



Pan African Orthodox Christian Church

Chief Executive Officer's Report

Presented by:

Jaramogi Menelik Kimathi

CEO & Presiding Bishop

Prepared by: Jaramogi Kimathi, November 2024



Chief Executive Officer's Report

In the 90 days prior to the October 18-20 National Board of Directors Annual Meeting and Retreat:

- I. We executed a ***successful Pan African Synod*** built around the mission to establish a comprehensive five-year succession plan. The succession process is ongoing and will enter a new phase in January 2025 in which all positions in the PAOCC will designate a chosen successor.
- II. We successfully ***prepared for and carried out elections to establish new Boards of Trustees*** in each congregation. The Board of Governors Focus Group created guidelines for the operation of Boards of Trustees and continues to monitor their effectiveness.



Chief Executive Officer's Report

III. Established the ***Central Coordinating Committee*** (CCC) to serve as the executive administrative team to assist the Chief Executive Officer (CEO) in the regular daily administration of the PAOCC.

- The CCC consists of ***the Chief Executive Officer, Chief Operating Officer, Chief Financial Officer***, and the ***heads of the Board of Pastors and Board of Governors***.
- The CCC ***is not a deliberative*** (voting) body. It executes the decisions of the Board of Directors.



Chief Executive Officer's Report

IV. Our primary organizational challenge continues to be creating a ***consistent*** and ***reliable source of income*** to fund operations. Therefore, the rapid pursuit of long term sustainable financial options is a top priority.

Several efforts are underway to solve this problem.

1. The Radcliff Organization that was hired to create ***a strategic business plan for Beulah Land*** has completed their initial assessment of the farm's earning potential. A comprehensive report and next steps will be shared with church membership in January 2025.



Chief Executive Officer's Report

2. We are seeking to secure a ***line of credit*** to cover the costs implementing the strategic business plan and hiring necessary staffing.
3. As a part of the strategic business plan, we are pursuing a favorable ***solar contract*** with an expedited development schedule.
4. Last year, we authorized ***legally separating the Shrine Cultural Centers*** from the PAOCC to seek sources of funding not available to church organizations. We are establishing a grant writing team to secure funding.



Chief Executive Officer's Report

5. We have entered an agreement with a development group about ***redevelopment of the Atlanta property*** along Ralph David Abernathy Blvd. A redevelopment deal would involve repurposing the land by building revenue generating operations in addition to providing the necessary facilities for church functions.
6. In the meantime, several **short-term financial solutions** are being pursued to meet our needs, they include: the sale of 48 acres at Beulah Land, the sale of 5103 Stuyvesant Lane (Houston) under contract, seeking an equity loan on 8441 Lasalle Blvd. (Detroit), renegotiating a debt owed to the PAOCC by a former tenant to facilitate quick payment.



Chief Executive Officer's Report

V. We need to ***undergo an organizational rightsizing*** that makes our operation financially sustainable. We are living above our present means and need a sober reassessment of our allocation of resources. That process will commence this quarter.

VI. Henceforth, the Board of Directors will ***meet quarterly***, and a virtual ***national Orientation meeting will follow*** to convey all pertinent developments to the membership.

**QUESTIONS...
COMMENTS...**



**ASANTE SANA
THANK YOU!**





Pan African Orthodox Christian Church

Chief Operating Officer's Report

Presented by

Rev. Talibah Stephens

Chief Operating Officer

Prepared by: Rev. Talibah Stephens November 2024



Chief Operating Officer's Report

Goals: 2024-2025

Beulah land Land Strategic Plan

- RCBO phase one report October 2024
- Authorize business plan for Beulah land Farm Operations
- Secure Funding q1 2025



Chief Operating Officer's Report

Goals: 2024-2025

Engage consultants to develop the Shrine 9- Ralph David Abernathy complex

- Design the campus to meet current needs
- Seek re-development collaborators
- Consultant liaison Scott Spaulding



Chief Operating Officer's Report

Goals: 2024-2025

- Expand Beulah Land Committee to include ambassadors from each congregation. (Q1)
- Communicate activity at Beulah Land through its ambassadors informally.
- Communicate through quarterly Orientation formally.
- Improve compliance with USDA programs....as of today 100%



Chief Operating Officer's Report

Goals: 2024-2025

- Corporate compliance
- Risk Management compliance
- Standard Operating Procedures

CHIEF OPERATING OFFICER'S REPORT



Prepared by. Rev. Talibah Stephens November 2024

**QUESTIONS...
COMMENTS...**



**ASANTE SANA
THANK YOU!**





Pan African Orthodox Christian Church

Board of Governors Summary: Annual Report

presented by
Rev. Ifetayo Brown
Chair, Board of Governors

"There is immense power when a group of people with similar interests gets together to work toward the same goals." ~ Idowu Koyenikan

*Prepared by: Rev. Ifetayo A. Ifoma, Chair
November 2024*



Board of Governors Summary: Annual Report

October 2023-October 2024

Date	Action	Status
October 2023	• Appointment: <i>Rev. Ifetayo, Chair, Board of Governors.</i> • Top Priority: <i>Re-Imagine the local/regional Boards of Trustees.</i> • Board of Trustees: <i>“deliberative body for temporal matters; assist the Pastor with local church ministries.”</i>	✓
December 2023	• Board of Directors: Amended Bylaws: <i>Board of Trustees composition.</i> • <i>Minimum - Seven (7) members --- One (1) Intern</i> • <i>One (1) Pastor -- Three (3) elected --Three (3) appointed by Pastor.</i>	✓
January 2024	• Re-Imagining Board of Trustees Focus Group <i>formed (regional representation).</i> • Meet & Greet: <i>Board of Governors –Board of Trustees Focus Group</i>	✓

Prepared by: Rev. Ifetayo A. Ifoma, Chair
November 2024



Board of Governors Summary: Annual Report

Date	Action	Status
February 2024	- Project BOT (Board of Trustees)-- Plan and Timeline developed - Focus Group developed project plan; began bi-monthly working sessions.	✓
March 2024	“A National Conversation” -- <i>Local/Regional Governance (Special Orientation)</i> - Reimagining local governance, designed to provide members with greater understanding of the PAOCC’s governance structure and alignment of national and local governing bodies.	✓
March 2024 -- April 2024	- Project BOT --Working Sessions - Fine tuned implementation; developed and distributed FAQs, - Developed guidelines/criteria for Application, Election and Voting Process. - Regional Orientation Presentation: shared election process, dates, times, etc.	✓

Prepared by: Rev. Ifetayo A. Ifoma, Chair
November 2024



Board of Governors Summary: Annual Report

Date	Action	Status
May 2024	• Board of Trustees Elections • <i>Coordinated regional elections with local leadership support.</i> • <i>Elections held two consecutive Sundays- (Focus Group).</i> • <i>Finalized Board of Trustees Standard Operating Procedures Manual.</i>	✓
June 2024	• Elections Held – Results Shared • <i>Congratulatory emails sent to appointed/elected Board of Trustees members.</i> • <i>Shared election results during National and Regional Orientations.</i> • Synod Sunday: Installation of Regional Board of Trustees Members.	✓
July 2024 – December 2024	• Board of Trustees Orientation - Support • <i>Regional Focus Group members conducted Board of Trustees Orientation Session.</i> • <i>On-going support and assistance to local boards.</i>	✓

Prepared by: Rev. Ifetayo A. Ifoma, Chair
November 2024



Board of Governors Summary: Annual Report

Date	Action	Status
September 2024 -- October 2024	- Board of Trustees Training: <i>Think Again & Five Dysfunctions of A Team</i> - Board of Pastors and Board of Governors conducted sessions designed to support the local boards.	✓
October 2024	- Re-Imagine National Board of Directors Annual Meeting –Board Retreat - The first annual Board of Directors Meeting and Retreat held on Beulah Land. - Thought-provoking- Informative Sessions: Radical Thinking, Root Cause Analysis - Engaging Work Group Session: “HOW not Why: Radical Thinking!”	✓
2025 Looking Ahead	- Goals: National Board of Directors Focus- Work Groups Group # 1: Drive new and younger people to our virtual space; allow this group to create the content. Group # 2: Intergenerational Board of Directors - Central Coordinating Committee Group # 3: Increased monetary resources for National Church Projects	

Prepared by: Rev. Ifetayo A. Ifoma, Chair
November 2024

**QUESTIONS...
COMMENTS...**



**ASANTE SANA
THANK YOU!**





Pan African Orthodox Christian Church
Chief Financial Officer's Report
Presented by
Bishop Mwenda Brown
Chief Financial Officer

Prepared by. Bishop Mwenda Adio Yazid and Rev. Akilah Shashu November 2024



Overview

While our financial position remains challenging, it has shown improvements over the years due to the strategic cash and assets management efforts put in place.

In addition, we anticipate a cash infusion from a loan settlement and the sell of a single-family home in Houston, Texas by the close of the 4th Quarter.

These funds will provide much needed liquidity and flexibility as we continue to navigate our financial landscape.



Operational Budget Development

The development of an Operational Budget **over the last 5 years** has been instrumental in focusing the resources of the organization and putting guardrails around spending. This approach has been crucial in aligning the financial decisions with the **mission** and **goals** of the organization.

The Board of Directors approved the extension of the current budget through December 31, 2024. This extension will allow the organization to maintain stability as the organization prepare to present a new **Mission-Based Budget**.

A **Mission-Based Budget** was discussed, and it was agreed that the organization would migrate to this model. The goal is to have the Mission-Based Budget by the **first quarter of 2025**.



Operational Budget Development (cont.)

DEFINING OUR MISSION

The first step in crafting a mission-driven budget is to clearly define our mission. The PAOCC has always aimed to elevate the consciousness of the African American community, advocating for freedom and self-determination. In the context of our 2025 budget, this mission translates into several core components:

- 1. Preservation and Enhancement of Community Programs:** Continue and expand programs that address social justice, education, and economic empowerment.
- 2. Sustainability and Growth:** Ensure that the church's operations are financially sustainable while exploring new opportunities for growth and impact.
- 3. Support for Legacy Members:** Establish a fund to honor and support long-term members whose dedication has contributed to the church's success.



Operational Budget Development (cont.)

Determining How to Accomplish our Mission

To achieve our mission, we need a strategic approach that balances our national expenses with innovative funding solutions:

- **Assessment of Core National Expenses**
- **Innovative Funding Strategies:**
 - **Income-Generating Ventures**
 - **Grants and Partnerships**
 - **Crowdfunding and Digital Campaigns:** Utilize online platforms to reach a broader audience and generate support.



Operational Budget Development (cont.)

Determining How to Accomplish our Mission

➤ **Development of the Legacy Fund:** Create a Legacy Fund dedicated to supporting long-term members who have played a crucial role in the church's history. This fund can be established through:

- **Endowments and Planned Giving**
- **Special Fundraising Campaigns**
- **Naming Opportunities:** Offer opportunities for members to contribute to the fund in honor of themselves or loved ones.



Operational Budget Development (cont.)

CREATING THE BUDGET

- 1. Budget Prioritization:** Allocate funds to the essential national expenses, ensuring that core functions are fully funded. Determine the portion of the budget that will be directed toward new initiatives and Legacy Fund.
- 2. Engagement with the Finance Committee:** Collaborate with the Finance Committee to ensure that the budget aligns with both the mission and financial realities. This committee can provide valuable insights into cost management and funding strategies.
- 3. Regular Monitoring and Adjustment:** Implement a system for regularly reviewing the budget and making necessary adjustments based on performance and changing needs. This will help ensure that the budget remains aligned with the mission and responsive to emerging opportunities.



Operational Budget Development (cont.)

CONCLUSION

The journey to creating a mission-driven budget for the PAOCC in 2025 involves a careful balance between sustaining core activities and investing in future growth. By defining our mission, developing a **Legacy Fund**, and exploring innovative funding strategies, we can honor our past, support our present, and build a vibrant future.



Chief Financial Officer's Summary Report

We commend the progress made in fostering a fiscal mindset within our organization. While we recognize that significant work remains ahead, the growth we have achieved thus far deserves recognition. We look forward to your support and guidance as we continue to strengthen our financial foundation and carryout the liberating work of the church.

Prepared by. Bishop Mwenda Adio Yazid and Rev. Akilah Shashu November 2024

**QUESTIONS...
COMMENTS...**



**ASANTE SANA
THANK YOU!**





Pan African Orthodox Christian Church

National Board of Pastor's Report

Presented by:

Baba Mbiyu Chui

Chair, Board of Pastors

Prepared by: Baba Chui November 2024



SUCCESSION PLANNING 2.0

- Local Pastors are currently engaged in ***critical strategy planning*** for **Phase II** (Jan. – June 2025) and we will begin sharing those strategies in January, as we enter into the New Year.
- Phase two involves ***identifying key people to fill critical positions*** both at the local and national levels of the organization. It also includes adding ***a younger dimension to our Virtual Village***/online presence, by creating new platforms to expand our reach exponentially. (Rev. Ikechi & the VVPT)



SUCCESSION PLANNING 2.1

- Each Pastor will create a ***five-tiered strategy***, with several ***targeted initiatives***, which will be designed to leverage the skills, talents and resources of more members throughout the new year.
- We are still asking our members to ***'get in where they fit in'*** as these new Focus Groups, projects and activities are rolled out.
- There will be some ***reformatting of our weekly Worship Experience***, and other ***online content***, as well as some younger faces, bringing additional opportunities for ***'whosoever will'*** to find us in the virtual space.



UPDATE ON PAOCC LIBERIA/NIGERIA/GHANA

- **PAOCC Liberia** continues to grow **stronger** as more local Liberians in **Ganta City** are moving away from the traditional Christian churches to embrace a church which welcomes and engages with their African heritage and traditions.
- The **membership has reached 400** (which breaks down to about **86 youth and 314 adults**) as of November 2024.



UPDATE ON PAOCC LIBERIA/NIGERIA/GHANA

Presently, **PAOCC Ganta City** is building *a small school building* next to the church to establish *a Kindergarten class* for its children.

In September 2024, began negotiating to obtain *one or two additional lots*, so that they will be able to expand the school building, as the children progress.

The *initial school room* is being attached to the church building, so that the teachers will also be able to utilize that space for classroom instruction or free play.



UPDATE ON PAOCC LIBERIA/NIGERIA/GHANA

- ***The Young Black Professional Group*** under the leadership of Oje Osayame (*who is going through some serious legal challenges and in need of our prayers*), is currently working on getting articles of incorporation for the organization in ***Lagos, Nigeria***.
- We have recently identified a building to house our first office in ***Tema, Ghana*** (*about 25 minutes outside Accra*), after searching for months to find a landlord who would lease an office space for less than 2-5 years advance payment.
- We will be making payment on the office space during the upcoming ***PAOCC Ghana Trip in February 2025***.







PAOCC Ganta City Youth

**Some of the
beautiful local
YOUTH we
sponsor in
school!**









QUEE TOILETS ARE
STRONG, EASY TO CLEAN,
NO SMELL, FLIES,
COCKROACHES, AND WORTH
FOR SMALL MONEY

CALL → 0555842013 / 0777205670

BE A QUEE FAMILY, USE A QUEE TOILET!







New Members!



Just
REMEMBER
REVOLUTION
IS NOT A
ONE-TIME EVENT

Audre Lorde



Tha-
Tha-
That's
All
Black
Folks!!!

**QUESTIONS...
COMMENTS...**



**ASANTE SANA
THANK YOU!**

