee Harvey**: Well, we've already paid the retainer for the audit, and then we will get a final budget invoice from the auditors at the end of their work. So, we anticipate that we may be a little bit over and it'll be expensive we will have to add at the end of the year, or it will be a follow-up into FY 25." **Deacon Eunice Hill**: "So my question is, is there a line item in the budget; I don't see where that is connected to if it is." **Trustee Harvey:** " The actual expenditure for that was budgeted in FY 22, if you're looking for the actual expense, however, that line item would have been in the budget for that year." **Pastor Byrd**: "The answer is yes. There is a specific line under professional services that is listed in the 2022 budget, there's a fund line, and we pay the retainer from that line, but because of extenuating circumstances, it may go over that, and that will have to be reported again."

Q from Sister Veleria Burris: "Can we get a copy of the detailed budget, a breakdown?" Pastor Byrd: "Certainly, they approved it in December, and so they have a copy." Pastor mentioned if anyone wants a copy of the detailed budget, call the church office. **Q from Sister Veleria Burris**: "How much do we owe on the line of credit?" **Pastor Byrd**: "$95,000 approximately." **Sister Burris**: "What was the maximum?" **Pastor Byrd:** "It's a $100,000 line of credit, of which we owe 95, so we are only paying the interest, we are budgeted to pay against the principal, so that will be paid down slowly."

Pastor Byrd: "I will entertain a motion to adopt the Ministry and Discipleship Reports, this time." **Deacon Patrice Bailey** moved to adopt the Ministry reports and Discipleship reports; **Trustee Jackie Anderson** seconded. **Pastor Byrd**: "Are you ready for the question*?" Poll launched Online results=25/28 voted =yes; nays= 1; In person results=45/51 voted yes. Reports adopted*

2. Governance Committee - Update: Pastor Byrd stated the Committee is working on amendments to the Constitution and bylaws that have been approved by the BCA and Congregation, and a revised draft should be ready by the December Annual Business meeting.

3. ZBC Standard Operating Procedures – Update: The SOPs are coming along, hope to have a draft by the December Business Meeting

4. Shepherd's Conference – Update: Working on a survey for Zion's members to complete virtually and hard copies will be available on Sundays. The survey will be available in early fall.

VI. New Business

1. 160th Anniversary Committee Report – Report submitted

Pastor asked for a motion to allow the meeting to continue for 10 additional minutes after noon. Deacon Eunice Hill: "I move that we extend the meeting 10 minutes; **Lady Kimberly Byrd** seconded. **Pastor Byrd**: "Are you ready for the question?" Poll launched**,** *Online results=22/28* voted =yes; nays= 3; In person results= 40/51 voted yes; nays = 0; *Motion accepted.*

2. **Intentional Prayer for Vision and Needs –** Pastor Byrd

Pastor Byrd: "I prayed with the leadership of the Church. The Lord gave me a vision to divide them up into three different groups, Deacons Ministry, Trustees, and elected leaders and ministry leaders, and we had three days of prayer, one day with each group. The basis of that prayer came from Philippians 4:4-7 and 19; we talked about needs. You've heard a lot about the church's needs."

Results from prayer sessions

"You've heard a lot about finances. You've heard a lot about other things that Zion needs. What I've experienced, and maybe you've experienced too, is a bit of contention around our needs, a bit of hostility, a bit of infighting, a bit of blaming and shaming, and the Lord has convicted my heart that the reason that we have the contention, and the infighting is simply that we're not following his will as it relates to our needs.

Pastor Byrd: "We're talking to everybody else about them, but him. Philippians, chapter 4 beginning at verse 4 says, *Rejoice in the Lord always, again, I say rejoice. Let your gentleness be made known to all, for the Lord is at hand. Be anxious for nothing but everything with thanksgiving, make your prayers and petitions known to God, and the peace of God will guard your heart and your mind. V*erse 19, *My God shall supply all of your needs according to His riches and glory.*

"That was the basis of our prayer to bring all of us together under the rubric and the understanding that all that we need God will provide. Today, I came to talk to the church about praying for your needs and then operating in faith, knowing that God will provide them. So,

what I want you to do is take a look at the needs that the leadership provided, and join us, not only in prayer for these needs, but join us in being faithful to what we pray for. It's one thing you've heard me say, to be people of faith. It's another thing to be faithful people to act on what we believe God is going to do. I believe God is going to provide it. I believe whatever revenue we need; whatever God needs us to do, is already provided. We just need to believe and walk into it. So, when you hear Pastor Byrd say at budget time, don't just give me a budget based on what we've done, I'm asking the Trustees to give me a budget based on what we need and let the Church in faith consider that one. I have already mentioned this to Trustee Harvey, let's expedite the budget cycle so that the Church can have the budget 30 days before. I want to call Zion Baptist Church into 30 days of prayer as you consider not what you've done, but what you're going to do based on what he promises, 30 days to pray about it, 30 days to consider it, 30 days to chew on it, and then we come together and cast a vote, not based on the paper that would be disappointing, but a vote based on our faith and what God can do and will do through us."

Deacon Delores Willis: "I attended the session as a head of a Ministry; can you be a little bit more specific with us about what we can do as Ministry leaders, such as how we can engage our ministries in what we're trying to do here in prayer?"

Pastor Byrd: " I will send some information out and perhaps meet with the Ministry leaders so we can talk in-depth because it's a different way of thinking.

VII. Announcements

Pastor Byrd thanked all who had been involved in coordinating the meeting.

VIII. Closing prayer and adjournment

Pastor Byrd closed with prayer.

The meeting adjourned at 12:16 pm

Minutes submitted by:
Deacon Tanya C. Briscoe, Church Secretary
Deacon Dawn Thomas, Assistant Church Secretary

ADMINISTRATIVE REPORTS

Church Clerk – Report submitted
Church Secretary – Report submitted
Church Treasurer – Report not submitted

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ZION
BAPTIST CHURCH
SERVING THE FAMILY OF GOD SINCE 1864

Rev Dr. Keith W. Byrd, Sr., Pastor
December 7, 2024

Eleven Months Report of the Office of the Church Clerk
December 1, 2023 – October 31, 2024

Tell Archippus: See to it that you complete the work you have received in the Lord"
(Col 4:17 NIV)

MEMBERSHIP STATISTICS

ACCESSIONS	28
Baptism ……	11
Experience of Grace ……	14
Restoration ……	3
Letter ……	0
Watch Care ……	0
LOSS OF MEMBERSHIP	10
By Notification……	6
Did not Return for Right Hand of Fellowship----------	4
Inactive ……...	0
Deaths ……	8

2/11/2024	Sister Jane Adams	6/7/2024	Sis. Marva Smith
2/29/2024	Sister Johnnie Searcy	9/11/2024	Bro. Louie White
3/21/2024	Bro. Harvey Thomas	9/23/2024	Dea. Em Donella J. Darby
4/24/2024	Bro. Kenneth Taylor	10/23/2024	Dea. Em M. Lydia Berry

Total Disciples Zion Main Campus	737
Total Disciples Zion North Campus	34
Total Disciples Virtual Campus	27
Total Active Membership …….	**798**

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One hundred forty-seven new donors have registered on the Zion Baptist Church E-Giving site this year. Two new donors have registered on the Givelify giving application.

The contribution envelopes has been revised to include a line for the *Preserve Our Foundation/Trinty Plan* contribution and to reflect our A*ffirmation of Giving*. The Diaconate category has been deleted on the general giving envelope and a new separate envelope is available for Diaconate contribution.

Please remember to notify the Office of the Church Clerk of any change of address, phone number, emails, or other vital statistic.

Thank you for your cooperation with our new endeavor.

In Christian, Fellowship

E. Marlene Tolson
Church Clerk

Deacon Lora K. Dyson
Assistant Church Clerk

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Rev. Dr. Keith W. Byrd, Sr., Pastor

Annual Church Business Meeting
Report of the Office of the Secretary
Saturday, December 7, 2024

Baptism

July thru November 30, 2024	6	(3 did not return for RHF)

Righthand of Fellowship

July thru November 30, 2024	5	(2= Restoration; 1= letter; 1= Christian Exp.)

Baby Dedications

July thru November 30, 2024	2

Administrative Duties

Submitted names of New Disciples to Executive Assistant to the Pastor
Notified Deacon for bag preparation of New Disciples for Right Hand of Fellowship
Prepared name tags for new disciples receiving Righthand of Fellowship and Baptism
Submitted Baby Dedication request form to parents
Prepared baby gift bag to present to parents
Submitted baby dedication information to the Executive Assistant to the Pastor

Respectfully Submitted,

Deacon Tanya C. Briscoe, Church Secretary
Deacon Dawn A. Thomas, Assistant Church Secretary

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MINISTRY REPORTS

Deacon Ministry/Diaconate – Report submitted

Board of Trustees – Report submitted

Board of Christian Education – Report submitted

2025/2026 Budget – Report submitted

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Deacon Ministry's Annual Report
Rev. Dr. Keith W. Byrd, Sr., Pastor
Deacon Karen M. Coley, Chair

Saturday, December 7, 2024

"Purposed To Lead"

Now then, we are ambassadors for Christ, as though God were pleading through us: we implore you on Christ's behalf, be reconciled to God.
II Corinthians 5:20

We greet you in the name of our Lord and Savior, Jesus Christ. We praise God and thank Him for what He is doing in the life of Zion and the Deacons' Ministry. We are thankful and grateful to God for every opportunity to serve His people. The Deacons feel so blessed to continue to do the work of the Lord and to serve this great congregation of Zion Baptist Church. We are thrilled to see the growth in membership and the excitement of those individuals who are joining us on this journey at Zion. Many are looking to jump in and make an impact immediately. We thank and praise Him for His blessings.

Overview

Our focus this year has been on continuing to serve the Lord through the ministry work at Zion Baptist Church and beyond. We are thankful and excited about the ministry and work at Zion Baptist Church. While our technology has allowed us to reach even more disciples around the world, we know that in-person worship is a blessing, and we are thankful for those who are engaged in in-person work and ministry at Zion Baptist Church. Worshipping in-person is unmatched and very special.

The unity and family feel cannot be duplicated and help to cultivate a sense of belonging. At the same time, we are thrilled that the virtual worship service has given us the opportunity to stay connected with those unable to attend in- person worship. Embracing our new normal helps us continue to grow and connect with each other in a deeper and more meaningful way.

The Deacons' Ministry enthusiastically supports the Pastor, and the vision God has given him for Zion Baptist Church. The components of the vision are:

i. Evangelizing and making disciples of men and women, boys and girls: our Core Ministry
ii. Strategic Mission Areas on Kennedy Street and Wheaton, Maryland
iii. ZBC L.I.V.E. (Living in Victory Everyday)
iv. ZBC North Campus (Ministry and Property Development)
v. Zion Community Enterprise (Genevieve N. Johnson Senior Residences Development)

The Deacons' Ministry continues to make the following items priorities as we assist the Pastor in caring for the congregation. Our priorities are:

1. Communicate with our sheepfold members.

2. Stay Connected through email, cards, visitation, telephone calls and fellowship.

3. Counsel new disciples.

4. Introduce new disciples to their sheepfold team and sheepfold members.

5. Provide emergency financial assistance to Zion members and non-members.

Sheepfold Teams:

The role of Deacons, as leaders of a Sheepfold, is to "be there" for the disciples in her/his Sheepfold to:
(1) pray for them in all circumstances, (2) exercise care by consoling them during periods of bereavement, (3) minister to them in illness and other situations, (4) provide encouragement and spiritual support in their faith walk and (5) help the Pastor maintain a climate of fellowship within the congregation.

Under the vision God has given our Pastor for the Sheepfolds, each team is associated with a New Testament Book in the bible. The key reasons for this are:

1) make Sheepfolds more readily identifiable,
2) create greater cohesiveness among disciples, and
3) integrate disciples easily into daily promotions and activities of the church.

During 2024, we have offered opportunities for the sheepfolds to connect and engage with their Deacons as well as fellow disciples in their sheepfold. We continue to strive towards assisting the teams with becoming more familiar with their sheepfold members, During the annual picnic, we encouraged the wearing of their colors associated with their sheepfold. We had new members orientation kick off which allowed us to connect with newer disciples. The teams have reached out from time to time to help encourage disciples to be more engaged through the various activities like sheepfold night during revival week . We continue to work on finding more ways to connect with the disciples within their sheepfold. We also want to find additional opportunities to connect the sheepfold members with each other. It is through these activities we believe we can build stronger lines of communication and greater fellowship between one another.

The Sheepfold teams and their associated colors are listed below. Please reach out to your sheepfold Deacons through the church office if there is a need.

Philippians - **Green** (Represents Life and Christian Growth). John 10:10
Deacons Barbara Puckett, Marc Clarke, Marlena Perrin, and Delores Willis

Colossians - **Blue** (Represents the Water of Baptism/Spiritual Baptism) Acts 2:38
Deacons Eunice Hill, Lamar Hill, Norma Hutcheson, Marie Frazier-Kelly, Rohan and Wanda Williamson

James - **Silver** (Represents Focus on the Strength and Purity of the Soul) Mark 8:36
Deacons Kimani Darasaw, Paula Darasaw, Sharlyn Grigsby-Queen, Gerald and Minette Barnes

Ephesians - **Purple** (Represents Royalty and the Priesthood of all Believers) I Peter 2:9
Deacons Frank Joe, Elaine Johnson, Barbara Musgrove, Darlene Saunder and Lynette Williams Thomas

Galatians - **Pink** (Represents God's Love & Compassion) John 3:16
Deacons Joe Dyson, Lora Dyson, Retna Pullings and Gloria Rogers

Jude - **Gold** (Represents the Gift of Eternal Life) Romans 6:23
Deacons Lisa Alexander, Tanya Briscoe, Karen Coley, Dawn Thomas and Sandra Wright

Hebrews - **White** (Represents the Cleansing from sin through Repentance) I John 1:9
Deacons Damon Bailey, Patrice Bailey, Alfonso Campbell, Jr. and Janet Campbell

Philemon - **Red** (Represents the Redeeming Blood of Christ) Romans 5:9
Deacons Debbie Moon, Stephanie Nash, Terrence Thompson and Tammie Addison Thompson

We have received a lot of positive feedback on the various engagement opportunities we have offered, and disciples continue to be very excited about becoming more involved in the work of Zion Baptist Church.

Most recently, the Deacons have assembled their Sheepfolds by Zoom to pray in faith for the 2025-2026 church budget. This was the first time we met together to pray for our budget process based on Matthew 7:7-8: "Ask, and it will be given to you; seek, and you will find; knock. And it will be opened to you. For everyone who asks receives, and he who seeks finds, and to him who knocks it will be opened." We pray those of you who were able to participate in these Zoom calls were informed and blessed by the process. We will have additional Sheepfold meetings.

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Praying in the Word

Every Wednesday, the Pastor and Deacons in partnership with members of the Prayer Ministry have been offering prayers and words to sustain us at 11:30 AM. This has been something extremely uplifting and encouraging as we continue to navigate our lives in this ever-changing world. This weekly corporate prayer time, started at the onset of the pandemic, continues to refresh and restore those who call in on Wednesdays at 11:30 am. We thank each of you for your participation and pray that this weekly intentional prayer time is meaningful. The Wednesday 11:30 am Prayer call-in number is ***1-425-436-6332 and the passcode is #445908***.

North Campus

The Deacons continue to serve both campuses, supporting the vision and work being done at each. The Deacons participate in the early service at Zion North Campus performing many of the same duties conducted at the Main Campus during the later service. We continue to support God's vision as given to the Pastor of one church in three locations: Zion Main Campus, Zion North Campus and Zion Virtual Campus.

Diaconate Fund

The Deacons' Ministry thanks every Zion member, along with visitors, who have been faithful and generous in their giving to the Diaconate Fund. Your generosity and thoughtfulness have been a blessing to so many, particularly during the last year. The attached document provides an

overview of the funds we received and distributed on the church's behalf from May 1, 2024 through October 31, 2024.

New Deacon Ministry Leadership 2025-2026
Deacon Rohan Williamson, Chair
Deacon Sharlyn Grigsby-Queen, Vice Chair
Deacon Lynette W. Thomas, Recording Secretary
Deacon Sandra Wright, Corresponding Secretary
Deacon Terrence V, Thompson, Parliamentarian
Deacon Marc Clark, Chaplain
Deacon Patrice R. Bailey, Diaconate Fund Treasurer
To Be Appointed, Diaconate Fund Chair

We thank God and are truly honored and blessed for the opportunity to serve. We will continue to pray for each one of you and the ministry at Zion Baptist Church.

I want to personally thank you for your support over the past four years as I led the Deacons from virtual to in-person worship and service, coming out of the pandemic. We ask that you pray for our ministry and the work we have before us as we provide support to the Pastor. We support Pastor Byrd as he cares for the disciples of Zion Baptist Church, and we assist him with meeting the spiritual needs of the Church and Community. The Deacons are here to assist and support the disciples of Zion Baptist Church. When the Deacons can assist you in any way, please feel free to reach out to your Sheepfold team leaders or any Deacon, and we will do our very best to assist you.

We pray you have a safe, healthy and wonderful holiday season.
Merry Christmas and Happy New Year!

In His Service,
Karen M. Coley
Chair, Deacons' Ministry

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Rev. Dr. Keith W. Byrd, Sr., Pastor

Deacons' Ministry
Deacon Karen Coley, Chair

Diaconate Fund Semi-Annual Report
May 1, 2024, to October 31, 2024

Give to him who asks you, and from him who wants to borrow from you, do not turn away.
Matthew 5:42 NKJV

Balance brought forward May 1, 2024	$ 7,628.87
E-Giving from May 1, 2024, to October 31, 2024	$14,360.50
Transfers from May1, 2024, to October 31, 2024	$ 00.00
Other Deposits to the Diaconate Fund May 1, 2024, to October 31, 2024	$ 4,939.00
Total Deposits and Transfers Made May 1, 2024, to October 2024	$19,299.50
Available Revenue May 1,2024, to October 31, 2024	$26,928.37
Total Disbursements May 1, 2024, to October 31, 2024	$14,885.56
Balance October 31, 2024	$ 12,042.81

Between May 1, 2024, and October 31, 2024, cards and monetary tokens were sent to all sick and shut-in disciples monthly.

Between May 1, 2024, and July 31, 2024, six people were provided emergency financial assistance by the Diaconate Fund. Five people were disciples of Zion Baptist Church, and one was a not a disciple of Zion.

The Diaconate fund has been suspended since the end of July 2024. The Diaconate Fund will resume hearing applicants for emergency assistance on December 1, 2024.

We are grateful for your contributions to the Diaconate Fund enabling us to address the emergency needs of those who seek our assistance. Thank you!

In Christian Service,

Patrice R. Bailey
Patrice R. Bailey
October 31, 2024

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Board of Trustees

Rev. Dr., Keith W. Byrd, Sr.,
BCA and Annual Church Meetings
December 2024

The Board of Trustees has been busy and successful with the following responsibilities:

- Consistently available to sign check and address Church fiduciary matters.
- Consistent and timely reporting monthly Budget to actuals & /semi-Annual reports.
- Working relationships with the entire ZBC Finance Team, cordially and professionally.
- Created sub-committees to research significant price increases with facilities, utilities, telephones, and various cost overruns, resulting in lower billing.
- Instrumental in providing input in selecting highly qualified Budget and Finance Personnel, which has improved knowledge and skills for using the accounting system Shelby Next, which has produced increased accuracy.
- Installation of new Breaker Boxes to bring our Main Campus building into regulatory insurance compliance.
- New insurance policy for Main Campus, GNJ program, Zion Enterprises, auto, and workmen's Comp. (a job that took the input and work of a team of people)
- Newly installed extended sewage pipeline (16th Street side).

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Page Two. Board of Trustees

Thanks to:

- The work of the Trustees who were a part of the 160th Anniversary Program Committee and to Zion's Congregation and friends for their financial support and celebration.

- Thanks to Rev. Tolson and Sister E. Marlene Tolson for their continuous efforts in the Brick Project, allowing members to experience great memories and dedication to loved ones.

AND SPECIAL CONGRATULATIONS TO OUR OWN **Reverend Donna Vance!**

Respectfully Submitted,
Althea Smith, Chair and Barbara Childs, Vice Chair

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ZION
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Rev. Dr. Keith W. Byrd, Sr., Pastor

ZBC Annual Business Meeting

Annual Board of Christian Education Report, 2024

November 22, 2024

The Board of Christian Education has been faithful in carrying out its purpose which is to equip believers for a right relationship with Jesus Christ through the development of ministries and the administration and coordination of Christian education programs or strategies to facilitate spiritual growth. We have worked closely with Rev. Byrd to ensure that quality and spiritually enriching Christian Education is available to all disciples on every campus.

Religious Education

The BCE has continued its ministry of religiously educating the members of ZBC. Adult Sunday School has been active on both campuses. Two Sunday modules have been held since June 2024. The classes at Zion North were *Spirituality of the Psalms* and *Ignite Your Passion.* The classes at Zion Main Campus were *Esther: Steppin' Up when others are Trippin' Out* and *Acts: Understanding the Early Church*. We have continued to offer KidZone Sunday school on both campuses.

Since May, the Noon Day Bible study continued through the study in the New Testament book The Gospel of Matthew. In November, the class began the book of Mark. The Pastor's Evening Bible featured two Bible Study series: *The person an and purpose of the Holy Spirit and The Social Gospel and Civic Engagement.*

The BCE launched an education series called *Know the Issues.* The first set of forums focused on knowing the issues on the ballot for the national and local elections. Sis. Helen Hancock and Min. Donna Vance gave leadership to a team of 8 who organized two forums and provided information to the public about registering to vote. The forums were hybrid. The BCE plans to

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continue to hold know the Issues forums throughout the year which will focus on critical topics that impact us spiritually, socially and mentally.
Zion's BCE is committed to providing relevant, impactful and contemporary ways for all of Zion to grow and become more even more deeply rooted.

Respectfully Submitted,
Rev. Veronica McAlpine
Rev. Veronica McAlpine, Executive Minister

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DISCIPLESHIP MINISTRY REPORTS

Bereavement Ministry – Report not submitted
Charles B. Walker Culture Club – Report submitted
Chatman's Army – Report submitted
Church Anniversary Committee – Report submitted
College Ministry – Report not submitted
G. N. Johnson Senior Day Care Ministry – Report submitted
Governance Committee – Report submitted
Health Ministry – Report submitted
Hospitality – Report not submitted
Human Needs Ministry – Report submitted
Men's Ministry/ Mighty Men of Zion– Report Submitted
Music Ministry – North Site Report submitted
Nomination Committee Ministry/Bios – Report submitted
Prayer Ministry – Report submitted
Transportation Ministry – Report Submitted
Usher's Ministry – Report submitted
Veterans Ministry – Report submitted
Women2Women Ministry – Report submitted
Youth/Young Adult and Community Engagement – Report not submitted
Zion's Community Enterprise – Report submitted

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CBW Culture Cub Annual Report December 2024

January-Norma Hutcheson installed our new officers for the year: President, Judy Jordan; Vice President, Kim Swann-Ndiaye; Corresponding Secretary, Eunice Hill; Recording Secretary, Ithalda Uston; Asst. Recording Secretary, Elaine Saunders; Treasurer, Myrtle McConnell; Financial Secretary, Beverlyn Lewis-Koch; Chaplain, Darlene Saunders; Parliamentarian, Maggalean Weston; and Historian, Tanya Covington. We had a wonderful MLK Day of Service where we packed and distributed toiletries and clothing items to several organizations in the communities that serve the disadvantaged. In support of our scholarship fund several persons attended the Peabo Bryson show at Bethesda Blues Theater. We welcomed new members, Leslie Brown, and Ramona Turner.

February- Even though we do not meet in February, members, and friends, in support of our scholarship fund, attended the Temptations show.

March- As the club prepared for our church/community wide event for the next month, we participated in the College Care package project sponsored by Women2Women ministry. We also welcomed new members Jeanette Riddick, Zainnaib Jalloh and Leslie Chavis.

April-Our Senior Luncheon, which reached out to all seniors in the church and community was a remarkable success. We met our goal of 168 seniors and our group of volunteers served in many capacities to ensure a wonderful experience for our elders. The theme was "Intergenerational Impact." Entertainment was not only the Bill Davis Duo, but also by our own youth and young adults; Logan Adams on the piano, Rotimi Oladipupo on the cello and Brianna Dzidzienyo with dance. We managed to see another show, Terrance Blanchard at Strathmore Hall, and welcomed to our ranks Betty Johnson.

May- We made plans for our summer activities and fall projects. We presented two senior students with $1,500.00 each at our scholarship awards event. They were Zion members, Sarah Rice, a graduate of School Without Walls who will attend Rochester Technical Institute to study Chemical Engineering and Malcom Steele, from the community, who graduated from Banneker High School and will attend Howard University to major in Nursing.

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June-Once again, our Annual Bazaar was on June 15th and held on the grounds of the church featuring vendors with everything, food trucks and entertainment. This year's theme was "Black Joy." The vendors gave a donation to the Church in the amount of $828.00.

July-We once again held our annual Fun Day at the home of a member, Kim Swann- Ndiaye. We enjoyed the food and fellowship with each other.

August-Our community outreach team purchased uniforms for needy children and presented them to DC's Child and Family Services Department as our back-to-school project for 2024.

September-We welcomed three new members to our ministry, Hilary Sandy, Delores Walker, and Patricia Walton. Sadly, we lost a long-time devoted member, Deacon Emeritus Donella Jo Darby. Our community outreach team supplied Bread for the City with requested needed personal care items for infants.

October- We welcomed a new member, Benidia Rice, to our group. Our outreach for October was providing infants and toddler necessities to Bread for the City. We introduced plans for our Christmas festivities.

November- We presented a single slate for incoming officers for 2025 to the club. These officers will be installed January 2025. Our community outreach team supplied five Thanksgiving dinner boxes to families through DC's Child and Family Services.

December-Our annual Club Christmas Dinner is scheduled which is always successful. The Community Outreach project was to present gift cards to the residents of St. Ann's Center for Children and Families. We welcomed ten new members in 2024.

Submitted by

Judy C. Jordan
President

Rev. Dr. Keith W. Byrd, Sr.

ZION BAPTIST CHURCH CHATMAN'S ARMY MINISTRY

"Romans 12:13-16 - Distributing to the necessity of saints; given to hospitality. Bless them which persecute you: bless, and curse not. Rejoice with them that do rejoice, and weep with them that weep. Be of the same mind one towards another. Mind not high things, but condescend to men of low estate. Be not wise in your own conceits."

MISSION OF CHATMAN'S ARMY: As an encouragement ministry of the church, Chatman's Army strives to enhance the spiritual and moral welfare of members and visitors as they arrive at church services. This would include greetings, distribution of church programs, assisting the elderly, women and children with walking into and out of the church, offering senior assistance parking services and providing an on-site personal security presence during church services. In addition, Chatman's Army works closely with both the Hospitality Ministry and the Transportation Ministry of Zion Baptist Church under our umbrella organization affectionately known by the acronym "CHAT".

COMPOSITION OF CHATMAN'S ARMY MINISTRY: Members of Chatman's Army generally have the following spiritual gifts: Hospitality, Mentoring and Service. The Chairperson of Chatman's Army is Deacon Joseph J. Dyson. The Members of Chatman's Army are: Brother Raymond Anderson, Deacon Damon Bailey, Deacon Joseph J. Dyson, Deacon Emeritus Donald Gholston, Brother Leroy Johnson, Brother Michael Jackson, Brother Brian J. Saunders, Brother David J. Saunders, Brother Eric Sewell, and Brother Johnnie Fairfax Wheeler. Chatman's Army usually meets on the first Saturday of every other month at 9:30am in Classroom #5 at Zion Baptist Church.

EXAMPLES OF CHATMAN'S ARMY MINISTRY FUNCTIONS ARE:

- Welcoming and greeting member congregants and visitors to Sunday Morning Worship Service;
- Providing senior assistance parking services to member congregants and visitors during Sunday Morning Worship

Service;

- Providing an on-site security presence during Sunday Morning, Afternoon and Evening Worship Services;

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- Assistance with Youth Christian Leadership Council (YCLC) "Pluck a Feather" campaign and Men's Ministry "Operation Joy" campaign now conducted in collaboration with US Marine Corps Toys for Tots campaign; and
- Offering Chatman's Army services for a variety of church-sponsored activities and events such as revivals, ministry anniversary celebrations, funerals, special fellowship programs and holiday services.

ONGOING INITIATIVES FOR YEAR 2025 WILL INCLUDE:

- Continuing with the promotion and utilization of Zion Baptist Church Chatman's Army Ministry;
- Recruiting younger men to Chatman's Army for mentoring, community service and hospitality service;
- Requesting funds to purchase Chatman's Army paraphernalia to include signature arm bands, name tags and traffic vests for a more uniform appearance as well as obtain additional walkie-talkies, oversized umbrellas, ice and snow removal apparatus and more handicap parking signage;
- Collaborating on congregational emergency drills with the Risk Management Committee of the Trustee Ministry;
- Enhancing "valet parking" services to include utilization of Carter Barron parking lot for shuttle service during Sunday Morning Worship Service as well as incorporate on-site security procedures to provide added security presence for Zion Baptist Church property and safety of members and visitors;
- Organizing a Chatman's Army Ministry Appreciation Sunday Program; and Lastly, Chatman's Army continues to work in collaboration with the Pastor and Executive Minister to the Pastor in order to provide recommendations for related Chatman's Army services to the Zion North Campus.

SPECIAL NOTE: Now that Zion Baptist Church has transitioned to a "new normal" Chatman's Army will continue to remain vigilant of necessary protocols for the Coronavirus (COVID-19) pandemic which may impact Chatman's Army's performance due to DC government public health requirements that could somehow prohibit worship services at Zion Baptist Church. Chatman's Army hopes to be able to continue its basic operations going forward in year 2025 while realizing that it must also upgrade its security protocols in today's criminal environment.

Respectfully Submitted December 6, 2024, by Deacon Joseph J. Dyson, Chair, Chatman's Army Ministry

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ZBC 160th Anniversary Celebration Committee Report

Theme: "Following Where the Lord Leads"

Scripture: Deuteronomy 31:8 And the Lord, He is the one who goes before you. He will be with you. He will not leave you nor forsake you; do not fear nor be dismayed.

The Anniversary Steering Committee Members: Rev. Dr. Keith W. Byrd, Sr., First Lady Kimberly Byrd, Deacon Wanda Williamson, and Deacon Marlene Sherrill

When we thought about the goodness of God and how we have been blessed we decided to celebrate the entire year allowing disciples to come together for fun, reflection, and praise of our God and His goodness.

APRIL – Family Fun Night organized by Deacon Wanda Williamson and First Lady Kimberly Byrd. ZBC historical competition was organized and presented by Bro Michael Yette, Historical Preservation Committee chair. Friendly competition between Sheepfolds made for a lively atmosphere. Children and adults enjoyed the food and fun.

JUNE – I Love Senior Saints Sunday organized by Minister Donna Vance and Deacon Marlene Sherrill recognized our Senior Saints celebrating their wisdom, experience and resilience and whose contributions enrich our community every day. Sister Dorothy Borgess was given special recognition as the oldest member of Zion. The spoken word was given by Zion seniors, Bro. Tommy Dudley at Zion Main Campus and Rev. Leonard W. Mable at Zion North Campus. A historical video presentation organized by Bro. Michael Yette and Bro. Eric Jones featured memories shared by Trustee James Brown, Bro. Marvin Moon, Sis. E. Marlene Tolson, and Sis. Elaine Saunders.

Additionally, the Annual Church Picnic was held June 29 at Wheaton Claridge Local Park in Wheaton, Maryland. The picnic presented an additional opportunity for Zion families to meet and fellowship with their Sheepfold members while enjoying a day of food, fun, and games. Members were asked to wear their sheepfold colors to show their Zion spirit.

JULY – ZBC Music and Arts Festival was held at Zion North on July 20th and was organized by Sis. Victoria Crutchfield and Sis. Vanessa Parker. Zion families enjoyed live musical entertainment, dancing, picnicking, and the ice cream truck.

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SEPTEMBER – The ZBC 160th Anniversary Gala was held on Friday, September 20th at Martin's Crosswinds in Greenbelt, Maryland. Sis. Jacqueline Anderson and Trustee Alexis Daniels led the organization of the Gala. Rev. Dr. Otis Moss, III, Senior Pastor of Trinity United Church of Christ, Chicago gave the Anniversary Message. Attendees were entertained by several musical selections by Mrs. Maurette Brown Clark, Guest Psalmist, and were invited by her to join in. Bro. Chad Arrendell did a great job as Celebration Leader.

The 160th Anniversary Worship Service was held on Sunday, September 22 at Zion Main. Deacon Jean Moody Williams served as Worship Leader. Zion' s combined choirs (the Senior Choir, the Gospel Choir, and the North Campus Praise Team) provided uplifting musical selections. Additional musical selections were provided by Guests Musical Artists, The Randolph String Quartet. Rev. Louis B. Jones, II, Pilgrim Baptist Church, Washington, D. C. gave the spoken word. Trustee Baron Harvey and Bro. Calvin Arrendell were program participants. The Culinary Ministry provided a special meal for the Reception following the morning service.

A special presentation was made to four female seniors who were recognized as "Church Mothers" as follows: Deacon Emeritus Calpurnia Bryant, Deacon Emeritus Dorothy Gholston, Sis. Elaine Saunders, and Sis. E. Marlene Tolson. It was noted that the Black Church honored church mothers for generations as devout women of wisdom, faith, dedication, giving of their time, cooperation, and financial support.

OCTOBER – American Cancer Society Walk, "Making Strides Against Breast Cancer Walk 2024", organized by First Lady Kimberly Byrd, Sis. Leslie Chavis, and Min. Donna Vance and raised over $8,000.

NOVEMBER – Children and Youth Skating Party. Family Fun Skating Party organized by Rev. Veronica McAlpine where over 50 persons registered for the event and enjoyed the family activity.

Special thanks to Rev. Robert Tolson and Mother Marlene Tolson for their work in composing and coordinating the distribution of the Anniversary Souvenir Journal. A Journal was made available and distributed to every Zion household. Special thanks also to Trustee Kim Swann-Ndiaye for her work in securing Sponsorships and Community Partners and to the Technology Ministry for their assistance throughout the Anniversary Celebration.

Respectfully submitted by Zion Anniversary Co-Chairs Deacon Marlene Sherrill and Deacon Wanda Williamson.

GENEVIEVE N. JOHNSON SENIOR CENTER
CHAIRMAN'S "STATE OF THE ORGANIZATION" 2024

Greetings Staff, Volunteers and Members of the GNJ Senior Center!

First and foremost, I am truly blessed to have served these past five years as the Chair of the Board of Directors of Zion Community Enterprise with oversight responsibility for the Genevieve N. Johnson
Senior Center. I am truly pleased to share with you my prayerful vision for the "State of the Organization" as we close out year 2024 and move forward into year 2025 and beyond. Full disclosure, this year we faced several challenges and have had to make some difficult decisions while managing to still persevere. Nevertheless, we continue to soar as I fervently believe that the work of the Genevieve N. Johnson Senior Center is more relevant today than ever and I truly believe that our collective efforts will be critical in ensuring that the Genevieve N. Johnson Center achieves financial sustainability while continuing to provide excellence in serving our seniors and their care givers.

I wish to express my utmost gratitude to all of the staff, consultants and volunteers who have given unselfishly of themselves through their time, talent and treasure to carry out the mission of the Genevieve N. Johnson Senior Center. This charge is in keeping with the mission of Zion Community Enterprise, Inc. (ZCE) as the not-for-profit 501(c)3 community-based development corporate "arm" of
Zion Baptist Church with a mandate to allow for the promotion of healthy communities in the Washington Metropolitan Area by providing critical support to families in crisis. Zion Community Enterprise's motto is "*Healthy Families Make Healthy Communities*" and the overarching mission of the Genevieve N. Johnson Senior Center is accomplished by encouraging and empowering seniors through socialization, recreation, health advocacy, crisis intervention, and other community engagement programming.

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The overall goal of the Genevieve N. Johnson Senior Day Care Center's Program is to provide an environment designed to enable families to successfully manage the responsibility of quality care for an elderly or frail senior family member in order that they may be able to comfortably remain in their home; and therefore maintain a reasonable quality of life for as long as possible by providing various rehabilitative, social and recreational programs, activities and services made possible by the GNJ Center. Currently, through an annual grant awarded from the District of Columbia's Office on Aging and Community Living (DACL), the GNJ Center provides: (a) Adult Day Care Services, (b) Recreational/Socialization Activities, (c) Health Promotion, (d) Counseling, (e) Comprehensive Assessment, and (f) Case Management. These components are accomplished through the provision of: (a) Transportation and Escort Services, (b) Congregate Meals, (c) Therapeutic Arts and Crafts, (d) Intergenerational Activities, (e) Alzheimer's Support Group, (f) Music Therapy, and (g) Outreach to the Local Community.

More recently, over the past two years several significant accomplishments, include but are not limited to: (a) Designed and implemented a Care Givers Lounge initiative through a grant from The Washington Home; (b) Designed and implemented a Music Memory Café initiative through a grant from the DC Commission on Arts and Humanities; (c) Served as the Lead Agency for Ward Four through a grant from the DC Department on Aging and Community Living; (d) Continued to expand the membership of seniors participating in the GNJ Senior Center and (e) Coordination of an annual Genevieve N. Johnson Day at Zion Baptist Church during which several proclamations attesting to her contribution to the quality of life for seniors as well as the promotion of affordable housing initiatives for seniors within the District of Columbia is shared.

However, we must also be willing to recognize that opportunities to grow and expand the GNJ Senior Center are not the same as it was in previous times. New challenges have arisen, new funding implications exist, and new methods for strategic partnerships are necessary in order for us to lay the foundation for our continued sustainability. Over the next few years, under my leadership it is hoped that by working collaboratively with the Pastor, Ministerial Staff, Deacons, Trustees, Ministry Leaders, and members of the congregation as well as members of Zion Community Enterprise we anticipate making a great difference in several key areas as follows:

■ Continue Expansion and Sustainability of both the Scope and Impact of Programs and Services at the Genevieve N. Johnson Senior Center for both church members and the community-at-large.

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■ Move forward with the Implementation of the affordable senior housing development project to be known as the Genevieve N. Johnson Senior Residences.

■ Implement of a Capital Improvement Campaign that will enable us to realistically prioritize and ensure funding for both short-term and long-terms projects.

■ Establish a Planned Giving Campaign for financial endowment growth of the Genevieve N. Johnson Senior Center's resources.

■ Actively seek to significantly improve the professional capacity and resources of Zion Community Enterprise.

■ Continue to explore alternative revenue opportunities for the Genevieve N. Johnson Senior Center.

In closing, on behalf of the Genevieve N. Johnson Senior Center I wish to express my utmost appreciation for all that the membership of Zion Baptist Church provides, both individually and collectively, and I eagerly look forward to "doing more on behalf of the members of the Genevieve N. Johnson Senior Center" with your help in 2025 and beyond!

Sincerely,

David J. Saunders

Chairman, Board of Directors
Zion Community Enterprise

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ZION
BAPTIST CHURCH
SERVING THE FAMILY OF GOD SINCE 1864

Rev. Dr. Keith W. Byrd, Sr., Pastor

Governance Committee
BCA/Annual Church Conference Meetings
December, 2024

Greetings Zion,

We present the DRAFT document for an updated copy of our Church Constitution. Everything in DRAFT has already been approved by the membership.
We are also submitting just one amendment, with the required signatures attached for your approval.

Once you have approved the DRAFT and amendment, a final copy will be completed and readied for distribution.

Thank you for your support, prayers, guidance, suggestions, and concerns.

Respectfully,

Trustee Roy Castleberry, Sr., Deacon Dorothy Gholston, Deacon Frank Joe, Deacon Gloria Rogers, Deacon Retna Pullings, Deacon Marlena Perrin, Trustee Althea Smith, Governance Chair

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Proposed Amendment to the Constitution & Bylaws of Zion Baptist Church

Zion Baptist Church Constitution: Article rx, Section 2(e) Practices and Procedures — Page 14, 15

Current Language:

(e) Practices and Procedures

(1) Meeting Processes - Boards and ministries may adopt agendas for the conduct of any and all meetings, as well as procedures by which notices are sent, activities conducted and decisions are made in so far as those agendas and procedures are consistent with the Scriptures, the Mission of the Church and this Constitution, and the Bylaws of the Church. Boards and Ministries may adopt agendas for conduct for any and all meetings, as well as procedures by which notices are sent. All Ministry and Board meetings are open to any Active Member of the Congregation.

Proposed Language:

(e) Practices and Procedures

(2) Meeting Processes - Boards and ministries may adopt agendas for conducting any and all meetings, electronic or in person, as well as procedures by which notices-are sent, activities conducted and decisions are made in so far as those agendas and procedures are consistent with the Scriptures, the Mission of the Church, this Constitution, and the Bylaws of the Church. Any and all BCA Semi-Annual and Annual meetings that require a vote can be conducted via electronic voting, including paper and absentee ballots. All Ministry and Board meetings are open to any Active Member of the Congregation.

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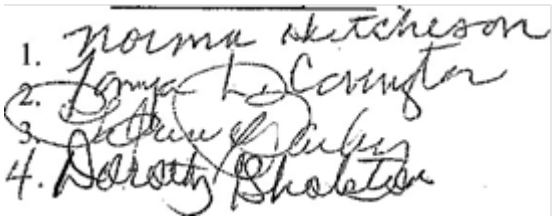
Signatures Required :

1.
2.
3.



Norma Hutchinson
Tanya Covington
Patrice Bailey
Dorothy Gholston

Table of Contents for Approved Revisions to the Constitution and Bylaws of Zion Baptist Church, By Section:

Constitution of Zion Baptist Church:

ARTICLE IX - ELECTED CHURCH OFFICERS, BOARDS, COMMITTEES AND MINISTRIES

Section 2 - Ministries and Boards

(c) Board of Church Administration

The Board of Church Administration shall be composed of the Pastor, members of the Deacon Ministry, the Trustee Ministry, the Church Treasurer and Assistant Church Treasurer, the Church Secretary and Assistant Church Secretary, the Church Clerk and Assistant Church Clerk(s), the Chair of the Board of Christian Education, the Sunday School Superintendent, the President of the Youth Christian Leadership Council, ten (10) lay (non-church-office holding) Active Members and the immediate Board of Church Administration Past Chair.

ARTICLE IX - ELECTED CHURCH OFFICERS, BOARDS, COMMITTEES AND MINISTRIES

Section 2 - Ministries and Boards

(e) Practices and Procedures

(1) Meeting Processes - Boards and ministries may adopt agendas for conducting of any and all meetings, electronic or in person, as well as procedures by which notices are sent, activities conducted and decisions are made in so far as those agendas and procedures are consistent with the Scriptures, the Mission of the Church and this Constitution, and the Bylaws of the Church. All Ministry and Board meetings are open to any Active Member of the Congregation.

(3) Use of Electronic Meetings – From time to time personal emergencies, inclement weather and critical circumstances may prohibit meeting attendance or necessitate convening a special ministry meeting. In these instances, the use of electronic technology to be agreed upon by ministry members will be allowed. Such an electronic meeting or electronic attendance shall be considered legal and valid, and

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the deliberations and votes conducted during an electronic meeting shall be considered binding.

Bylaws of Zion Baptist Church:

Section 2- Ministries and Boards

(c) Board of Church Administration

(3) The Board shall have the Pastor as its' ''Chair. It shall elect its' Vice-Chair and any other officers that it deems necessary, consistent with a system of rotation respectively of the said offices of Chair and Vice Chair among its constituent elements, each for a one (1) year term in the following order: Lay (non-church-office holding) Active Member, Male Deacon, Female Deacon, and Trustee. All other officers shall be elected by the Board annually from among its' membership. The Vice-Chair shall preside in matters specific to the Pastor. In the event of a Pastoral vacancy, the Chair of the Diaconate shall serve as acting Chair of the Board until the vacancy is filled.

(4)The Board of Church Administration shall meet in the months of January, June, October, and December, but may be called into special session by its Chair to address matters requiring urgent attention. Thirty (30) members of the Board shall constitute a quorum to conduct business, but a lesser number may adjourn from time to time to reconvene to conduct business. A majority vote when a quorum is present constitutes an act of the Board.

Constitution and Bylaws Revision Committee Closing Statement:

TO GOD BE THE GLORY!

The Constitution & Bylaws as presented herein became effective on _____, subsequent, to adoption by the Congregation on_____, after presentation by the Constitution & Bylaws Revision Committee; which consisted of:

Trustee Roy Castleberry, Sr., Deacon Dorothy Gholston, Deacon Frank Joe, Jr., Deacon Marlena Perrin, Deacon Retna Pullings, Deacon Gloria Rogers,
Trustee Althea W. Smith, Chair

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CONSTITUTION
OF
ZION BAPTIST CHURCH

PREAMBLE

Having been led, as we believe, by the Spirit of God to receive the Lord Jesus Christ as our Savior; and on the profession of our faith, having been baptized in the name of the Father and of the Son and of the Holy Spirit, assembled as one body in Christ, and to fulfill the desire of our Lord and Savior Jesus Christ as set forth in John 17: 15-18 to serve Him in the world but not be conformed to the world, we do now promulgate this Constitution and the Bylaws for Zion Baptist Church.

ARTICLE I

NAME

The name of this church shall be Zion Baptist Church (hereinafter the "Church").

ARTICLE II

THE AUTHORITY OF THE SCRIPTURES

We hold the scriptures of the Old Testament and the New Testament of the Holy Bible as

our sole norm for faith as set forth in 2 Timothy 3:16 -17 (NKJV): "All scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work."

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ARTICLE III

OUR FAITH

As Baptists in Zion Baptist Church, we believe in:

1) **THE BIBLE** as the errorless Word of God and only basis of faith and practice. (2 Timothy 3:16-17, Psalm 19:7-11,2 Peter 1:19-21)

2) **THE TRINITY** as the one God revealed in three Persons: Father, Son and Holy Spirit. (Matthew 3:16-17, 28:19, 1 Thessalonians 1:2-5)

3) **THE HUMAN RACE** as one race of persons created in the image of God, fallen in sin, and only reconciled to God through personal faith in Jesus Christ. (Acts 17:26, Genesis 1:26, 3:1-24, 1 Timothy 2:5, Romans 10, Ephesians 2:8).

4) **THE DEITY OF JESUS CHRIST** as the Son of God, born of a virgin, co-equal with the Father and the Holy Spirit. (Luke 1 :26-38, John 1: 1-5, 14, Philippians 2:5-11)

5) **THE DEATH OF JESUS CHRIST ON THE CROSS** that paid the debt for humanity's sin; and made provision for salvation and every blessing for those who have faith in Him. (Hebrews 2:9-15, Romans 3:21-26, Isaiah 53)

6) **THE BODILY RESURRECTION OF JESUS CHRIST** that is the pattern of the resurrection of all believers. (John 20, 1 Corinthians 15:20-26, 50-55)

7) **THE RETURN OF JESUS CHRIST** as personal, visible and soon-coming. (Matthew 24:27-31, 1 Corinthians 15:50-55, 1 Thessalonians 4:13-18, Revelations 19:20, 22:20)

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8) **THE PATH OF JESUS CHRIST** as the way, the truth, and the life to God our Father. (John 14:6)

9) **THE PRESENT-DAY MINISTRY OF THE HOLY SPIRIT** as necessary for Christian living and no different from His work throughout the Bible. (John 3:5-8, 14:26, Acts 1:8)

10) **THE CHURCH** as manifested in local assemblies of baptized believers whose scriptural officers include Bishops (Pastors) and Deacons. (Matthew 16:18, 18:20, Acts 20:28)

11) **TITHING** as the scripturally stated obligation of all believers, in response to God's command. (Malachi 3:10)

12) **THE ORDINANCES** of Baptism (by immersion) and Holy Communion (the Lord's Supper) as symbols of salvation and the suffering and death of our Savior, that we are admonished to observe by Jesus Christ. (Matthew 28:19 -20, Luke 22:17-20)

13) **THE PRIESTHOOD OF ALL BELIEVERS** as every Christian has direct access to God through Jesus

Christ, our High Priest. (1 Peter 2:9, Hebrew 4:14-16)

14) **THE VICTORY OF THE CHURCH** over every enemy of God, through faith in Jesus Christ, the power of the Holy Spirit, and prevailing prayer. (Luke 10:19, Philippians 2:9-11, Acts 1:8, Matthew 16: 18-19)

ARTICLE IV
MISSION

Zion Baptist Church shall: Enlist Sinners, Educate Students, Empower the Suffering, Encourage the Saints, and Exalt our Savior. (Acts 2:41-47)

ARTICLE V
PURPOSES

Zion Baptist Church will function for religious, charitable and educational purposes as recognized and permitted under Section 501 (c) (3) of the Internal Revenue Code.

ARTICLE VI
COVENANT

The Church Covenant (the "*Covenant*") shall be read at each Holy Communion service. The The covenant shall be as approved from time to time by the Active Members.

ARTICLE VII
GOVERNANCE

The governance of this Church shall be vested in its members, who exercise the ultimate right of control in all its affairs with the guidance of the Holy Spirit. It is not subject to any other ecclesiastical body, but accepts the obligation of mutual counsel, comity and cooperation involved in the free fellowship within the Baptist denomination, and pledges itself to share the aims and work of the Baptist denomination on a local, national and international basis.

It shall operate within the laws of the District of Columbia and Baptist polity, subject in legal matters to the Certificate of Incorporation, as amended, granted it by the District of Columbia and originally recorded on April 22, 1890 in incorporation Liber No. 5, Folio 140, Office of the Recorder of Deeds, District of Columbia.

ARTICLE VIII
MEMBERSHIP Section 1 - Qualifications

Zion Baptist Church will welcome into its membership any persons who love and profess the Lord Jesus Christ as their personal Lord and Savior and who commit to live in accordance with the *Covenant*.

Section 2 - Types of Membership

(a) By Baptism - Acceptance upon profession of faith in Jesus Christ and after having been

baptized by immersion or otherwise (under circumstances approved by the Pastor or the Diaconate). Baptism shall be performed or supervised by an ordained minister, with or without the assistance of the Diaconate, or in the absence of an ordained minister, by the Diaconate. (Matthew 28:19)

(b) By Christian Experience - Acceptance upon profession of faith in Jesus Christ and an indication of previous baptism by immersion or otherwise (under circumstances approved by the Pastor or the Diaconate).

(c) By Transfer - Acceptance of a written communication from a Believer's former church, indicating previous membership in that church, and an indication by the person of baptism by immersion or otherwise (under circumstances approved by the Pastor or the Diaconate).

(d) By Restoration - Acceptance of a previous member of the Church back into active membership upon declaration to the Congregation or the Pastor or the Diaconate of an intention to renew their covenant with the Church.

(e) By Watch Care - Temporary non-voting status given by request of a Believer and reviewed by the Diaconate within 6 months to 1 year from the date on which the request was granted. Upon request of the Believer, the status may be changed based on the conditions set forth in subsections (a) (b) or (c) of this Section.

Section 3 - Reception

Believers awaiting fellowship shall be welcomed into the Church at a Holy Communion Service, or at some other time as may be made available by the Church. The Pastor or the Diaconate, acting on behalf of the Church, may receive any Believer awaiting fellowship that is not able to attend the public service.

Section 4 - Membership Classification and Maintenance of Membership Rolls (a) Active Members

Baptized Believers who have received and accepted the Lord Jesus Christ as their Lord and Savior, having been accepted into the Church, and who have communicated with or contributed financially to the Church within a one-year period, shall be "Active Members" and shall be entitled to all services and privileges therein, including voting rights, regardless of age. The Active Members shall constitute the Congregation of Zion Baptist Church.

(b) Transfer to "Inactive Member" Status

Members who have not communicated with the Church or contributed to its financial support within a one-year period, may be transferred to "Inactive Member" status by the Church Clerk, after inquiry and report by the Diaconate to and acceptance by the Board of Church Administration and notification to the Pastor.

(c) Transfer to "Non-Member" Status

(1) Inactive members, who have not communicated with the Church or contributed to its financial support within a one-year period following their transfer to "Inactive Member" status, may be transferred to "Non-Member" status by the Church Clerk, after inquiry and report by the Diaconate to and acceptance by the Board of Church Administration and notification to the Pastor.

(2) Any member, who by presentation of credible evidence of their actual or supportive participation in or affiliation with another congregation or religious assembly, other than Zion, may be transferred to "Non-Member" status by the Church Clerk, after inquiry and report by the Diaconate to and acceptance by the Board of Church Administration, with a right of appeal to the Congregation.

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Section 5 - Termination of Membership (a) By Letter

Active Members shall be granted a letter of transfer to any church of their choice on request to the Diaconate, and after presentation of the letter to the Pastor for signature.

(b) For Cause

The Church may terminate the membership of any Member for cause, upon vote of two thirds (2/3) of the quorum of fifty (50) Active Members present and voting at a Church meeting called for such purpose, within fifteen (15) days of the hearing provided for herein. Such action will be taken only after the Church has sought God's counsel and intervention through prayer; and after attempted restoration and/or reconciliation sought by the Pastor and/or the Diaconate, according to the principles of Matthew 5:22-26 and 18:15-20 has been unsuccessful. Thereafter, the member shall receive notice, by certified mail, return receipt requested, of a hearing. The notice to the member shall include a clear and concise statement of the grounds for the hearing, and the date, time and place of the hearing. The member shall reply within fifteen (15) days from the date of the service of the notice. The time for reply may be extended only by mutual consent of the parties upon the member's request within seven (7) days from the receipt of the notice. At the time of the hearing, counsel or a representative of the member's own choosing may represent the member. The member may call witnesses in their defense, testify on their own behalf, and have the right to cross-examine any witnesses called against them.

Failure to reply to the notice or to appear at the hearing shall not preclude a decision against the member, nor negate the right of the Church to proceed without their presence. The vote required to sustain termination of membership under these circumstances shall be the same as otherwise provided in this subsection.

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(c) Withdrawal

Members may terminate their membership by indicating their withdrawal from the Church, by communicating the same in writing to the Church Clerk for recordation. The Church Clerk shall inform the Pastor and the Diaconate of the member's withdrawal.

ARTICLE, IX
ELECTED CHURCH OFFICERS, BOARDS, COMMITTEES, AND MINISTRIES
Section 1 - Elected Church Officers

(a) General

All elected church officers shall be and shall remain Active Members of the Church. All elected church officers shall be qualified for coverage under comprehensive "Officers and Directors Liability

Insurance" which shall be maintained by the Church.

(b) Pastor

(1) After prayerful consideration, the Pulpit Committee shall present one or more candidates

to the Congregation for election as Pastor. The Pastor shall be elected for an indefinite term by the Congregation from among the one or more candidates presented.

(2) The Pastor shall continue in office during satisfactory service and good behavior. Should

the Pastor wish to voluntarily resign from the office, a sixty (60) day written notice to the Congregation shall be provided. However, the Pastor may be removed for misfeasance, malfeasance or other misconduct in accordance with Section 6 of this ARTICLE IX.

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(c) Ministerial Staff

The Pastor shall select and supervise all ministerial staff, as well as to determine their titles, tenure, duties and responsibilities after consultation with the Deacon Ministry. The Pastor, in consultation with the Deacon Ministry shall also present the Trustee Ministry a recommendation on the remuneration to be received by the ministerial staff.

(d) Minister of Music

The Pastor shall select the Minister of Music. In the absence of a Minister of Music, the Pastor shall choose such choir directors as may be required from time to time. The Pastor shall also present the Trustee Ministry a recommendation on the remuneration to be received by the Minister of Music.

(e) Sunday School Superintendent

The Church shall elect the Sunday School Superintendent for a period of two (2) years, after receiving a recommendation from the Pastor. The Pastor shall have consulted with the Sunday School faculty prior to making a recommendation.

(f) Church Secretary and Assistant Church Secretary

The Church shall elect a Church Secretary and an Assistant Church Secretary annually or at such other time as a vacancy in the offices may require.

(g) Church Treasurer and Assistant Church Treasurer

The Church shall elect a Church Treasurer and an Assistant Church Treasurer annually or at such other time as a vacancy in the offices may require.

(h) Church Clerk and Assistant Church Clerk(s)

The Church shall elect a Church Clerk and one or more Assistant Church Clerks (as the

work of the Church Clerk's office may require) annually or at such other time as may be required by a vacancy in the offices.

(i) Auditors

Upon recommendation by the Board of Church Administration, the Church shall approve at its Annual or Semi-annual Church Meeting an internal audit committee consisting of at least three Active Members, at least one of whom, to the extent possible, shall be an accountant.

(j) Historian

The Historian shall be elected by the Church for a term of two (2) years. The Historian shall maintain a journal of Church events and make available an annual and semiannual report of such events at the Annual and Semi-Annual Church Meeting. The Historian shall maintain the historical records and archives of the Church and shall ensure that all historical and archival material of the Church is maintained as Church property and is housed or maintained on Church property or at such other place(s) as the Church shall direct.

The Historian shall perform such other duties appropriate to the office as may be assigned by the Pastor or the Board of Church Administration.

(k) Parliamentarian

The Church shall elect a Parliamentarian annually. The Parliamentarian shall invoke and interpret Robert's Rules of Order Revised (latest edition) for the orderly conduct of Annual, Semiannual, and Special Church Meetings, and Board of Church Administration meetings. When the Parliamentarian is absent from a meeting, the meeting's presiding officer shall appoint an Acting Parliamentarian for that meeting.

(l) Interim Pastor

(1) During a vacancy in the office of Pastor and after consultation with the Church membership, the Board of Church Administration shall determine whether the Church will seek and utilize the services of an Interim Pastor to serve until an elected Pastor assumes the duties and responsibilities of Pastor.

(2) In the event a determination is made to utilize the services of an Interim Pastor, the Diaconate shall recommend and the Board of Church Administration shall select a Minister of the Gospel designated as Interim Pastor. The Interim Pastor shall perform only such duties and responsibilities of a Pastor as may be approved by the Board of Church Administration and specifically set forth in a written agreement developed and recommended by the Board of Trustees.

(3) The Interim Pastor cannot be and shall not be considered as a candidate for the office of Pastor.

Section 2 - Ministries and Boards (a) Deacon Ministry

(1) The Deacon Ministry shall consist of at least forty (40) members elected individually by the Congregation upon recommendation by the membership of the Deacon Ministry after consultation with the Pastor, or upon recommendation by the Pastor, after consultation with the Deacon Ministry; or from among recommendations of Active Members received from the Congregation and approved by the Deacon Ministry or Pastor after consultation between them. The disposition of any such recommendations received shall be reported to the Congregation at the Annual or Semi-Annual Church Meeting.

(2) Upon ordination, Deacons shall serve for an indefinite term, during satisfactory service and good behavior, with annual presentation of their status to and acceptance by the Congregation at the Annual Church Meeting. Each Deacon shall seek, by the power of the Holy Spirit, to manifest the

(3) lifestyle and character standards of a Deacon as set forth in I Timothy 3:8-13.

(4) Subject to approval by the Board of Church Administration, the Deacon Ministry shall establish and maintain a "Watch-Care Ministry" under the direction and with the assistance of the Pastor. This ministry shall be provided to members of Christian churches temporarily residing in the Washington metropolitan area, who desire fellowship with the Congregation, while maintaining their membership in another church.

(b) Trustee Ministry

(1) The Board of Trustees shall consist of not more than twenty-four (24), nor less than fifteen (15) members, elected individually by the Congregation, for a term of six (6) years, during satisfactory service and good behavior (plus the President of the Youth Christian Leadership Council), with at least one-third (1/3) of its membership elected every two (2) years; and with annual presentation of their status to and acceptance by the Congregation. However, in no event shall a Trustee serve more than two (2) consecutive terms, with eligibility for election to an additional term(s) only after remaining out of this office for a period of six (6) years.

(2) As the Board of Directors of the civil corporation known as Zion Baptist Church Incorporated, the Board of Trustees shall, in trust, have authority over all Church property, contracts, employees and utilization of Church financial resources, including but not limited to, preparation and presentation of an annual Church budget and administration of the same, subject to oversight by the

Congregation and the Board of Church Administration. The prepared budget shall be presented to the Board of Church Administration for approval prior to presentation to the Active Members.

(3) The Trustees shall ensure that the financial books and records of the Church are audited by an external auditing firm at least every (2) two years, with audits to be conducted at such earlier times as the Trustees or the Board of Church Administration determine are warranted by exigent circumstances.

(4) The Trustees shall have no power to buy, sell, mortgage, lease or transfer the real property of the Church without special authority granted by majority vote of the Active Members present and voting at a properly called Church meeting.

(5) Each Trustee shall demonstrate in character and lifestyle, leadership in the Christian life and stewardship as set forth in Galatians 5:22-23.

(c) Board of Church Administration

The Board of Church Administration shall be composed of the Pastor, members of the Deacon Ministry, the Trustee Ministry, the Church Treasurer and Assistant Church Treasurer, the Church Secretary and Assistant Church Secretary, the Church Clerk and Assistant Church Clerk(s), the Chair of the Board of Christian Education, the Sunday School Superintendent, the President of the Youth Christian Leadership Council, ten (10) lay (non church-office holding) Active Members and the immediate Board of Church Administration Past Chair. The ten (10) lay (non church-office holding) Active Members of the Congregation shall be elected by the Congregation for a two (2) year term at the Annual Church Meeting, but in no event shall such members serve more than two (2)

consecutive terms, with eligibility for election to an additional term(s) only after remaining out of this office for a period of two (2) years.

(d) Ministry of Christian Education

The Board of Christian Education shall consist of at least seven (7) Active Members including the Sunday School Superintendent. It shall develop and present a program of Christian education for the Church, subject to approval by the Pastor, after the Pastor has consulted with the Diaconate. Members shall be elected annually by the Congregation upon recommendation by the Pastor. The Pastor shall appoint the Chair of the Board from among its members.

(e) Practices and Procedures

(2) Meeting Processes - Boards and ministries may adopt agendas for conducting of any and all meetings, electronic or in person, as well as procedures by which notices are sent, activities conducted and decisions are made in so far as those agendas and procedures are consistent with the Scriptures, the Mission of the Church and this Constitution, and the Bylaws of the Church. All Ministry and Board meetings are open to any Active Member of the Congregation.

(3) Executive Session - A Ministry or Board may go into executive session (ministry members only) upon the majority vote of ministry members present to discuss personal, personnel or moral turpitude issues. Any person under discussion may attend such sessions, and such person, if they choose, shall have the right to have an attorney or such other individual of their choosing accompany them.

(4) Use of Electronic Meetings – From time to time personal emergencies, inclement weather and critical circumstances may prohibit meeting attendance or necessitate convening a special ministry

meeting. In these instances, the use of electronic technology to be agreed upon by ministry members, will be allowed. Such an electronic meeting or electronic attendance shall be considered legal and valid, and the deliberations and votes conducted during an electronic meeting shall be considered binding.

Section 3 - Committees (a) Nominating Committee

(1) The Nominating Committee shall consist of seven (7) members appointed annually by the Chair of the Board of Church Administration, with the advice and consent of the Board. Policies and procedures governing the actions of the Nominating Committee shall be adopted by the Board of Church Administration.

(2) The Chair of the Committee shall be elected from within its membership. The Committee shall prepare and present to the Congregation a slate of Active Members for offices provided for in this Constitution, to be elected at the Annual or Semi-Annual Church Meeting. The presentation of the slate shall not preclude additional nominations of Active Members from the floor for any office.

(b) Pulpit Committee

(1) The Pulpit Committee shall become active upon a vacancy in the pastorate, and shall consist of three (3) female and three (3) male Deacons, three (3) Trustees, one (1) lay (non church-office holding)" member of the Board of Church Administration chosen by the Board, and five (5) lay (non church-office holding) Active Members from the Congregation at large, appointed by the Chair of the

Board of Church Administration with the advice and consent of the Board. The Deacon and Trustee members shall be designated by their respective boards, subject to acceptance by the Board of Church Administration. The Committee may also be assisted by the Interim Pastor as an Advisor.

(2) The Chair of this Committee shall be elected by the Board of Church Administration from among the designated Deacon members. The elected Chair shall convene the initial meeting of the Committee and preside over its meetings. The Committee shall make recommendations directly to the Congregation on Pastoral candidates, requirements and duties, while also, for information purposes only, communicating its activities to the Board of Church Administration throughout the entire pastoral selection process, including its determination to present one or more candidates to the Congregation for election as Pastor.

(3) The Pulpit Committee shall announce its presentation of one or more candidates for election as Pastor on at least two Sundays prior to the scheduled election. The name and background sketch of the one or more pastoral candidates, and notice of the meeting shall also be mailed to each Active Member by the Pulpit Committee in coordination with the Church Secretary. Proof of mailing shall be final and conclusive evidence of satisfying this requirement.

(4) The Pastor shall be elected by at least a two-thirds (2/3) vote in the affirmative, of Active Members present and voting at a Special Church Meeting called by the Pulpit Committee for such purpose; but in no event shall the two-thirds (2/3) vote be less than one hundred (100) Active Members present and voting. In the instance of voting on multiple candidates, the candidate receiving the lowest number of votes shall be eliminated on each successive vote where no candidate receives the required votes to be elected as Pastor, with voting on the remaining candidates proceeding until the final candidate receives the required number of votes for election as Pastor, failing which the Pulpit Committee shall prepare and present another recommendation to the Congregation in accordance with subsection (b)(1) of this Section.

(5) Upon notification of election by the Pulpit Committee, the elected pastoral candidate shall convey to the Committee, within forty-eight (48) hours, acceptance of election. Upon actual arrival for duty at the Church, the Pastor shall then exercise the authority and perform the duties and

responsibilities of Pastor.

(6) Upon acceptance of election and actual arrival for duty at the Church by the elected Pastor to perform the duties and responsibilities of Pastor, the Pulpit Committee shall dissolve.

(c) Other Committees or Entities

Other committees or entities may be established by the Church, Pastor or Board of Church Administration, on an "ad hoc" basis, to serve specific needs identified by the Pastor, or the Church or as the Board deems appropriate. The Chair of such groups shall be elected from within their membership, unless otherwise designated, with the number of members dependent upon the committee or entity's scope and purpose.

Section 4 - Church Organizations/Ministries

Church organizations/ministries may be established or dissolved by the Board of Church Administration or upon recommendation of the Pastor with the approval of the Board of Church Administration. Such organizations and ministries shall be governed by their own rules and regulations that shall be consistent with the Scriptures, the Mission of the Church, the Constitution, the Bylaws of the Church and established Church policies adopted by the Board of Church Administration.

Section 5 - Unauthorized Actions

The actions of any persons, organizations, boards, ministries or committees not duly authorized or effectuated pursuant to this Constitution and the Bylaws are without effect and shall not be binding upon the Church, its employees, ministries, officers or members.

Section 6 - Removal of Church Officers

(a) Efforts at Reconciliation - It shall be the duty of the Pastor and the Diaconate to seek to reconcile the differences of any parties to a complaint against an officer of the Church after seeking God's counsel and intervention through prayer, and according to principles of Matthew 5:22-26 and 18: 15-20.

(b) Board of Church Administration Review - If resolution and reconciliation is not achieved through the Diaconate Ministry efforts set forth in Section 6(a) above, the Board of Church Administration shall be convened by its Chair to determine whether the complaint should be presented to the Congregation for resolution. The person(s) making the complaint, the officer who is the subject of the complaint (after having received notice by certified mail of the date, time and place of the meeting) and the Pastor and Diaconate, may all make their statements and responses at the Board meeting convened by the Chair. The person(s) making the complaint shall appear before the Board and present a written copy of their complaint or verbalize their statement of complaint, which shall be transcribed. After review, the Board of Church Administration may by majority vote follow any recommendation of the Diaconate, or determine that the complaint is valid and justifies removal from office. If the complaint seeks removal of the Pastor, any determination by the Board of Church Administration shall be presented to the Congregation for final resolution. In the instance where the Board accepts the complaint as justifying removal from office of any other officer, the officer may appeal such determination to the Congregation.

(c) Special Church Meeting for Hearing

(1) If the Board of Church Administration determines that the Congregation should resolve the complaint referred to in Section 6(b) or if the officer takes an appeal from a determination of the

Board, the Church Secretary shall provide Active Members with a notice of a Special Church Meeting to resolve the complaint or dispose of the appeal. It shall be the duty of the Board of Church Administration to provide the officer in question with a copy of the Board's disposition of the complaint and notice of the date, time and place of the Special Church Meeting for a hearing before the Congregation. The officer shall also be notified to provide a written reply to the complaint within fifteen (15) days of receipt of the hearing notice; all to be sent by certified mail. The Congregation will by majority vote dispose of the appeal, except in the instance where the complaint seeks the dismissal of the Pastor. Such disposition shall take place after discussion and prayer, and after the person(s) initiating the complaint and the officer in question have presented written and/or made verbal statements to Congregation. Failure by any officer in question to reply to the notice of hearing or to appear at the hearing shall not preclude a decision against the officer nor negate the right of the Church to proceed to dispose of a complaint without their presence.

(2) In the instance where the complaint seeks the dismissal of the Pastor, a two-thirds vote of Active Members present and voting at the Special Church Meeting called to resolve the complaint shall be required for dismissal, but in no event shall such two-thirds vote be less than One Hundred (100) votes cast for dismissal.

(3) Any Active Member may, with the concurrence of a majority of the Active Members present, request and require a secret ballot to dispose of any complaint against any officer presented to the Congregation for resolution.

Section 7 - Indemnification

Zion Baptist Church, Incorporated shall indemnify any elected officer, director, Board Member, or person who serves in any capacity at the specific request of the Congregation, the Pastor or Board of

Church Administration who was or is a party or is threatened to be made a party of any threatened, pending or completed action, suit or proceeding, whether civil, administrative or investigative, other than an action by or in the right of the corporation, by reason of the fact that they are or were an officer, director, employee, or agent of 'or otherwise acted in any capacity for the corporation or are or were serving at the request of the Board of Church Administration, the Corporation or Congregation, or any of its constituent Boards, as a director, trustee, officer, employee, or agent of another corporation, partnership, joint venture, trust or other enterprise; against expenses, including attorney's fees, judgments, fines and amounts paid in settlement actually and reasonably incurred by them in connection with such suit or proceeding if they acted in good faith and in a manner they reasonably believed to be in the best interest of the Church or Congregation, and in all instances having not been adjudged to be liable for negligence or misconduct in the performance of duty as provided and provided in the laws of the District of Columbia. Such rights of indemnification and reimbursement shall not be deemed exclusive of any right to which those herein with a right to be indemnified or reimbursed may be entitled under any agreement approved by the Congregation.

ARTICLE X

WORSHIP SERVICES AND ORDINANCES

The following services and ordinances of the Church shall be conducted and observed:

Section 1 - Baptism

Baptisms shall be performed on a Sunday in each month at the congregational worship service. The Pastor and the Diaconate may change the day and time of the Baptism service to any other service during the month for reasons that they deem appropriate.

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Section 2 - Holy Communion

Holy Communion or the Lord's Supper shall be observed on a Sunday in each month at the congregational worship service. The Pastor and the Diaconate may change the day and time of the communion observance to any other service during the month for reasons that they deem appropriate.

Section 3 - Congregational Worship Services

The day and time of congregational worship services shall be designated by the Pastor, after giving consideration to the advice of the Congregation and Diaconate.

Section 4 - Prayer Service and Bible Study

Prayer Service and Bible Study shall be held weekly at such times as the Pastor may designate after giving consideration to the advice of the Congregation and Diaconate.

Section 5 - Sunday School

Sunday School will be held each Sunday at a time designated by the Pastor, after consultation with the Sunday School faculty and Diaconate. The Sunday School faculty, with the advice and consent of the Pastor, shall recommend the curriculum and learning program in the Sunday School.

Section 6 – Other Services

The Pastor, in consultation with the Diaconate shall have the authority to designate any other occasions for worship and study as the Pastor deems appropriate or necessary.

Section 7 - Vacancy in the Pastorate

During any vacancy in the pastorate, the Diaconate shall assume and perform the duties and responsibilities of the Pastor indicated otherwise in this Article X.

ARTICLE XI

MEETINGS OF THE CHURCH

Section 1 - Annual and Semi-Annual Church Meetings

The Annual Meeting of the Church will be held on the Friday preceding the 2nd Sunday of December, or at such other time designated as required and appropriate by the Board of Church Administration, for adoption of the annual church budget, for presentation of annual reports of the officers, ministries, boards, committees, entities, and the Pastor; to elect officers, to transact any other business, to confer about the work of the church, and to adopt plans for the ensuing year.

There shall be a Semi-Annual Meeting of the Church to be held on the Friday preceding the 4th Sunday in July, or at such other time at least six months subsequent to the Annual Church Meeting, as the Board of Church of Administration decides is necessary and appropriate. The meeting shall be for the same purpose or purposes as the Annual Meeting.

The Church Secretary shall provide written notice to the Active Members of Annual and Semi-Annual Church Meetings at least fifteen (15) days prior to the meeting.

Section 2 - Special Church Meetings

Special Church Meetings may be called by the Pastor and/or Board of Church Administration or as otherwise provided by this Constitution. The reason for the meeting, together with its time and location shall he provided to the Active Members through written notification by the Church Secretary at least fifteen (15) days prior to the meeting.

Section 3 - Quorum

A quorum at any Annual, Semi-Annual or Special Church Meeting shall consist of fifty (50)

Active Members. A majority vote of Active Members present and voting ordinarily shall be decisive in any matter, except in the event of electing a Pastor, which shall require a vote as specified in ARTICLE IX, Section 3(b) of this Constitution, and in the event of dismissing the Pastor, which shall require a vote as specified in ARTICLE IX, Section 6 of this Constitution. Any Active Member, with the concurrence of a majority of the Active Members present and voting, may request and require a secret ballot to decide any matter requiring a vote.

ARTICLE XII
PARLIAMENTARY AUTHORITY

The rules contained in Robert's Rules of Order Revised (latest edition) shall govern all applicable procedures not explicitly covered herein where they are not inconsistent with this Constitution and the Bylaws of Zion Baptist Church.

ARTICLE XIII

AMENDMENTS

Section 1 - Limitations and Vote requirements

Except for Article VII, this Constitution may be amended by a two-thirds (2/3) vote of the Active Members present and voting at any Annual, Semi-Annual or Special Meeting of the Church called for such purpose. Amendments or modifications to Article VII (Church Governance) shall

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only be made at the Church's Annual Meeting and by two-thirds (2/3) vote of the total number of Active Members entitled to vote.

Section 2 - Initiation and Consideration of Proposed Amendment(s)

Any proposed amendment(s) to the Constitution shall be signed by at least ten (10) Active Members and presented with reasons for its adoption, to the Board of Church Administration for consideration.

(1) Upon presentation of such amendment(s), the Chair of the Board of Church Administration shall appoint, with the advice and consent of the Board, a seven (7) member Constitution Revision Committee (comprised of Board members) and charged to consider the proposed amendment(s) and report its recommended disposition of the same to the Board.

(2) The Board, upon receipt of the report, may decide to either accept, reject or modify the Committee's recommendation of consideration or rejection of the proposed amendment(s).

(3) In the event the Board decides to forward the proposed amendment(s) to the Congregation (as recommended or modified), it shall direct the Church Secretary to mail the proposed amendment(s) to Active Members; together with a notice of the date, time and place for consideration of the proposed amendment(s) at least fifteen (15) days prior to the date of the meeting.

(4) The proposed amendment(s) shall also be made available to the Congregation at least fifteen (15) days prior to the date of the meeting.

(5) Notice of the proposed action shall be read from the pulpit on at least two (2) Sundays prior to the date of the meeting.

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ARTICLE XIV DISSOLUTION OF THE CIVIL CORPORATION

In the event the Active Members, by a two-thirds (2/3) majority vote of the total number of Active Members, decide to dissolve and distribute the assets of the civil corporation known as Zion Baptist Church, Incorporated, such dissolution and distribution of the assets of the corporation shall be accomplished as required by the laws of the District of Columbia. Upon dissolution, the Active Members by majority vote of the total number of Active Members shall decide upon the specific recipients to receive the distribution of the corporation's assets.

BYLAWS
OF
ZION BAPTIST CHURCH

Section 1 - Elected Officers

(a) Pastor

(1) The Pastor, with the guidance of the Holy Spirit, shall bring forth God's vision for His people at Zion, and shall lead God's people at Zion to accomplish that vision. In providing this leadership, the Pastor shall: (1) preach the Gospel and administer the ordinances; (2) cultivate and attend to the spiritual welfare of the Church and its Active Members; (3) provide advice and guidance regarding the financial welfare of the Church: (4) have under his direction all worship services of the Church; and (5) administer the activities of the

Church in cooperation and consultation with the various Church officers, boards, ministries, and committees. The Pastor shall be an ex-officio member of all ministries, boards, and committees of the Church. The Pastor shall seek, by the power of the Holy Spirit, to manifest the lifestyle and character standards of a Bishop as set forth in 1 Timothy 3: 1-7.

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(2) Annually, and at least by October 1, the Pastor shall provide to the Congregation for comment, written proposed programs, goals and objectives for the next calendar year.

(3) The duties and responsibilities of the Pastor, with desired goals and objectives, shall be specifically set forth in a written agreement (the "Pastoral Covenant") prepared by the Board of Trustees after consultation with the Deacon Ministry. The Pastoral Covenant shall be submitted to the Board of Church Administration and the Active Members for approval.

(4) Annually, the Pastor shall participate in a Shepherd's Conference for a review of the activities, spiritual and financial welfare of the Church, and the fruits of the pastoral ministry at Zion during the previous year.

(5) The Shepherd's Conference shall be accomplished by: (1) one representative from the Trustee Ministry, (2) one lay (non church-office holding) Active Member from the Congregation appointed by the Chair of the Board of Church Administration with the approval of the Board of Church Administration, (3) one lay (non church-office holding) member serving on the Board of Church Administration selected by the Board of Church Administration, and (4) two representatives (one female and one male) from the Deacon Ministry.

(6) The chairmanship of the Shepherd's Conference shall rotate among its constituent members with the first rotation to be held by a representative from the Deacon Ministry and followed in order by the Trustee, lay (non church-office holding) Active Member from the Congregation, and the lay (non-church office holding) member serving on the Board of Church Administration.

(7) The chair shall be responsible for convening the Shepherd's Conference, presiding over its meetings and providing the results of the Conference to the Board of Church Administration. The

Trustee Ministry shall also receive the results of the Conference for its use in making determinations with respect to pastoral compensation and benefits.

(b) Ministerial Staff

The Ministerial Staff shall perform those duties specifically assigned and determined by the Pastor after consultation with the Diaconate and set forth in a written position description. The Pastor shall provide supervision and evaluation of the ministerial staff in accordance with Article IX, Section 1 (c) of the Constitution.

(c) Minister of Music

The Minister of Music shall recommend to the Pastor all Choir Directors and other musicians; and coordinate them in the execution of their assigned duties, and in consultation with the Pastor shall select or assist in the selection of music and assist the Pastor in all worship services.

(d) Sunday School Superintendent

The administrative functions of the Sunday School shall be the responsibility of the Sunday School Superintendent.

(e) Church Secretary

(1) The Church Secretary is responsible for notifying members regarding Church meetings, recording and maintaining the minutes of Annual, Semi-Annual, and Special Church Meetings and such other Church meetings as may be requested by the Pastor or the Board of Church Administration; coordinating the maintenance of Church bulletin boards, and coordinating disposition of requests for baptismal, dedication and membership services with the Board of Trustees and the Pastor.

(2) The Church Secretary shall prepare and update a calendar of Church activities for the year by receiving requests for dates for use of Church facilities from Church organizations, ministries, boards, church members and other individuals. Upon receipt of a request, the Church Secretary shall forward the request to the Church Administrator for review and Board of Trustees for approval, with an indication as to whether date(s) and facilities requested are available for use as requested.

(3) Any of the foregoing duties and responsibilities may be performed by volunteers who are members of the Church or by others, under the direction of the Church Secretary.

(f) Assistant Church Secretary

The Assistant Church Secretary shall perform such duties as are assigned by the Church Secretary that are within the scope of the office of the Church Secretary.

(g) Church Clerk

The Church Clerk shall make a good faith effort to be available at the Church during regular worship service to answer any questions regarding membership, run tapes for each group of contribution envelopes, and generally assist the member of the Diaconate in charge of counting monies received. The Church Clerk, (1) will work closely with the Deacon Ministry, the Trustee Ministry and with the office of the Church Treasurer with regard to certification of Church income; (2) will furnish members with individual statements of contributions to the Church when requested and as required by the Internal Revenue Code; (3) is responsible for, (i) maintaining a regular account of member contributions made to the Church, (ii) supplying members with contribution envelopes, (iii) maintaining up-to-date membership rosters, (iv) maintaining personal history files of Church members, (v) preparing official Church papers for deceased members, (vi) preparing and

providing Letters of Transfer for members or churches upon request, and (vii) receiving and recording Letters of Withdrawal from membership.

(h) Assistant Church Clerk(s)

Assistant Church Clerks shall perform such duties as are assigned by the Church Clerk that are within the scope of the office of the Church Clerk.

(i) Church Treasurer

The Church Treasurer shall have responsibility for coordinating the banking, and keeping a record of all monies received by the Church and all disbursements authorized by the Board of Trustees. The Church Treasurer shall make an itemized monthly report at Board of Church Administration meetings, the Annual and Semi-Annual Church Meetings and as may be requested at any Special Church Meeting. The accounts and records maintained shall be reviewed by the internal Church Auditing Committee. The Church Treasurer shall have custody of all papers, documents and account records related to Church property and maintain such items on the Church premises. The Church Treasurer shall perform the duties of the office in consultation and coordination with the Trustee Ministry.

(j) Assistant Church Treasurer

The Assistant Church Treasurer shall perform such duties as are assigned by the Church Treasurer and that are within the scope of the office of the Church Treasurer.

(k) Auditors

The Internal Auditing Committee shall be in charge of reviewing the accounts of the Church ministries and affiliates such as the Zion Baptist Nursery and Kindergarten Center, and shall submit

a written report at the Annual Meetings of the Church. This Committee shall set and utilize reporting standards that meet generally accepted auditing and accounting principles.

(l) Historian

The Historian shall keep a journal of all occurrences of interest to the Church and shall perform such other duties as may be assigned by the Pastor or the Board of Church Administration as relate to the functions of the office.

Section 2- Ministries and Boards (a) Deacon Ministry

(1) The Deacon Ministry shall assist the Pastor in all spiritual matters. It shall specifically aid in preparing and administering the ordinances. The Deacon Ministry shall also assist in caring for the Congregation, the poor, sick, bereaved, strangers and coordinating missions and those in need. It shall aid in ministering to the spiritual interests of the Church and the community.

(2) The Deacon Ministry shall receive applications by letter or otherwise for admission to Church membership, and ascertain the status of all applicants with respect to their proposed membership. It shall make periodic surveys of the Church membership rolls in coordination with the Church Clerk, regarding necessary revisions and annually report its findings and recommendations to the Board of Church Administration and the Church.

(3) The Deacon Ministry shall (i) provide for the temporary supply of the pulpit in the case of a vacancy in the office of pastor, except where an Interim Pastor has been selected; (ii) provide the Pastor, Trustee Ministry, the Church Treasurer, the Church Clerk and the Church Administrator (or equivalent employee); a weekly financial report of monies collected (iii) supervise and coordinate the collection and counting of all money received by the Church; (iv) administer the Diaconate Fund, including the development and implementation of guidelines for distribution and present a monthly,

annual and semi-annual report of disbursements of the same to the Board of Church Administration; (v) prepare candidates for baptism; (vi) prepare the communion table and communion kits; and (vii) provide communion to sick and shut-in Active Members.

(4) Regular meetings of the Deacon Ministry may be held monthly, except in the months of July and August. Special meetings of the Deacon Ministry may be called by its Chair, accompanied by a statement of the purpose of the meeting, or by a majority of active Deacons, provided the Chair has been properly notified and invited to attend. A majority of the membership of the Deacon Ministry shall constitute a quorum to do business, but a lesser number may adjourn from time to time to reconvene to conduct business. A majority vote when a quorum is present constitutes an act of the Deacon Ministry.

(b) Trustee Ministry

(1) The Board of Trustees, as the Board of Directors of Zion Baptist Church, Incorporated, shall have the care and custody of the property of the Church and shall have charge of its financial and personnel affairs. The Trustees shall have no power to buy, sell, mortgage, lease or transfer the real property of the Church without authority granted by majority vote of the Active Members present and voting at a Church meeting.

(2) The Board of Trustees shall publish and administer the budget preparations and amendments process with an announced plan for Active Members, Boards, organizations, ministries and Pastor participation.

(3) The proposed budget shall be made available to the Board of Church Administration for approval at least seven (7) days prior to the meeting at which it will be approved. The proposed

budget shall be made available to the Active Members for approval at least seven (7) days prior to the Annual Church Meeting. The Board shall also recommend and explain separately all proposed pastoral benefits and make copies of the approved benefits conveniently available to Active Members.

(4) Regular meetings of the Board may be held monthly, except the months of July and August. Special meetings may be called by its Chair or at the request of a majority of the Board accompanied by a stated purpose for the meeting and an invitation to the Chair to attend. A majority of the membership of the Board shall constitute a quorum to do business, but a lesser number may adjourn from time to time to reconvene to conduct business. A majority vote when a quorum is present constitutes an act of the Board.

(c) Board of Church Administration

(1) The Board of Church Administration shall exercise legislative and executive authority as set forth in this Constitution in Church matters, programs, ministries and policies. It shall formulate Church policies and shall make such recommendations to the Church in cooperation with the Pastor and in accountability to the Active Members, as it deems wise and expedient.

(2) The Board shall adopt and implement processes and procedures by which the voting and counting of ballots for the election of a pastor is conducted at the Special Church Meeting called by the Pulpit Committee for such purpose and presided over by the Chair of the Board of Church Administration.

(3) The Board shall have the Pastor as its' ''Chair. It shall elect its' Vice-Chair and any other officers that it deems necessary, consistent with a system of rotation respectively of the said offices of

Chair and Vice Chair among its' constituent elements, each for a one (1) year term in the following order: Lay (non church-office holding)

Active Member, Male Deacon, Female Deacon, and Trustee. All other officers shall be elected by the Board annually from among its' membership. The Vice-Chair shall preside in matters specific to the Pastor. In the event of a Pastoral vacancy, the Chair of the Diaconate shall serve as acting Chair of the Board until the vacancy is filled.

(4) The Board of Church Administration shall meet in the months of January, June, October, and December, but may be called into special session by its Chair to address matters requiring urgent attention. Thirty (30) members of the Board shall constitute a quorum to conduct business, but a lesser number may adjourn from time to time to reconvene to conduct business. A majority vote when a quorum is present constitutes an act of the Board.

Section 3 - Church Committees, Organizations and Ministries

(a) Nominating Committee

(1)The Nominating Committee shall prepare a slate, as authorized by the Constitution or the Board of Church Administration, nominating Active Members for elected church office, to be submitted to the Congregation at the Annual or Semi-Annual Church Meeting.

(2) The name of any Active Member submitted prior to the meeting may be placed on the slate.

(3) The Nominating Committee shall present the slate of nominations of Active Members and nominations of Active Members may be made from the floor at the Annual or Semi-Annual meeting for vacancies in elected church offices.

(b) Pulpit Committee

(1) For information purposes, the Pulpit Committee shall communicate with the Board of Church Administration at least at its regular monthly meeting, on the Committee's ongoing search process, strategies, and presentation of candidates, during its efforts to fill a vacancy in the pastorate.

(2) The Pulpit Committee shall identify, investigate and interview prospective candidates for the pastorate and present one or more candidates to the Congregation for the office of Pastor at a Special Church Meeting that the Pulpit Committee shall call.

(3) In accordance with the Constitution, notification of the Special Church Meeting at which a pastor shall be elected, shall be provided to Active Members by the Pulpit Committee in coordination with the Church Secretary.

(c) Organizations and Ministries

The function of all Church organizations and ministries will be to aid the Church in fulfilling its mission and accomplishing its spiritual and outreach activities. The organizations and ministries will be governed by their own rules, regulations or guidelines that shall be consistent with the Scriptures, the

Mission of the Church and the Constitution and Bylaws of the Church.

Section 4 – Amendments (a) General

(1) These Bylaws may be amended by a two-thirds (2/3) vote of the Active Members present and voting at any Annual or Semi-Annual Meeting of the Church, or at a special meeting of the Church called for such purpose, notice of the proposed amendment(s) including a copy thereof, having been sent by mail to each Active Member.

(2) The proposed amendment(s) may also be made available to the Active Members at the Church. Notice of the proposed action shall be announced from the pulpit on at least two (2) Sundays preceding the meeting at which the amendment(s) will be considered for adoption.

(b) Initiation and Consideration of Proposed Amendment(s)

(1) Any proposed amendment(s) to these Bylaws shall be signed by at least ten (10) Active Members and presented to the Board of Church Administration for consideration.

(2) Upon presentation of such amendment(s), the Chair of the Board of Church Administration shall, with the advice and consent of the Board, appoint a seven (7) member Bylaw Revision Committee charged to consider the proposed amendment(s) and report the recommended disposition of the same to the Board.

(3) The Board, upon receipt of the report, may decide to either accept, reject, or modify the Committee's recommendation.

(4) In the event the Board decides to forward the proposed amendment(s) to the Active Members (as recommended or modified), it shall direct the Church Secretary to mail the proposed amendments(s) to Active Members; together with a notice of the date, time and place for consideration of the proposed amendment(s) at least fifteen (15) days prior to the date of the meeting.

(5) Notice of the proposed action shall be read from the pulpit on at least two (2) Sundays prior to the meeting at which the amendment(s) will be considered for adoption.

TO GOD BE THE GLORY!

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The Constitution & Bylaws as presented herein became effective on _____, subsequent, to adoption by the Congregation on_____, after presentation by the Constitution & Bylaws Revision Committee; which consisted of:

Trustee Roy Castleberry, Sr., Deacon Dorothy Gholston, Deacon Frank Joe, Jr., Deacon Marlena Perrin, Deacon Retna Pullings, Deacon Gloria Rogers,
Trustee Althea W. Smith, Chair

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Rev. Dr. Keith W. Byrd, Sr., Pastor

Zion Baptist Church Health Ministry (ZBCHM)

End of - year Report 2024 Accomplishments

Mission Statement of Zion's Health Ministry: The mission of the Zion Baptist Church Health Ministry (ZBCHM) aims to promote and encourage lifestyle changes to facilitate good health (physical, social, mental, psychological, emotional, financial, occupational, and spiritual health) using such venues as seminars workshops, promoting physical fitness activities, health screenings, nutritional education sessions, and health fairs. We will aim to follow the examples of Christ and be guided by the Holy Scriptures. These various domains of health are all critical, and each plays a crucial role in our overall well-being. We will help members, friends, visitors, family, and our community at large to improve and maintain their health through such actions as lowering health risks, managing diseases already present, engaging in prevention and early intervention, including assistance with navigating the healthcare system, and utilizing all

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resources available to them. We aim to help our members take care of their temples (bodies) that the LORD has provided and others around them.
ZBCHM works to reach beyond the walls of our church (through partnerships with other ministries) and into the community through various outreach activities, collaborations, and partnerships with other churches, organizations, etc., to spread God's word and help others care for their temples.
We desire to become better stewards of our bodies to help facilitate our Enlistment of Sinners, Educate Students, Empower the Suffering, Encourage the Saints, and Exalt Our Savior. The Health Ministry focuses on evangelism and discipleship through health educational empowerment activities targeting our members, friends, and the community.
Our role as a health ministry with the guidance of the LORD to fully embrace the principles of health education and, disease prevention/early intervention, and treatment puts us in a unique position to encourage others and provide some critical tools necessary for us to maximize taking a role in caring for our temples to live and serve abundantly.

- The ZBCHM aims to: Encourage our ZBCHM Members and all members of the church, friends, family, and our community at large to empower themselves with the knowledge to engage in prevention and early intervention for health-related manners across the seven domains of health (physical health, social health, emotional health, occupational and financial health, environmental health, intellectual health, and spiritual health*).*
- Listen to our members, church members at large, regarding suggested programs for our ministry.
- Leverage partnerships both within Zion Baptist Church and its other Ministries within Zion and
- Maintain collaborations/partnerships with other churches and organizations (local and national) to accomplish shared goals of empowering others to take care of their temples that the LORD has provided.
- Exchange and disseminate our information to others.

Our Motto: "Move What You Got While You Got It to Move!"
Ministry's Guiding Scripture: *"Beloved, I pray that you may prosper in all things and be in health, just as your soul prospers."* – 3 John 1:2
A few of the programs ZBCHM has been involved with or hosted –
January 1, 2024 - November 20, 2024:
 JANUARY--NOVEMBER------WEEKLY-----Weekly Zoom Standing and Chair Exercises utilizing YouTube programs: Every Tuesday @ 7:45 pm. We encourage members, friends, and others to participate in this activity. Our program begins with prayer, followed by testimonies and encouragement. Exercise sessions are tailored to the group and vary from 20 minutes—30 minutes.

 JANUARY – NOVEMBER----In-reach and Outreach: ZBCHM continues to stay connected with active members within our congregation and those who no longer worship with us and our extended Christian community across the country. We offer prayers, health check-ins, send cards/plants, and other expressions of thoughtfulness. When health education materials are created by us or found through various resources, we share them with other groups and churches. ZBCHM continues to seek new members and explore opportunities for partnerships and collaborations to enhance further their ability to execute their mission.

 JANUARY – NOVEMBER----Mental Health/Wellness: For the past few years, ZBCHM has been very interested in educating and empowering others on the importance of "mental health and wellness across the age spectrum 'from the womb to the tomb''. Mental health/wellness is one of the challenges that is plaguing our communities and families. Individuals have expressed their needs, but access and availability remain challenging. ZBCHM tries to identify various programs being offered and share that information, along with finding potential resources for those that reach out to us. We continue to reach out and explore partnerships with others.

We have several partnerships with the Georgetown-Howard Universities Center for Clinical and Translational Science (GHUCCTS) Community Outreach Board. One of our programs seeks to identify opportunities to address veterans' mental health challenges in the DC area. Our workgroup is called "Engagement of Veterans DC VA Medical Center." 3

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Currently, the meetings are held via Zoom, but sessions on the VA site are being explored with the VA's administrative leadership.
 FEBRUARY--February is “Heart Health” Month: ZBCHM encourages Zion members and others to renew and review their knowledge about heart disease. Members were encouraged to wear something red and take time to learn about their heart and the steps they can take to engage in prevention and early intervention; materials and tips on heart health awareness are shared via email throughout the month.

FEBRUARY—ZBCHM is trying to increase everyone’s awareness of mental health as a potential co-morbidity and, therefore, may coexist with other health challenges. This year, a special heart health Zoom session, “A Fireside Discussion on Heart Health,” addressed heart health and mental health as potential comorbidities for some. Our roundtable ZOOM session was held on February 7th,2024, in collaboration with several retired United States Public Health Service members and the community at large.
 FEBRUARY—APRIL--- Outreach to the Homeless—Internal: ZBCHM partnered with Zion’s Food Truck Ministry (ZFTM), led by Deacon Lamarr Hill, and provided the homeless with blankets, hats, gloves, socks, and hand warmers. A few members of our ministry also accompanied the ZFTM on a few of their missions.

 MAY ----Mental Health: Through our partnership with GHUCCTS, we are working on a webinar series (The Georgetown-Howard Universities Center for Clinical and Translational Science (GHUCCTS) in collaboration with Georgetown Leadership Education in Developmental Disabilities (GU LEND), and Zion Baptist Church’s Health Ministry are hosting a webinar series focusing on mental health wellness) to be held via ZOOM, identifying speakers and opportunities to respond to community mental health concerns. The first session was held on May 2, 2024, “**Mental Health Matters: Wellness Across the Lifespan Webinar Series,”** with several clinicians and representatives from the community.

This webinar series was created in response to the community's mental health needs. It is designed to share ideas about mental health priorities and ways to communicate research findings with community members in the District of Columbia.
 Outreach to the Homeless - External On June 5th,2024, once again, ZBCHM partnered with The Auxiliary to the Medico-Chirurgical Society (AMCS) of the District of Columbia to present a Workshop on Post-Pandemic Homelessness in Washington DC.”. The event was held at Central Union Mission (a homeless shelter for men) in downtown Washington, DC. Following the presentation, ZBCHM provided unique tokens to the men—individualized bags containing undershirts, socks, underwear, and toothbrushes. In addition, the Auxiliary provided a few toiletries, which were also added to the bags. Over 100 men were in attendance.
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 Conversations on Health – 2024 Community Health Fair: June 22nd. 2024. In partnership with the National Medical Association (NMA) and other partners, Zion Baptist Church Health Ministry held a community education and outreach health fair entitled “CONVERSATIONS on HEALTH.”We had a series of small “SNAPCHAT Panels” with speakers, health topic discussion stations with health experts, and several organizations and groups from the community, providing “tabletop” discussions on health to participants. As we all know, we are facing a mental health crisis today, and we want to encourage everyone to understand that mental health may play a cross-cutting role across the disease spectrum. We tried to foster “Communications on Health with Experts” to promote prevention, early intervention, and treatment.

The planning and support from our Pastor, the ZBCHM, the ZBCHM “Extended Members,” our DMV-wide community groups, and more were all unbelievable, and we thank them all for their support; although there were more than 125 people in attendance; we were disappointed and did not reach our goal. Climate change was not on our side, with the temperature clinging around one hundred degrees Fahrenheit outside and health alerts being advertised via television and radio, encouraging people to stay inside, probably keeping many community members away. As a Health Ministry, we genuinely understand that the health and safety of others are always our priority. However, we were delighted with all those who came out and the program, the feedback we received verbally, through phone calls, text, and email messages, and the submitted evaluations.
Our “Conversations on Health” project was planned as a model template for NMA to replicate nationwide for three to-be-planned programs in Texas, California, and the Midwest. Through the talents and gifts of some of our partners, the panel-only segment of our program was captured on video, launched, and made available on YouTube for those who could not attend in person; the link is available on Zion’s website.
 October is “Cancer Awareness Month”! The ZBCHM was very busy providing cancer awareness literature to members and friends who attended church services following morning worship services during October. We also encouraged members to retrieve their cancer awareness paraphernalia that we have passed out for years and wear it as a reminder to make appointments with their healthcare providers and do or get their annual cancer check-ups. For those unable to retrieve their cancer awareness buttons, pins, ribbons, clappers, and more, we passed them out, reminding people that cancer awareness, like other ZBCHM activities, is a year-long, not a one-month event.

We also hosted a virtual cancer awareness session via ZOOM (Oct 14th, 2024, at 7:00 PM. EST.). The session featured our guest speaker, Ms. Claudia M. Hardy, MPA, a 5
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nationally recognized Community Engagement and Empowerment Leader from the University of Alabama at Birmingham Cancer Center. Our session was entitled: “Empowering Our Communities to Address Cancer Disparities: Utilizing Our Gifts.” This community outreach session aimed to educate/engage, and empower families, friends, and our community to identify various strategies and means of support for those navigating the cancer journey.

Respectfully Submitted:

Sister Leslie Cooper, ZBCHM Chair,

NOVEMBER 24, 2024

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Rev. Dr. Keith W. Byrd, Pastor

Human Needs Ministry Annual Report - November 23, 2024,

A generous person will prosper; whoever refreshes others will be refreshed. Proverbs 11: 25

The mission of the Human Needs Ministry is to provide spiritual and financial assistance and in-kind services to struggling individuals and charitable organizations by doing all the good we can, by all the means we can.

Due to limited church finances and space for collection of items, no reassignment of HN alternate collection spaces, the development of new educational programs (The Freedom School), a reduced budget which limited the contributions to charitable organizations and other circumstances beyond our control, the Human Needs Ministry has been restricted to satisfactorily fulfill our missions.

EVANGELISM

Human Needs continues to create Bible lessons of spiritual support to the households of our "Adopted Family Program. The lessons are designed to offer instruction and guidance for life's challenges and inspire them when they seek to find a new path forward.

COMMUNITY/DISCIPLESHIP OUTREACH

Partnerships with schools in the community can provide monetary and non-monetary support, providing students access to resources that can help them succeed in school. Over the years, the Human Needs Ministry has selected various Ward 4 schools as Community Partners including Roosevelt S.T.A.Y Opportunity Academy, West

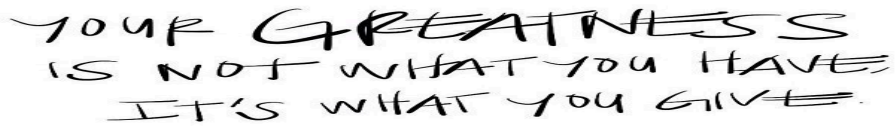
Education Campus (John Lewis), Powell Education Campus and Truesdale Education Campus

In September of this year, school supplies and other educational supplies, along with Thanksgiving bags, were delivered to Powell Education Campus. In teams, Members also prepared Thanksgiving boxes of food and other items for the families of our Adoption program. The boxes included Safeway gift cards in the amount of $100. We pray to be able to support our CHARITABLE ORGANIZATION, to once again be recognized as "Zion's major source of COMMUNITY OUTREACH".

Since 2007, the following had been our standard schedule of Community Service:
ITEM COLLECTION DATES /W/ INSTRUCTIONS

FEBRUARY – MARCH - MAY– JUNE
(JULY– AUGUST – SCHOOL SUPPLIES DRIVE
SEPTEMBER – OCTOBER – WINTER WARMTH
(All collections were held in the Education Auditorium, unless otherwise announced.)
GIFT CARD DISTRIBUTIONS TO ADOPTED OUTREACH FAMILIES
Joseph (Target) JAN., MAR., JUN., NOV.
Manna (Safeway) APR., MAY, AUG., DEC.

Seeking God's will and direction, we continue our efforts to strengthen our commitment of discipleship and evangelism and address the basic human needs of families in temporary financial crisis in the community, the same communal goal the ministry has embraced since its inception.



Respectfully Submitted
Sis. Patrice Bailey, Sis. Valeria Burris, Sis. Patricia Bonds,
Dea. Emer. Douglas Bryant
Dea. Alfonso Campbell, Jr., Dea. Janet Campbell, Dea. Lloyd Darasaw,
Dea. Joe Dyson, Sis. Kia Johnson-Sloan, Sis. Linda Simpson
Sis. Patricia Williams
Sis. Barbara Flowers, Chair

Mighty Men of Zion

December 6, 2024

As an encouragement ministry of Zion Baptist Church, the Mighty Men of Zion (MMoZ), also known as the Men's Ministry, strives to enhance the spiritual and moral welfare of all male members of the church with honor, love, brotherhood, and the fear of God, so they can lead men to Christ.

This year, the Men's Ministry continued to focus on the theme "The New Era: Restoring Community", and it has been one of sustained participation and innovative activism. This year the Men's Ministry has continued to also expand upon a desire to focus an emphasis on discipleship and evangelism with our men.

The Men's Ministry has also continued to partner with various ministries within Zion Baptist Church on a myriad of occasions to include the Women's Ministry, Health Ministry, and Charles B. Walker Culture Club. In addition, several brothers and a few youth have continued to "man up" to ensure that the Men's Ministry relationship with Chatman's Army remains vibrant, taking a cue from our Chatman's Army late leader, Deacon Emeritus Sydney A. Swann.

The Men's Ministry has also continued our "mini" Bible Study sessions prior to our scheduled monthly meetings led by our Chaplain, Brother Tommy Dudley. These meetings have been held via zoom meetings as well as in-person meetings and have served as an inspiration for keeping the brothers connected with each other. Men face unique challenges throughout their lives in areas concerning family, careers, addiction,

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depression and faith. Only through a relationship with Jesus Christ can we find hope and strength to confront these challenges head on. We challenge all men of Zion, youth and young adults, as well as our seasoned saints to band together with us to form authentic relationships, transforming our hearts and engaging in the battle for our souls as the Men's Ministry continues to move forward as evangelists and disciples into the coming years.

Unfortunately, the Coronavirus (COVID-19) pandemic continued to somewhat impact the Men's Ministry's performance due to DC government public health requirements that had inhibited in-person worship services at Zion Baptist Church. As a result, during the year 2024, the Men's Ministry had to suspend its tradition of service and community fellowship with the following: (a) Annual Fishing Excursion and (b) Annual Baseball Outing. Hopefully, as we continue to transition to a "new normal" the Men's Ministry will be able to resume these basic operations in year 2025.

Despite these unique challenges, the Men's Ministry continued to undertake a series of community outreach service initiatives in 2024 that included: (a) Volunteering in various senior focused activities and events at the GNJ Senior Center; (b) Volunteering on Every Fourth Thursday for the Food Distribution Program at Zion North Campus; (c) Sponsoring the Men's Ministry Annual Scholarship in honor of Deacon Emeritus Dr. Robert L. Owens, III. This scholarship will be awarded every year to a male youth of Zion and they will be known as "Robert L. Owens Scholars"; (d) Sponsoring two hundred at-risk youth and their families from the National Center for Children and Families (NCCF) to attend the UniverSoul Circus at the National Harbor; (e) Volunteering as mentors with the Freedom School Summer Camp Program at Zion Baptist Church; and (f) Participating in the Holiday Season Party for the children at JC Nalle Freedom School that is sponsored by the National Center for Children and Families (NCCF). Lastly, the Men's Ministry will continue to work in collaboration with both the Pastor and the Executive Minister to the Pastor in order to provide recommendations for the related services of the Men's Ministry to the Zion North Campus.

Overall, it continues to be a truly rewarding time for the Men's Ministry (Mighty Men of Zion). In closing, the Men's Ministry eagerly looks forward to an ambitious agenda as we continue onward in year 2025 aimed at revitalizing the men of Zion Baptist Church through our Christian service, brotherly love and genuine fellowship.

In Christian Service,

David J. Saunders

President, Mighty Men of Zion

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Rev. Dr. Keith W. Byrd, Sr., Pastor

From: Rev. Dr. Charles F. Marshall, North Campus, Music Ministry

Date: November 23, 2024

RE: Ministry Report, Music Ministry, Zion North Campus

Excitedly we celebrate 160 years of ministry as we follow where the Lord leads to enlist sinners, educate students, empower the suffering, encourage the saints, and exalt our Savior week after week through music. We do this using several genres of church music such as the hymn, traditional gospel, contemporary gospel, spirituals and other forms during worship.

None of this is possible without the engagement and participation of dedicated individuals and members of the congregation who provide their voices as vessels to deliver this music week after week. The singing group agreed to meet at 8:00 am each week to prepare to serve for the 9:15 am worship. There is an open invitation for soloists and singers to serve in this ministry. There have been people of many ages to participate in this ministry from children to seniors, all female groups, male and female groups, and a male group for the men's day in December 2024.

We give honor to God almighty for the privilege to serve in mission and ministry. Preparing for the new year, "come, let us sing for joy to the Lord; let us shout aloud to the Rock of our salvation. Let us come before him with thanksgiving and extol him with music and song." (Psalms 95:1-2).

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Nomination Committee Report – 2024 Annual Church Meeting

The Nominating Committee members are Deacon Gloria Rogers, Chairperson, Brother William McAlpine, Deacon Damon Bailey, Deacon Marlena Perrin, Sister Ruth Chalk Young, Trustee Christine Williams, and Deacon Frank Joe.

The 2024 Nominating Committee presents the slate of nominees for consideration and vote by the active members of the Zion Baptist Church for terms beginning January 2025.

The ballot for the election, December 7, 2024, will include Church offices, Lay Members, Trustees, and approval of the recommendations of Pastor Byrd for the Board of Christian Education. The Church offices are for a one-year term and the current officers have agreed to run for another year's term. The church historian is a two-year term.

One year term

Church Secretary	Deacon Tanya Briscoe
Assistant Church Secretary	Deacon Dawn Thomas
Church Treasurer	Sister Delores Johnson
Assistant Church Treasurer	Sister Lisa Robinson
Church Calendar Clerk	Sister E. Marlene Tolson
Assistant Church Calendar Clerk	Deacon Lora Dyson
Church Parliamentarian	Deacon Kimani Darasaw

Two-year term

Church Historian	Brother Michael Yette

Lay Members: Terms expire for six Lay Members, and each is eligible for reelection for a second **two-year term**. Four have agreed to run for another two-year term and two, Brenda Carter King and Beverly Lewis Koch have decided not to run. If the four are reelected, two positions would be vacant. The Incumbents seeking a second term:

Sister Jacqueline Byrd Tillman
Sister Leslie Jane Chavis
Brother Kerwin Davis

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Sister Linda Simpson

Current and Continuing Lay Members

Sister Maureen Barnes
Sister Ruth Chalk Young
Sister Kimberly Byrd
Valeria Burris

Trustees: There are as many as eleven Trustee positions available for a six-year term (24 max-15 min). Currently, there are 17 Trustees. Terms expire for four Trustees, and each is eligible for a second term, four have indicated they will run for another six-year term. There are five new nominees, A total of 9 are standing for office as Trustee. The 4 **incumbents** seeking a second term:

Trustee Barron Harvey
Trustee James Brown
Trustee Frank Dickey
Trustee Brenda Stovall

New Nominees for Trustee

Sister Nikki Pearl Barnett-Tolson
Sister Ithalda Uston
Sister Veleria Burris
Brother Randolph Perrin
Brother George Walker

Current and Continuing Trustees

Trustee Althea Smith
Trustee Barbara Childs
Trustee Christine Williams
Trustee Kim Swann Ndiaye
Trustee Alexis Daniels
Trustee Niiyo Madison
Trustee Debra Henry Caldwell
Trustee Jason Alston
Trustee Jacqueline Anderson
Trustee Roy Castleberry

Trustee Ernest Coleman
Trustee Glenwood Elam
Trustee William Lawson

ZBC Board of Christian Education
Members shall be elected annually by the Congregation upon recommendation by the Pastor. The Pastor shall appoint the Chair of the Board from among its members. Article IX, Section 2 (d) page 13.
Sister Pamela Castleberry
Sister Pamela Harris
Rev. Dwayne Coley
Deacon Sharlyn Grigsby-Queen
Sister Carolyn Harris
Rev. Veronica McAlpine
Deacon Darlene Saunders
Rev. Donna Vance
Rev. Denise Wiggins
Rev. Robert Tolson

The Nomination period began September 29, 2024, and extended to November 4, 2024. Announcements were made in the Church bulletin, from the pulpit, blast email, on the website, and by postal mail. The Nomination forms and Zion Baptist Church position descriptions were available in the narthex of the main sanctuary of the church, in the main office of the church, or were emailed upon request. Each nominee for office was asked to sign, as an elected officer of the ZBC, a commitment to the Zion Baptist Church and the Standards of Christian Leadership.

Nominations from the floor are permitted by the Bylaws. Persons nominated from the floor must be present at the meeting and will be requested to provide information and answer questions the same as those who submitted written applications. If elected, the nominee must submit a nomination form with signature of commitment to the ZBC Standards of Christian Leadership, no later than 7 days after the meeting, and must be confirmed as an active member by the Church Clerk. The Nominating Committee Chair will notify the BCA of the status at the next BCA meeting.

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According to a vote of the congregation at the December 22, 2023, Annual Church Meeting church leaders who do not participate in any kind of training for leadership development should be removed from leadership positions. These people, therefore, are not eligible for re-election until the training is complete.

As carried out in previous years, the Annual Meeting will be in person and virtual. Registration is required for attendance. Ballots will be cast electronically. There will be ballot clerks with computers available to assist in the electronic voting for in-person attendees. Paper ballots will be available if needed. No requests for absentee ballots were received. A majority vote of active members present and voting is required. Subsequently, nominees are voted for individually and not by consensus vote. A majority vote is greater than 50% (50%+1). The Nomination Committee in concert with the Church Clerk will manage a check-in for active Church members, confirm active member status, monitor the voting count, and present the results of the election to the Chair of the Annual Church Meeting and the congregation.

As voted by the congregation at the December 2022 Annual Church Meeting, all elected leaders of Zion Baptist Church are to complete the Diaconate Leadership Training Program to maintain office. The Nominating Committee will report the status of elected officers at the Semi-Annual Church Meeting.

Submitted by Deacon Gloria Rogers, Chairperson ZBC Nominating Committee

December 7, 2024

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Zion Baptist Church Nominees for Church-Wide Office – Bio(s) for 2025

Briscoe, Tanya, Church Secretary. In her statement of candidacy Deacon Briscoe states, "I am a retired Career Development Counselor and Training Specialist and have served as Church Secretary since 2021 (elected). I am a 4th generation member of Zion, baptized in 1978. I was dedicated as a baby, baptized, and married at Zion." As a youth, young adult, and seasoned adult, she has served in many roles in the Church, from working with Junior Achievement as an assistant Sunday School teacher, President and Secretary/Correspondence Secretary for the Usher Ministry, Recording Secretary for the Facilities Utilization Long Range Planning Committee, and currently the Board of Church Administration (BCA) Secretary, and 2nd Vice President of the Georges Boggess Veterans Vanguard Charge Ministry. God calls us to utilize our gifts in many ways. I use my gifts to support others in their roles. She has been a Deacon since June 2022 and is a member of the Charles B. Walker Culture Club.

Dawn, Thomas, **Assistant Church Secretary**. Deacon Thomas joined Zion Baptist Church in 2014. She immediately joined the Zion Usher Ministry. She is a member of the Gospel and Senior Choir, and a Stephen Ministry Leader, and currently serves as Assistant Church Secretary. She was ordained as Deacon in June 2022. Deacon Thomas has a heart for service. She states, "I Love doing the work of the Lord and the Church. I enjoy working as an Assistant Church Secretary. I believe I am working to advance the office and the vision of the Pastor, given to him by God."

Johnson, Delores, **Church Treasurer**. Sister Johnson has been a member of Zion since 2001. She has held the position as Church Treasure for the past 7 years, having served initially as the Assistant Church Treasurer for two years. Sister Johnson has served as the Treasurer for the America n Management Systems and Apple Federal Credit Union for ten years Currently, she is employed with the Food and Drug Administration as an IT Specialist. She is a member of the Charles B. Walker Culture Club. She has served as Zion Girl Scout Troop Leader/Senior Advisor, Junior, Brownie and Daisy Girl Scout leader. She regularly attends Sunday School.

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Robinson, Lisa, **Assistant Church Treasurer**. Sister Robinson was restored to Zion on December 31, 1995, and has served as Assistant Church Treasurer since 2019. She is a member of the Usher Ministry. Currently, Sister Robinson works for the IRS managing budgets as a Financial Plan Manager with 40 years of experience. She reviews, manages, and analyzes the monthly budget reports for the Building Delegation Territories, to ensure they are spending their operational budget monies effectively. In her responsibilities at Zion, she is responsible for review of the monthly Treasurer's report once submitted by the Treasurer. She signs all checks prepared by Zion's Finance team and makes sure that all the funds are deposited in the bank after the counting team handles their assignment. She states she is committed and holds herself accountable to follow all the Principles and Standards of Leadership in conducting herself as a good Christian to make sure that she serves and does the work according to God's Will and his Testament. She hopes to retire soon, so that she can continue to do the Work God is calling her to do for the love of Christ.

Tolson, E. Marlene, Church Clerk. Sister Tolson has been a member of Zion since Cradle Roll. As Church Clerk, she is responsible for crucial record keeping functions relative to membership, church statistics, contributions, and trends in church life. She is responsible for maintaining the software application for membership data and financial contributions, assisting in counting room operations and reconciling of Sunday collections, accurately recording each individual contribution, maintaining a regular account of returned envelopes, order, prepare and assign envelope sets for each member. Sister Tolson maintains a membership database which includes members demographics, she prepares and mails the semiannual/annual contribution statements, provides data for other ministry services, maintain a personal history file of church membership and prepares church papers for deceased members. Sister Tolson is a member of the Bereavement Ministry, the Stephen Ministry, and the Flower Ministry.

Dyson, Lora K., Assistant Church Clerk. For the past 2 years Deacon Dyson has worked closely with the Church Clerk as her assistant and feels she has been a tremendous help to her with the various tasks she is responsible for. Deacon Dyson retired in 20214 from the Federal Government after 37 years of service. She worked in many positions in the Food and Drug Administration. Her last position was as a Program Analyst in the training office, providing training for FDA, federal, state and local investigators, mostly online courses. Deacon Dyson grew up in Zion. She states, "For many years, I thought I would just sit and be a pew member at Zion. As I grow, as a Christian, I realize that to serve God, I need to serve my Church." For the past few years, as Deacon, a Stephen Minister and working with the Bereavement Ministry, she

states, “I have enjoyed serving the congregation by interacting with the members and serving them.” She further states that she has known the Church Clerk and her family for many years. She has watched her serve Zion and she prays that she can continue to assist the Church Clerk for another term.

Darasaw, Kimani, **Parliamentarian.** Deacon Darasaw joined Zion Baptist Church in 1989 and is running for re-election. As Parliamentarian, he is responsible for invoking and interpreting *Robert Rules of Order* during the Annual, Semi-Annual, and Special Church Meetings as well as at the Board of Church Administration meetings that are held quarterly. He attends *Sunday School* and wants to use his God given gifts to do his best as parliamentarian.

Yette, Michael Lewis, Church Historian. Brother Yette joined Zion in 1971 and has served in many capacities over the years. He became Trustee Emeritus, serves as a Sunday School teacher and has served as FULRPC for 22 years. Currently Brother Yette serves as a member of the Historical Preservation Committee. He has served on the Breakfast Ministry, Transportation Ministry, Chapman’s Army, Mighty Men of Zion, Sound and Drama Ministries.

Lay Members

Byrd-Tillman, Jacqueline, **Lay Member**. Sister Byrd-Tillman has continuously served Zion since she joined in 2006. She was a trustee for 14 years. She has taught Sunday School for 8 years. She has ben on the Usher’s Ministry for 14 years, and she is currently President of the Usher’s Ministry. She is a member of the Prayer Ministry and has been for 12 years. She is currently a Lay Member and desires to serve a second term. By profession she is an attorney.

Chavis, Leslie Jane, Lay Member. Sister Chavis regularly attends worship at the Zion North Campus, where she serves as Usher. She joined the former New Creation Church in 2001. As an active member, she has enjoyed working with children and participating in educational activities. Sister Chavis is an educator and works as an ELD (English Language Development) Program Achievement Specialist. As a supporter for various community causes and as a favorite past time, she is a runner and has participated in numerous local races and four half-mile (13.1 mile) marathons. She serves in the Soup Saturday Ministry and has led the soup and bag meals to the homeless in the Wheaton, Maryland area. She was a member of the Merger Committee for the two churches and desires to use her gifts to further the ministry of Zion Baptist Church under the banner of “one church in two locations”. She is currently a Lay Member and desires to serve a second term.

Davis, Kerwin, Lay Member. Brother Davis joined Zion in 2019. He is a native Washingtonian. He studied at Howard University. He is currently a Real Estate Broker and has 36 years of experience. He is a member of the Mighty Men of Zion. He is committed to giving God his best and to following the Church Standards of Chrisitan Leadership. He is currently a Lay Member and desires to serve a second term.

Simpson, Linda, Lay Member. Sister Simpson joined Zion in 1976. She is a member of the Human Needs Ministry, the Health Ministry of which she is the Treasurer, the Historical Conservation Ministry and serves as the Chair of the Pastor's Anniversary Committee. She has served in several different ministries in the las 48 years. She states, " I served as a Lay Member for the last two years and I would like to serve for another term."

Trustees

Harvey, Barron, Trustee. Trustee Harvey rejoined Zion in 2013. He has served a first term as Trustee since 2019 and serving as Chair of the Budget and Finance Committee for 4 years. Dr. Harvey has a distinguished career in business and accounting. He is Dean Emeritus of the Howard University School of Business and served as its head for 26 years. He is also a tenured Full Professor in the Department of Accountings for over 35 years. He was appointed Associate Provost for Academic Innovation and Strategic Initiates, Office of the Provost, Howard University, effective July 1, 2020. Dr. Harvey became the first endowed professor in the School of Business when he was named Frank Ross/KPMG Endowed Professor in Accounting. He has twice been named "Educator of the Year" by the National Association of Black Accountants, Inc. (NABA). Trustee Harvey has held offices and memberships in numerous professional organizations including, but not limited to, the American Institute of Certified Public Accountants, the American Accounting Association, the National Association of Black Accountants, and the DC Board of Accountancy. In 20210 Trustee Harvey was named an inaugural member of the newly created National Advisory Council on Innovation and Entrepreneurship, supporting the initiatives of President Barack Obama. He has a MBA degree in Accounting and a PhD degree in organizational Behavior and Management Theory. He is a Certified Public Accountant.

Brown, James, **Trustee**. Trustee Brown joined Zion in 1980. He has served a first term as Trustee since 2019 and served as the Chairman of the Facilities Utilization and Long-Range Planning Committee (FULRPC). The Sanctuary Enhancement and Technology Upgrades Project, the most recent beautification infrastructure project at Zion, was completed during his

tenure. The project also included creating a multi-media capacity that has enhanced the overall worship experience as well as expanded the Church's social media presence. He has served on the Zion Community Enterprise Board for 4 years. Trustee Brown is a practicing attorney and owner of a mid-size law firm from 1995 to the present. His firm specializes in representing children with disabilities. Has a bachelor's degree in business, an MBA in Business and the JD Degree in Law. He states, "I am happy to submit my application for the position of Trustee. My candidacy is not against anyone nor anything, it is however to share my experiences and commitments to Zion Baptist Church. If elected, I will work side by side with the Pastor to do the business of the Church according to the Will of God".

Dickey, Frank, Trustee. Trustee Dickey joined Zion in 1994. He has served a first term as Trustee since 2019 and has held the position of Chairman of the Banking and Finance Committee, Chairman of the Property and Maintenance Committee, Secretary, and served on all the standing committees. He is a member of the Mighty Men of Zion (President, Vice President, Chaplain), original member of Chapman's Army, member of the Senior, Mass choir, Men's Chorus, and the Bereavement Choir. He is a member of the Culture Club and a former Co-Chairman of the Breakfast Ministry. He attends the Mid-Day Bible Study and the Adult Sunday School class. Trustee Dickey has a bachelor's degree in mathematics, master's degree in Guidance and Counseling, and doctoral studies in Educational Statistics and Research. He has taught in DC Public Schools, Directed the Upper Bound Program at Trinity College, Assistant Director of the College Board's Educational Opportunity Center, Assistant Director of Student Special Services at Howard University, Acting Director of the University of Georgia's Educational Opportunity Program, General Manager of Waters Catering, Owner and CEO of Frank C. Dickey Catering, and is currently Property Manager of over 60 units at TARA Enterprises. Trustee Dickey has a working knowledge in all areas of property management, including plumbing, electricity, and dry wall. He is a member of Kappa Alpha Psi Fraternity.

Barnett-Tolson, DeNikka Pearl, **Trustee.** Sister Barnett-Tolson is seeking a first term as Trustee. She joined Zion in 2020. She states, "I am honored to accept my candidacy for the position of Trustee at Zion Baptist Church". Her life and career have been guided by the principles of service, integrity, and stewardship. As Chief Operating Officer of GT Independence, she demonstrated leadership in fostering inclusive and supportive communities, advocating for people's needs, and managing resources effectively. With a deep faith and a commitment to upfitting others, she seeks to contribute these skills to the church's mission, ensuring our ministries are both spiritually enriching and responsibly managed. She brings a

lifelong commitment to service within the church. Her experience includes roles as Church Youth President, Progressive Oklahoma Baptist State Convention Youth President, and Progressive National Baptist Convention Southwest Region Youth President. In adulthood, at her former church, she served as Church Secretary, and Church Financial Secretary. Since joining Zion, she serves as Co-Chair of the Women2Women Ministry, Member of the AV Ministry, and regularly attends Pastor's Bible Study and Sunday School. She states that completing the Diaconate Leadership Training in 2022 has deepened her spiritual and leadership skills. She is eager to serve and uphold the values of Zion Baptist Church, helping to steward the Church's resources responsibly and support the growth of our ministries.

Perrin, Randolph, **Trustee.** Brother Perrin is seeking a first term as Trustee. He joined Zion in 2022. He is a member of the Mighty Men of Zion. He states that he has a strong interest in helping to assist Zion in stewarding the Church's resources wisely, participating in strategic planning, ensuring the church facilities are well-maintained and ensuring financial sustainability while aligning with God's vision as expressed through our Pastor. He desires to bring a fresh perspective to the Trustee Ministry through active engagement as well as advocating for future church growth potential. He has spent several years in law enforcement prior to what is now over 35 years of experience in real estate, including real estate investment, sales, real estate redevelopment and property management. He is the principal broker/owner of an independent, local real estate company.

Uston, Ithalda, **Trustee.** Sister Uston is seeking a first term as a Trustee. She rejoined Zion in 2014. She is a member of the Senior Choir and the Bereavement Choir, and a member of the Charles B. Walker Culture Club. Sister Uston has a bachelor's degree in Botany, a master's in microbiology and a PhD in Biology/Parasitology. Her professional experiences include Education Specialist at the University of DC, Associate Professor of Biology at NOVA Community College, Visiting Research Scientist at the USDA in Beltsville, Maryland, and Research Associate at Georgetown University in DC. She has taught biology, physics, and physical science to high school students in DC Public Schools. She has been a Science Department Chairperson, served on the Middle States Evaluation Committee for Schools and Colleges, was Coordinator of School-Wide Science Fair, worked cooperatively with administrators and faculty to achieve departmental and school objectives, supervised and trained student teachers, conducted career seminars for students, developed and wrote the physics and physical science curricula for Dunbar's Pre-Engineering School. She has critiqued biology textbooks for Charles E. Murrell Publishing Company and served on DCPS Book and

Safety Committees. In Fairfax County she taught Honors Biology and supervised students with Science Fair projects at Oakton High School. At Thomas Jefferson High School for Science and Technology she taught AP Biology classes, sponsored the Biology Olympiad Club and the Medical Society Club. She organized and accompanied student to Costa Rica where they explored the Rain Forest and conducted scientific experiments.

Burris, Veleria Hogan, **Trustee**. Sister Burris is seeking a first term as Trustee. She joined Zion in 1982. She is a 2 term Vice President of the Senior Choir and the Secretary, member of the Bereavement Choir, Culture Club and the Needs Ministry. She is currently a Lay Member to the BCA. She states, "I give honor to my parents, the Reverend Doctor Abraham and Carrie Hogan, for starting me on my 'Faith Walk' ". Her father, a Baptist minister, pastoring three churches baptized her at the age of twelve. Sister Burris' professional career spans over four decades in the pharmaceutical field along with having a deep commitment to community service. She is driven by dedication to integrity, responsibility and impactful leadership. After graduating from Howard University School of Pharmacy and Pharmaceutical Sciences she accepted a position as Senior Administrative Pharmacist at Providence Hospital where she served for forty-two years. She supervised a team of fifteen pharmacists and over twenty technicians, coordinating scheduling, payroll, handling DC Inspections across multiple units, including pharmacy, nursing Units, Carrol Manor Nursing Home, Psychiatry, and Detox programs. She was elected to the Credit Union Board at Providence Hospital. She has served for 3 years on the Finance Committee at Colesville UMC. Sister Burris has managed real estate properties for over 25 years. In her role as property manager for Alford Enterprises she handles accounting, DC and tenant issues. Her civic affiliations include membership in the APHA, alumnus of Jack and Jill of America Inc, Montgomery County (MC), Fairland Civic Association, Election Judge for MC and a member of Kappa Epsilon Pharmaceutical Fraternity. She believes her experience in healthcare administration, financial stewardship, and community involvement has prepared her to make a meaningful contribution as a Trustee. She is committed to bringing diligence, compassion, and a collaborative spirit to the role, ensuring that our community continues to thrive and grow.

Stovall, Brenda, **Trustee.** Trustee Stovall has served a first term as Trustee since 2019. She is seeking a second term. She has a master's degree in social work and a Juris Doctor in Law. She is a retired civil rights attorney, mother, grandmother and servant leader at Zion Baptist Church for more than 40 years.

Walker, George, **Trustee**. Brother Walker is seeking a first term as a Trustee. He joined Zion in 2022. Brother Walker is a member of the Senior Choir and the Mighty Men of Zion. He was an integral part of the Merger Committee, joining Zion Baptist Church with New Creation Church, leading to one Church in two locations. Brother Walker is an attorney by profession. His practice areas include tax, corporate and incorporation, employee benefits, arbitration and Trusts. He has a Juris Doctor and a Master of Law in taxation and a Master of Law in International Business and dispute resolution. He desires to assist Zion in its Mission and in supporting the vision expressed by the Pastor as given to him by God.

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ZION BAPTIST CHURCH MINISTRY'S EXECUTIVE SUMMARY

Prayer Ministry

Submitted by: Deacons Emeriti Donald and Dorothy Gholston, Co-Chairs
Annual Church Conference Report
December 7, 2024

Report Highlights/Summary
"If My people who are called by My name will humble themselves, and pray and seek My face, and turn from their wicked ways, then I will hear from heaven, and will forgive their sin and heal their land." 2 Chronicles 7:14 (NKJV)

Prayer is talking and listening to God, an intimate fellowship with God. It is offered for the glorification of God and the edification of man.

"Changing the World through Fasting and Praying"
To God be the glory for all He has done, for all He is doing, and for all He is going to do.

The Prayer Ministry actively encourages and promotes prayer within the life of the church. By being open and responsive to the working of the Holy Spirit, we pray that God's love; guidance and healing power will be released for the benefit of His people and to His glory.

Prayer Ministry members are being strengthened every week by coming and praying together every Sunday morning in the sanctuary, from 9:00 am – 9:20 am. Everyone is welcome to join us. We not only pray for ourselves, but for our church family, churches everywhere, children all over the world, our President, Elected Officials, and the entire world.

We are supporting God's mission and vision for Zion Baptist Church. We are praying for souls to be saved, sicknesses to be healed, deliverance, and those that are depressed to be set free.

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Please join the Prayer Ministry, along with the Deacon's Ministry, for Prayer in the Word every Wednesday from 11:30 am -12:00 pm. Pray that God will heal the land. We know by faith; God can do anything but fail.

Prayer Focus:

- A time to renew, forgetting those thing behind
- Lord, speak to our hearts
- At just the right time, God will come to your rescue
- Trouble doesn't last always
- Holding on when you feel like giving up
- Draw near to God, Because God cares for you
- Complete healing from sickness, disease, feelings of pain
- Discomfort, distress, weakness, fatigue

On Saturday April 20, 2024, we celebrated our Annual Spring Prayer Breakfast Seminar. Our Theme: "Walking by Faith" "For we walk by faith, not by sight." 2 Corinthians 5:7 (NKJV).

Minister Brent McQueen of ZBC, prayed for our Children/Youth and Young adults.

Reverend, Dr. Ella V. Redfield of ZBC, prayed for our Churches, Pastors, Officers, President, and Elected Officials.

Musical Selections were done by Brother Ryan Jones ZBC.

Rev. Lincoln Burrus, Pastor, of Central Baptist Church, Camp Springs, MD. served as our facilitator.

Seminar teaching Focus:

- **"Walking by Faith" For we walk by faith, not by sight"**
- **Scripture References: Matthew 4:1-11 – Jesus' temptation in the desert, John 21:15-19 – Peter's Call to be a Shepherd.**
- **The Temptation: To Be Relevant (Matthew 4:3-4)**
- **The Question: "Do You Love Me?" (John 21:15)**
- **The Discipline: Contemplative Prayer**

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We praise God for a blessed Prayer Service Seminar

"Principles of a Powerful Prayer Life," (Four Elements)

- Faith
- The Word
- Righteousness (requires obedience)
- Persistent Prayer life

We should make it a point to pray without ceasing. Paul said, "Rejoice always, pray without ceasing, In everything give thanks; for this is the will of God in Christ Jesus for you. Do not quench the Spirit." **1 Thessalonians 5:16-19. (NKJV)**

Scripture to focus on:
Matthew 7:7, Ask and it shall be given you
Matthew 21:22, And all things, whatsoever you ask
Mark 11:24, Believe you will receive
John 14:13-14, Ask anything in His name

"There is so much Power in Prayer. Sometimes we get distracted by what is going on around us. Remember that our God has it all in His hands. If we would only pray, trust God and not worry, God will take care of it all.

Sometimes God shows up; sometimes God shows off! God's timing is impeccable. He's never late. He's never early. God is right on time, all the time! There is a God in heaven who directs our steps, who prepares good works in advance, who causes all things to work together for good, who fights our battles for us! And if you pray through, there will be a breakthrough! Don't lose heart. Don't lose hope. Don't lose faith. Don't lose patience.

God rarely does things how or when we expect Him to, and it leads us to question His strange and mysterious ways. Sometimes God will push us to our absolute limits-the limits of our faith, of our patience, of our gifts. That is how God stretches our faith and builds our character.

"Trust in the Lord with all your heart, And lean not unto your own understanding. In all your ways acknowledge Him, And He shall direct your paths."
Proverbs 3:5 (NKJV)

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No matter what your situation is today, we hope you will trust that our Father is working on your behalf. It is our prayer that you will take the time to strengthen your faith each day by spending time in the Word of God. Reflect on the Father's answers to your prayers and faithfully obey Him, regardless of the circumstances. This will make all the difference in your life. We may not know what the Lord has planned for us, but we can be assured that it is above and beyond all we can ask or imagine. See **Ephesians 3:20.**

Remember, **"Forgiveness"** is so important. When we pray, our prayer should begin with **"…And forgive us our debts as we forgive our debtors…"**
Matthew 6:12 (NKJV). Forgive – to give up, release, let go, move forward and be free. (Forgiveness is essential to maintaining any meaningful relationship).

Four Steps to Forgiveness:

- Acknowledgement – awareness of the offense
- Confession – addressing the offender/offended
- Repentance – conscious decision to act differently
- Restoration – healing (return to a previous state of well-being)

If you have a prayer request, you may go to our website Ziondc.org.
Or place your prayer request(s) in the Prayer Box in the sanctuary.

Please pray that this Ministry will continue to grow and be obedient to the Word of God.
To God Be the Glory for His Mighty Work.

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Sunday School

Annual Church Meeting Report 12/07/24

The Sunday School continues to provide Spiritual Enrichment classes to the Zion Baptist Church (ZBC) congregation.
The Children's Cluster or the KidZone is offered every 2nd, 4th and 5th Sunday at Zion Main and every 3rd Sunday at Zion North. Instructors educate the children of ZBC about the teachings of our Lord and Savior Jesus Christ. However, the children's attendance is inconsistent and sporadic.

The Adult Cluster continues to provide bible study classes in ten-week modules.

2024 Highlights:

- Mother's Day Breakfast-Mother of the Year: Sis Pamela Castleberry
- Children's Day Theme: "Sharing God's Love" Supporting scripture: Colossians 3:12
- Father's Day Breakfast- Father of the Year: Bro. Cornelle Smith

Sunday School teachers are needed. If you feel that you've been blessed with the gift of teaching, please contact anyone in the Sunday School Ministry.

Sunday School Teacher Recognition:

KidZone

Sister Jane Foster	Brother Michael Yette
Sister Maryam Oladipupo	Sister Francesca Weingard-Lash
Deacon Lora Dyson	Sister Jackie Lewis-Tillman

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Adult Cluster

Rev. Kendrick Anderson	Rev. Dr. Keith W. Byrd, Sr.
Deacon Alfonso Campbell, II	Deacon Sharlyn Grigsby-Queen
Sister Pamela Harris	Deacon Norma Hutcheson
Rev. Veronica McAlpine	Rev. Brent McQueen
Deacon Darlene Saunders	Deacon Terrance Thompson
Rev. Robert Tolson	Rev. Donna Vance

In His Service,

Deacons Rohan & Wanda Williamson
Co-Superintendents

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ZION BAPTIST CHURCH TRANSPORTATION MINISTRY

"SO THEN, WHENEVER WE HAVE AN OPPORTUNITY; LET US WORK FOR THE GOOD OF ALL, AND ESPECIALLY FOR THOSE OF THE FAMILY OF FAITH." GALATIANS 6:10

MISSION: The Mission of the Zion Baptist Church Transportation Ministry (ZBCTM) is to provide safe, reliable, convenient and affordable transportation services to members and guests of Zion Baptist Church for the purpose of attending scheduled worship services as well as any other approved church-sponsored activity or event authorized by the Trustee Ministry and/or the Pastor of Zion Baptist Church. Members of Zion Baptist Church and their guests utilizing the transportation services should be seniors (above sixty-five years of age) and/or requiring "special need" assistance. Other Ministries of Zion Baptist Church may also request the use of the Transportation Ministry's services provided said requested usage has been approved by either the Pastor of Zion Baptist Church or another designated Official of Zion Baptist Church.

ADVISORY COMMITTEE: The Chairperson of the Zion Baptist Church's Transportation Ministry is Brother David J. Saunders and the Vice Chairperson is Deacon Joseph J. Dyson. The Advisory Committee of the Zion Baptist Church's
Transportation Ministry (ZBCTM) shall consist of the following persons: the Church Pastor, a Church Official, a Church Lay Member that frequently utilizes the transportation services, and a Senior Church Lay Member that is familiar with disability/ special needs assistance matters. The Members of the 2024 ZBCTM Advisory Committee were as follows: Pastor Keith W. Byrd, Sr., Deacon Donella Jo Darby (deceased), and Sister Elaine S. Saunders. Both the Chairperson and Vice Chairperson are also members of the ZBCTM Advisory Committee. The Advisory Committee is charged with providing an ongoing assessment and evaluation of the mission and functions, roles and responsibilities and performance standards of the ZBCTM.

LIST OF CURRENT DRIVERS: Brother David J. Saunders, Deacon Joseph J. Dyson, Brother Terry McAlpine (accompanied by his son William McAlpine), and Minister Brent McQueen.

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ONGOING INITIATIVES FOR YEAR 2025 INCLUDES: The Zion Baptist Church's Transportation Ministry actively seeks to build upon the following:

- Continuing to increase the number of regular riders for Sunday Morning Worship Service;
- Enhance Transportation Ministry by offering limited "senior assistance" parking services during Sunday Morning and

Evening Worship Services in collaboration with Chatman's Army and the Hospitality Ministry;

- Providing shuttle services for local church revivals, conventions and other special activities and events;
- Increasing transportation opportunities for church members to be able to attend funerals, weddings, fellowships, and other special occasions in collaboration with the Mighty Men of Zion, Women's Ministry, Music Ministry and Senior League;
- Providing transportation services for attendance at a variety of church sponsored activities and events such as annual church fellowship picnic, annual baseball game outing, annual fishing trip, visits to local museums, etcetera; ● Publishing on a quarterly basis a Transportation Ministry newsletter; and ● Organizing quarterly meetings of the Transportation Ministry.

UPCOMING KEY PROJECTS OF THE TRANSPORTATION MINISTRY FOR YEAR 2025: As we have transitioned to a "new normal" the Transportation Ministry will hopefully be able to continue its basic operations. Moreover, the Transportation Ministry will work in concert with the Trustee Ministry in order to upgrade the availability of parking spaces at the rear of the Family Life Center to include paving over the grounds as well as possibly recruiting a Sunday parking attendant. Currently the Transportation Ministry partners with the Genevieve N. Johnson Senior Center Lead Agency for Ward Four through a Transportation Grant from the Department of Aging and Community Living (DACL) to provide transportation services to seniors in order to enable them to participate in a variety of activities and events in the District of Columbia. Lastly, the Transportation Ministry will continue to work in collaboration with both the Pastor and the Executive Minister to the Pastor in order to provide recommendations for transportation related services to both the Zion Main Campus and the Zion North Campus.

Respectfully Submitted December 6, 2024 by Brother David J. Saunders, Chair, Transportation Ministry

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ZION
BAPTIST CHURCH
SERVING THE FAMILY OF GOD SINCE 1864

Rev. Dr. Keith W. Byrd, Sr., Pastor

ZION'S USHERS MINISTRY ANNUAL REPORT

"For a day in Your courts is better than a thousand.
I would rather be a doorkeeper in the house of my
God
Than dwell in the tents of wickedness"
Psalm 84:10 (NKJV)

December 7, 2024

Zion's Ushers' Ministry continues to be faithful. There have been some changes in the number of Ushers, some are deceased and others have gone to worship at other churches. However, the faithful few have remained and are serving well every Sunday
.

Since COVID the number of church attendees has fallen. Thus, we remain determined to be the best Ushers that we can be. The manner in which we collect offering and seat attendees has changed. We are now collecting the offering instead of the congregation and guests placing the offering in the box at the back of the sanctuary. We allow the congregation to seat themselves while also directing visitors in the right direction. We have an average of four (4) Ushers per Sunday. We are very grateful to the Deacons and Trustees for covering the doors while we collect offerings.

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We are still faithful to the Interdenominational Church Ushers Association of Washington, DC, and Vicinity, Inc. (ICUA). Usher Jeannette Riddick is the vice-president-elect and Usher Lisa Robinson is the Assistant Recording Secretary-elect of the ICUA and will take their seat at the table in January 2025. Congratulations to Jeannette and Lisa. I know, that with God's help, they will do a fantastic job. Thank you both for being so faithful.

We also have two of our Ushers teaching at the Catherine E. Mills School of Ushering (CEMSU) for the 2024-2025 school year. They are Instructors Jean Jalloh and Jeannette Riddick. We have two of our Ushers, who have finished the Beginners Class and now have signed up to attend the next level, Post 1. They are Deacon Sandra Wright and Usher Liz James.

We are so proud of them for reaching for higher heights in this Ministry. Our list of Ushers and **New Officers** are as follows:

1. Debbie Baker (North Campus)
2. Deacon Damon Bailey
3. Usher Deidra Banner
4. Usher Andrhia Barnett (Junior Usher)
5. Deacon Tanya Briscoe *
6. Usher Jacqueline P. Byrd-Tillman ***
7. Leslie Chavis (North Campus)
8. Usher Lorna Ford * - **Vice President-Elect**
9. Deacon Eunice Hill *
10. Deacon Lamar Hill
11. Juanita Jackson (North Campus)
12. Usher Jean Jalloh ***
13. Usher Liz James *
14. Jade Mackall (Junior Usher)

15. Usher Valencia Patterson - **Secretary-Elect**
16. Usher Jeannette Riddick *** -**Assistant Secretary-Elect**
17. Usher Lisa Robinson * - **Treasurer-Elect**
18. Deacon Dawn Thomas *
19. Usher Stephen Thomas
20. Usher Jacqueline (Jackie) Tillman-Lewis *
21. Deacon Sandra Wright * - **President-Elect**
22. Malaysia Niles (Junior Usher)

The Ushers Ministry will have its Christmas Fellowship on November 30, 2024, from 2- 4 p.m., at the Matchbox Restaurant, 919 Elsworth Drive, Silver Spring, MD 20910, We are looking forward to a great fellowship.

Jacqueline P. Byrd-Tillman, President

*Members of ICUA and NUCUAA

***Instructors of the CEMSU, Local and National Officer

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Rev. Dr. Keith W. Byrd, Sr., Pastor

George Boggess Veterans Vanguard Charge (GBVVC) Ministry Report

Ministry Scripture - Romans 12:1, 2, & 21) December 2024

The activities of the George Boggess Veterans Vanguard Charge (GBVVC) Ministry continue to be held virtually. The members of the GBVVC Ministry and other church members have participated in the **conference call events** sponsored by its parent ministry, Veterans for Christ (VFC), to include:

1) Bible Study on the 3rd Sunday nights at 7 pm;
2) The VFC Serenity Haven Chapel Service on 1st Sundays at 1 pm;
3) VFC Ladies Night calls on 3rd Fridays every other month from January at 7:30 pm;
4) VFC Unity Night calls on 1st Fridays every other month from February at 7:30 pm.
5) VFC Turnabout Tuesday (prayer request line) is held weekly at noon

As a result of the fellowship spirit on these conference calls, veterans have been listening to Zion's worship services, Bible studies and a couple of participants have been led to join Zion. These conference call events have also extended our fellowship from the DMV to CA, FL, GA, IL, NC, TX, and Trinidad.

Ministry activities have also evolved and lend support to Veterans in various ways:

~ monthly distribution of devotionals from In Touch & Turning Point Ministries to both Zion campuses and to the DC Veterans (VA) Medical Center book donation program;

~ contributed In Touch Ministries monthly devotionals to the Zion's Women's Ministry college care package program;

~ participated in the Zion main campus first Thursday food distribution by providing disability, health, caregiver and education benefit information for any family of a veteran;

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~ distribution of Our Daily Bread Ministries booklets to the DC Veterans Medical Center book donation program; and

~ continued GBVVC/VFC Theater Thursday **(in-person**) events on 11/7/2024 which shared the film "Jesus" by award winning producer John Heyman. This film, which is the most ambitious Bible film ever made, answers the question "Exactly who is Jesus Christ?"

~ hosted "From Waco to Washington" book signing by Dr. Dorothy M. Boggess (107-year-old author) on Sunday, 9/29/2024, 1-2:30 pm at Zion Baptist Church Education Auditorium. The book is about the life of her husband, Deacon Emeritus George Boggess (1912-2016), WWII Army Veteran and Purple Heart/Silver Star recipient. See www.ziondc.org/veterans.

~with the cooperation of Trustee Barbara Childs (who has updated the veteran roster for many years) and the AV Ministry, we again honored our veterans on Sunday, November 10, 2024.

Brother Terry McAlpine, President
Brenda Carter-King, Secretary/Historian

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WOMEN 2 WOMEN
A MINISTRY TO WOMEN, FOR WOMEN, AND ABOUT WOMEN

Ministry Report
Zion Baptist Church Annual Business Meeting
June 1, 2024 – October 31, 2024

"Let us hold unswervingly to the hope we profess, for he who promised is faithful. And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing but encouraging one another and all the more as you see the day approaching." Hebrews 10:23-25

Zion Baptist Church *Women2Women* Ministry is an intergenerational, thriving, and engaging ministry. It aims to educate, empower, and encourage women as they nurture their relationship with Jesus Christ and live out their faith so they may be strong disciples of Christ and bold witnesses in the world. The Women's Ministry is devoted to spiritual growth, intercessory prayer, fellowship, and service.

The Women2Women Ministry meets quarterly. In the June meeting, the chairs provided an overview of the Executive Committee which consists of the Ministry Co-chairs, the Subcommittee Chairs, the Treasurer, and the Secretary. Sister Donna Pina and Sister Pamela Harris were introduced as the Treasurer and Secretary respectively.

Trustee Kim Ndiaye provided an overview of SWYRA (Spiritually Well-Rounded Responsible Young Adult) and invited women to support their activities and share knowledge, experience, and expertise. A debrief of Women's Day 2024 and Restoration Day followed. Co-chairs for the Fellowship subcommittee– Trustee Jacqueline Anderson and Women's Outreach subcommittee- Sister Arlene Holt-Baker and Deacon Retna Pullings provided reports. The 160 Church Anniversary's upcoming calendar of events was shared. Women were encouraged to participate in those planned activities. A request for donations was made for the 160 Anniversary Souvenir Book. The Women's Ministry was able to place a full-page ad due to the generous contributions received.

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The Women's Ministry supported Zion's outreach activities during this period: attending the SWYRA Networking Workshop on June 22, 2024; providing volunteers throughout the day who managed the popcorn machine at the Church's Annual Picnic, on June 29, 2024; and providing healthy snacks and water for everyone who participated in the Breast Cancer Walk on October 26, 2024. Additionally, several of Zion's women served on the Know the Issues planning committee coordinated by Sister Helen Hancock.

The Women's Ministry was well represented at the Baptist Convention of DC and Vicinity (BCDCV) Auxiliary Breakfast at the Antioch Baptist Deanwood on July 31, 2024. Lady Edna Owens of Abyssinia Baptist Church in Capitol Heights organized this event for the BCDCV. Women from Zion who attended were Deacon Lora Dyson, Sister Asia Matthews, Sister Shawnte McQueen, Sister Donna Pina, Sister Jeanette Riddick, Sister Taylor Russell, and Sister Stephanie Thomas-Gordon.

Zion's women also attended sessions and women's auxiliary meetings at the BCDCV 152

Convention on October 15-17 at the Second Baptist Church SW. The Women's Auxiliary Luncheon honoring the 1st ladies of the Convention was a featured event. First Lady Kimberly Byrd, Rev. Veronica McAlpine, Minister Donna Vance, and Rev. Denise Wiggins attended these various sessions and activities.

Our next quarterly meeting is December 16, 2024. We invite all women of Zion to participate.

Respectfully Submitted,

Sis. Nikki Barnett & Deacon Darlene R. Saunders, Co-Chairs

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ZCE

ZION COMMUNITY ENTERPRISE

Zion Community Enterprise Annual-Year Report 2024

"*Remember me, O my God, concerning this, and do not wipe out my good deeds that I have done for the house of my God, and for its services*!" Nehemiah 12:14

The Book of Nehemiah tells the story of the prophet Nehemiah who had a fervent desire to rebuild the city wall of Jerusalem after the Babylonian Exile. It took courage, wisdom, devotion and conviction but most important was his trust in God. Just as Nehemiah sought to rebuild the city wall of Jerusalem we should actively seek opportunities in order to build upon the rich legacy of Zion Baptist Church by establishing sustainable projects through Zion Community Enterprise that uplift the spirituality and stewardship of Zion Baptist Church. Nehemiah 4:6 – "*So we built the wall, and the entire wall was joined together up to half its height, for the people had a mind to work*".

Accordingly, Zion Baptist Church realizes that in order to continue to have a sustainable financial foundation that it must "think out of the box" and explore reasonable alternative revenue opportunities. There are numerous "fundraising" initiatives that are proven mechanisms utilized by other religious institutions and non-profit organizations that Zion Baptist Church should readily consider in order to position itself in line with the Pastor's vision for the church's spiritual growth and financial sustainability for an Emerging Ministry. These suggested "fundraising" initiatives are specifically designed to generate increased stewardship through alternative revenue generating options implemented by Zion

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Community Enterprise and each "fundraising" initiative will definitely require significant effort in order to realize their potential.

It is envisioned that alternative revenue initiatives can generate up to one-fourth of Zion Baptist Church's current operating budget which would not only serve to modulate ongoing budgetary requirements but also expand potential cash reserves. However, time is of the essence and it is strongly suggested that Zion Baptist Church proceed expeditiously with exploring alternative revenue generating opportunities if we are to ultimately become financially sustainable. It was therefore proposed that a select group of dedicated members of Zion Baptist Church known as "trusted stakeholders" agree to utilize their knowledge, skills and abilities in order to design, implement and execute Zion Community Enterprise as the 501(c)3 non-profit community development corporation "arm" of Zion Baptist Church.

The rationale for creating Zion Community Enterprise was to establish a community development corporation with a 501(c)3 designation that will allow for the promotion of healthy communities in the Washington Metropolitan Area by providing critical support to families in crisis. Zion Community Enterprise's motto is "Healthy Families Make Healthy Communities". The mission of Zion Community Enterprise will be accomplished through encouraging and empowering families in the Washington Metropolitan Area through training, advocacy, crisis intervention, and temporary housing opportunities that foster community engagement programming specifically designed to promote healthy families.

The current composition of the Board of Directors of Zion Community Enterprise is: Rev. Dr. Ella D. Redfield (Chaplain), Sister Maureen Barnes (Secretary), Brother Horace Jeffery Abney (Treasurer), Trustee James E. Brown (Vice-Chairman) and Brother David J. Saunders (Chairman). Zion Community Enterprise operates as a 501(c)3 non-profit organization in accordance with both Internal Revenue Service and DC Office of Tax Assessment requirements. It is governed by its bylaws and policies, and a board of directors which convenes monthly in person and virtually.

Other meetings may be called by the Chairman upon approval by the board of directors. Zion Community Enterprise publishes an annual report and holds an annual meeting in the month of June which is open to the community. Zion Community Enterprise is a membership organization and members are not faith-restricted and do not pay annual dues. Zion Community Enterprise plans to grow its membership by encouraging members of Zion Baptist Church to become members as well as inviting members of the community to also join as members, as permitted by the bylaws and best practices.

As members of the Board of Directors of Zion Community Enterprise, Zion Baptist Church's congregation has entrusted us with a service-oriented role of management and administrative services with the following core Christian attributes: (a) love of the church,

(b) spiritual sensitivity, (c) humility, (d) sincerity, (e) transparency, (f) leadership, (g) teamwork, and (h) technical skills. Without a doubt, Zion Baptist Church will definitely benefit from a cadre of insightful and highly committed members on the Board of Directors who continue to exhibit a proven dedication to their fiduciary responsibilities. However, we must also be willing to recognize that the Board of Directors today is not the same as it was in previous times during the life of Zion Baptist Church. New challenges have arisen, new social implications exists, and new methods for resolution are necessary in order for us to lay the foundation for those who will eventually come after our tenure as directors has come to a close. Over the next few years, under my leadership it is hoped that by working collaboratively with the Pastor, Ministerial Staff, Deacons, Trustees, Ministry Leaders, and members of the congregation as well as members of Zion Community Enterprise we anticipate making a great difference by implementing a strategic plan of action in order to establish the financial stewardship framework as follows:

1. Pastoral articulation of a workable vision that will embrace an approved Three-to-Five Year Financial Stewardship Plan for an Emerging Ministry for Zion Baptist Church.
2. Establish a Capital Campaign Account in order to facilitate receipts and expenditures of funds for selected alternative revenue initiatives and opportunities.
3. Develop a strategic plan of action and administrative mechanism in order to attract, encourage and energize members of the congregation to offer their time, talents and treasures on a myriad of alternative revenue initiatives and opportunities.
4. Continuously assess and evaluate strategies, lessons learned and best practices in order to consistently improve upon the success of alternative revenue initiatives and opportunities.
5. Consistently provide key updates to the leadership of Zion Baptist Church as well as members of the congregation and acknowledge successes in order to encourage their positive engagement.

Moreover, to be effective, Zion Community Enterprise must remain knowledgeable about trends and creative strategies in pursuing alternative revenue opportunities. Accordingly, Zion Baptist Church believes that its wealth of experience and expertise more than qualifies Zion Community Enterprise to ultimately be successful in its efforts of "financial stewardship" on behalf of Zion Baptist Church's vision for an Emerging Ministry.

For instance, Zion Baptist Church established a Planned Giving Advisory Group several years ago in order to consider a few initiatives designed to encourage individuals, families and organizations to consider Planned Legacy Contributions to Zion Baptist Church. Again, this is not a new venture as it has always been a practice within Zion Baptist Church since its inception (i.e. – the Gold Brick Campaign, the Glorious Stained Glass Window Campaign, etcetera.). We have therefore reactivated the Planned Giving Campaign. Most people, when given the opportunity, would like to feel that they have made a lasting contribution toward a better world and that their lives have touched others perhaps for many generations to come. That small touch of immortality - the quiet satisfaction of

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helping perpetuate something meaningful - is the rich reward enjoyed by many who have made Planned Legacy Gifts for their church's future.

These Planned Legacy Gifts, made during the donor's life or through the donor's estate, strengthen the ability of Zion Baptist Church to provide for future generations of members. This is not a new concept at Zion Baptist Church but one that is being revisited according to the Planned Giving Advisory Group. Zion Baptist Church believes that our membership can make a difference and we will encourage members to explore various options through Planned Legacy Gifting in order to develop a charitable giving strategy that is most advantageous to them and beneficial to Zion Baptist Church.

Zion Community Enterprise also intends to actively engage itself in the development of the GNJ Senior Center's continued growth and sustainment. This will be accomplished through seeking an increase in the existing grant and two other new grants awarded by the DC Department on Aging and Community Living (DACL) as well as seeking related grants and sponsorships for both programmatic and financial support of the provision of enhanced services and programs with a particular emphasis on Caregiver Competency Certification, Alzheimer's/Dementia Treatment Programs and Elder Care Initiatives.

More recently, over the past two years several significant accomplishments, include but are not limited to: (a) participation in a Faith Based Development Initiative (FBDI) sponsored by Enterprise Community Partners that consisted of the successful completion of a twelve week cohort program focusing on an affordable senior housing development project; (b) obtaining pre-development funding for a market feasibility analysis and design concept of the project, (c) conducting an orientation meeting with the congregation on the potential acquisition of a property adjacent to the Family Life Center, (d) writing a business plan for the Genevieve N. Johnson Senior Residences development project, (e) convening several meetings with the DC Department on Aging and Community Living, DC Housing Authority and DC Zoning Commission, (f) transitioning of the Genevieve N. Johnson Senior Day Care Center from the Zion Baptist Church Trustee Ministry to Zion Community Enterprise, (g) Meeting with At-Large DC Councilmember Anita Bonds who was the Chair of the Housing Committee, (h) coordination of an annual Genevieve N. Johnson Day at Zion Baptist Church during which several proclamations attesting to her contribution to the quality of life for seniors as well as the promotion of affordable housing initiatives for seniors the District of Columbia is shared, (i) the signing of an Owner's Representation Agreement between Zion Community Enterprise and ThinkBox Group; and (j) Genevieve N. Johnson Senior Center being awarded a grant to become the Lead Agency for Ward Four by the D.C. Department of Aging and Community Living (DACL).

In addition, Zion Community Enterprise participated in a Faith-Based Development Initiative (FBDI) led by Enterprise Community Partners. The FBDI engages and assists the faith-based community as active agents in creating an economically diverse mid-Atlantic region where people of all incomes have access to affordable housing and community

resources. Zion Baptist Church has a growing interest in bringing both multi-family housing and affordable quality housing opportunities to seniors. Currently, Zion Community Enterprise is seeking to design and construct an affordable quality senior housing development project known as the Genevieve N. Johnson Senior Residences located on the grounds of the Family Life Center. This project will include up to fifty-two affordable quality living bedroom apartments along with an enhanced GNJ Senior Center facility to be re-designed into a state-of-the-art Wellness Center.

Currently, Zion Community Enterprise has utilized funds through seed money from Zion Baptist Church and grants from Enterprise Community Partners in order to assemble a technically competent team to include: Owner's Representative Consultants, Architect, Zoning Legal Counsel, Special Financing Consultant and Chief Financial Consultant. This team of consultants is actively focusing on three major deliverables: (a) preparing a briefing document for presentation to the Board of Zoning Authority, (b) preparing a pro forma document for pre-development funding from Metro-IAF affiliation DC Power, and (c) researching potential development partnerships for construction and operation of the senior housing development project to include a state-of-the-art wellness center. In year 2025, we anticipate making a great difference in several key areas as follows:

- Continue Expansion and Sustainability of both the Scope and Impact of Programs and Services at the Genevieve N. Johnson Senior Center for both church members and the community at-large.
- Expand the visibility and impact of the Genevieve N. Johnson Senior Center to include seeking additional funding through grants and sponsorship.
- Move forward with renovation, services and repairs to the Family Life Center.
- Move forward with the Implementation of the affordable senior housing development project to be known as the Genevieve N. Johnson Senior Residences.
- Implementation of a Capital Improvement Campaign that will enable us to realistically prioritize and ensure funding for both short-term and long-terms projects.
- Establish a Planned Giving Campaign for financial endowment growth of the church's resources.
- Actively seek to significantly improve the professional capacity and resources of Zion Community Enterprise.
- Continue to explore alternative revenue opportunities for Zion Baptist Church.

Respectfully Submitted by David J. Saunders,
Chairperson, Zion Community Enterprise, Inc.

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	A	B	C	D	E	F	G	H
1	Zion Baptist Church Budget - Revised Draft 4							
2	**Description**			**Approved 2024 Budget**	**Original Target 2025 Budget**	**Revised Target 2025 Budget**	**Target 2026 Budget**	**Comments**
3	**Revenue**							Highlights areas changed from Draft 3. Also rounded 2026 revenue targets
4	Tithes			1,065,000	1,096,950	1,091,400	1,102,900	
5	Gifts & Offerings			220,000	226,600	225,000	228,000	Revised 2025 revenue targets reflect 2% increase over 2024 performance based upon input provided to BFC Chair from Pastor Byrd. The ability to reach the revenue target may require a strategic approach to increase membership engagement as well as the knowledge of biblical giving principles by any new members, promoting giving from the virtual congregation and advancing planned giving efforts. 2026 revenue targets reflect an approximate 1% increase over 2025 target based upon input provided to BFC Chair from Pastor Byrd.
6	Senior Center Program			7,500	7,725	7,600	7,600	
7	Men's Day			21,000	21,630	21,500	21,800	
8	Women's Day			21,000	21,630	21,500	21,800	
9	Church Anniversary			25,000	25,750	25,500	26,000	
10	Other Resources/Gifts & Bequests			11,000	11,825	11,200	11,300	
11	Facility Rentals			16,500	16,500	16,800	17,000	
12	Other Revenue Sources			13,000	13,320	13,200	13,400	
13	**Budgeted Revenue**			**1,400,000**	**1,441,930**	**1,433,700**	**1,449,800**	
14	**Expenses**							
15	Salaries & Benefits			970,200	960,950	960,400	960,400	Staffing removed Assistant to Pastor for Administration and projected current cost estimates for Bookkeeper costs. Reflects review with BFC Leadership and HR Chair. Projected savings included to balance budget.
16	Less - Salary & Benefits Reductions			(80,000)	(76,610)	(45,000)	(45,000)	
17	Utilities & Maintenance			121,600	124,032	140,000	140,000	Utilities & maintenance reflects establishment of a separate line item for special facility repairs that are above & beyond normal utility costs and general maintenance as well as increased for projected utility costs.
18	Special Facility Repairs			40,000	40,800	40,000	45,000	
19	Printing & Data Processing			24,500	24,990	24,000	24,000	
20	Advertising, Publicity & Other Expenses			8,900	9,078	10,000	10,000	
21	Supplies			8,000	8,160	8,000	8,000	
22	Telephone/Internet Expense			18,000	18,360	30,000	30,000	
23	Insurance			48,000	48,960	48,000	48,000	
24	Repasts and Refreshments			9,300	12,460	10,000	10,000	
25	Interest, Bank Charges and Payroll			15,700	16,000	21,000	21,000	
26	Line of Credit Interest			8,000	8,160	7,500	7,500	Line of Credit Interest Payments Only
27	Administrative Ministries			15,800	16,120	16,200	16,200	
28	Internal Church Ministries			83,200	84,865	84,900	95,000	Includes Scholarship awards .
29	Outreach Budget			34,950	35,650	35,700	35,700	
30	Board of Christian Education			32,000	32,640	32,600	32,600	
31	Projected Underspend by Ministries			(16,370)	-	-	-	No underspend included for Ministry Budgets.
32	**Budgeted Expenses**			**1,341,780**	**1,364,615**	**1,423,300**	**1,438,400**	
33	**NET BUDGETED EXCESS BEFORE RESTRICTED FUNDS ACTIVITY**			58,220	77,315	10,400	11,400	
34	Income Scholarship Fund			20,000	20,600	20,000	20,000	Scholarship awards budgeted with internal ministries in targets for 2024 and 2025
35	Designated Fund Income - Trinity Fund			99,500	102,485	100,000	100,000	Will require communication/strategy implementation as 2024 target currently is not projected to be achieved.

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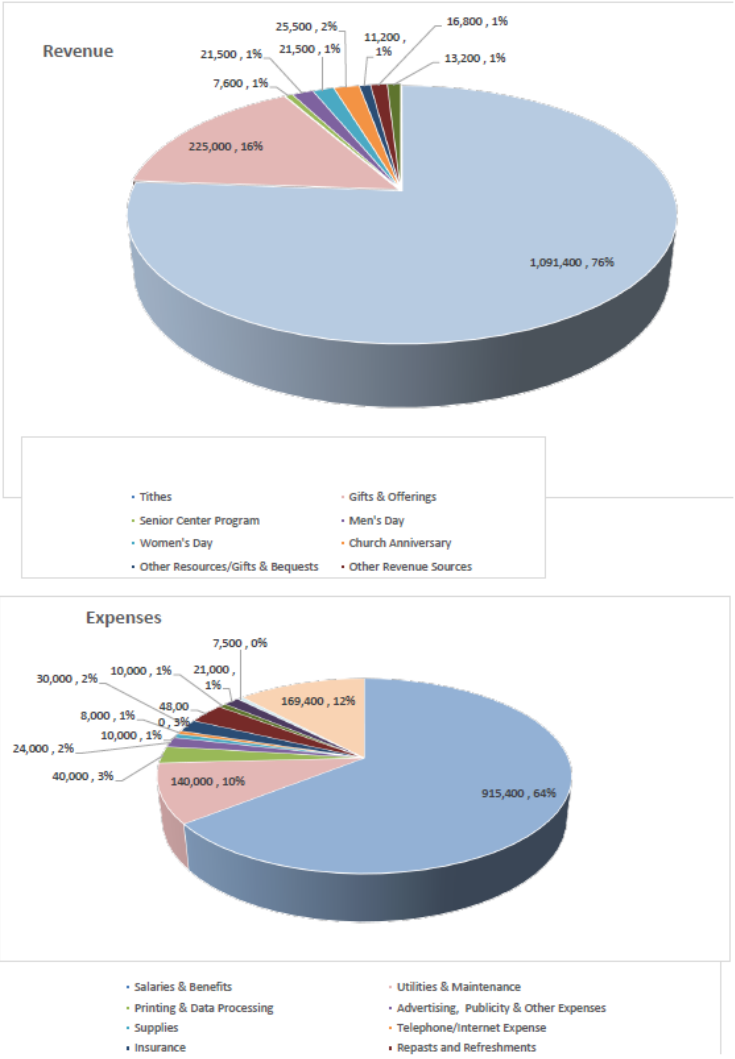
ZION BAPTIST CHURCH
2025 PROPOSED BUDGET SUMMARY

Description	Proposed 2025 Budget	
Revenue		% of Rev
Tithes	1,091,400	76%
Gifts & Offerings	225,000	16%
Senior Center Program	7,600	1%
Men's Day	21,500	1%
Women's Day	21,500	1%
Church Anniversary	25,500	2%
Other Resources/Gifts & Bequests	11,200	1%
Facility Rentals	16,800	1%
Other Revenue Sources	13,200	1%
Budgeted Revenue	**1,433,700**	100%
Expenses		% of Expenses
Salaries & Benefits Gross $960400 Less Savings $45,000	915,400	64%
Utilities & Maintenance	140,000	10%
Special Facility Repairs	40,000	3%
Printing & Data Processing	24,000	2%
Advertising, Publicity & Other Expenses	10,000	1%
Supplies	8,000	1%
Telephone/Internet Expense	30,000	2%
Insurance	48,000	3%
Repasts and Refreshments	10,000	1%
Interest, Bank Charges and Payroll Expenses	21,000	1%
Line of Credit Interest Payments	7,500	1%
Ministries & Outreach	169,400	12%
Budgeted Expenses	**1,423,300**	100%
NET BUDGETED EXCESS (DEFICIT) BEFORE RESTRICTED FUNDS ACTIVITY	10,400	
Income Scholarship Fund	20,000	
Designated Fund Income - Trinity Fund	100,000	
NET BUDGETED EXCESS AFTER RESTRICTED FUNDS ACTIVITY	130,400	
Debt Payments and Special Projects		
C-Pace Debt Principal Reduction & Interest Expense	121,400	
Loan Repayments	-	
North Site Mortgage & Working Capital Loan	-	
Line of Credit Principal Payments	9,000	
Total Capital Outlays - Cash	130,400	



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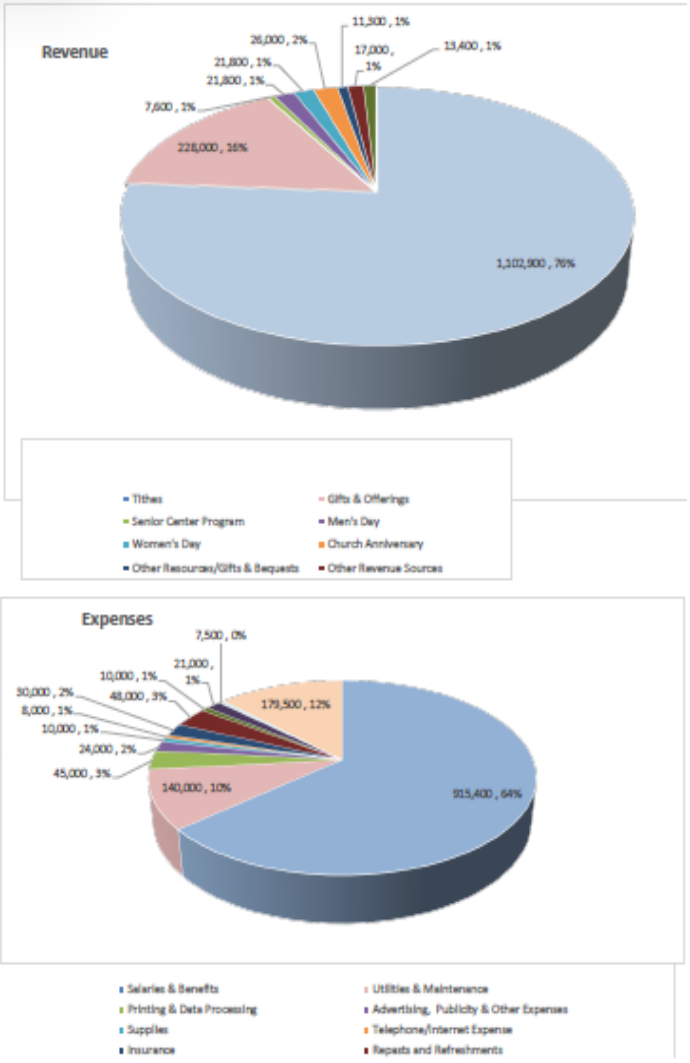
ZION BAPTIST CHURCH
2026 PROPOSED BUDGET SUMMARY

Description	Proposed 2026 Budget	
Revenue		% of Rev
Tithes	1,102,900	76%
Gifts & Offerings	228,000	16%
Senior Center Program	7,600	1%
Men's Day	21,800	2%
Women's Day	21,800	2%
Church Anniversary	26,000	2%
Other Resources/Gifts & Bequests	11,300	1%
Facility Rentals	17,000	1%
Other Revenue Sources	13,400	1%
Budgeted Revenue	**1,449,800**	100%
Expenses		% of Expenses
Salaries & Benefits	915,400	64%
Utilities & Maintenance	140,000	10%
Special Facility Repairs	45,000	3%
Printing & Data Processing	24,000	2%
Advertising, Publicity & Other Expenses	10,000	1%
Supplies	8,000	1%
Telephone/Internet Expense	30,000	2%
Insurance	48,000	3%
Repasts and Refreshments	10,000	1%
Interest, Bank Charges and Payroll Expenses	21,000	1%
Line of Credit Interest Payments	7,500	1%
Ministries & Outreach	179,500	12%
Budgeted Expenses	**1,438,400**	100%
NET BUDGETED EXCESS (DEFICIT) BEFORE RESTRICTED FUNDS ACTIVITY	11,400	
Income Scholarship Fund	20,000	
Designated Fund Income - Trinity Fund	100,000	
NET BUDGETED EXCESS AFTER RESTRICTED FUNDS ACTIVITY	131,400	
Debt Payments and Special Projects		
C-Pace Debt Principal Reduction & Interest Expense	121,400	
Loan Repayments	-	
North Site Mortgage & Working Capital Loan	-	
Line of Credit Principal Payments	10,000	
Total Capital Outlays - Cash	131,400	



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Rev. Dr. Keith W. Byrd, Sr.
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"Purposed to Lead"
II Corinthians 5:20 (NKJV)

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