



PAOCC Board of Directors Report/Summary

**January – December
2024**



Annual Board of Directors' Meeting

- Chief Executive Officer's
 - Annual Report

A LOOK BACK...

(2019-PRESENT)

- **March 11, 2020, World Health Organization declared a global pandemic:**

- **During the pandemic:**
- All regions, including Pan African regional operations, intact--still standing, still operating.
- No loss of physical/tangible assets
- Increase in on-line presence
- Established a virtual movement (church): Bila Kuta
- Expanded outreach via on-line weekly programming/experiences.
- No liquidation of essential assets
- An increase in membership
- Increase in tithes and offering during pandemic
- Community Outreach- Food Pantries in regions.
- Conducted business of the church during the pandemic



A LOOK BACK... (2)

GLOBAL PANDEMIC

- Expanded our reach with on-line educational programs.
- Enhanced our Virtual Village ministry- investment in new equipment, additional staffing.
- Entered agreement to house the PAOCC's papers at Howard University.
- Installed new HVAC in Cultural Center 10.
- Held Alkebu-lan Summer Camp 2022 on Beulah Land.
- Created Emergency Response Teams to mitigate pandemic and support vulnerable members.
- Cultural Center 10 established as a countywide voting site to thwart voter suppression effort.
- Showed outdoor drive-in movies during pandemic.
- Developed Beulah Land Housing into Airbnb rentals.
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A LOOK BACK... (3)

GLOBAL PANDEMIC

- Made significant improvements to Beulah Land facilities.
- Established “AfterWords” – a Podcast
- The Shrine Cultural Center and The Re-Education Project Houston sponsored seven-week Rites of Passage Program 2022 and 2023.
- Made effective use of Zoom to operate as one church across a broad range of organizational divisions.
- Put a new roof on Cultural Center in Detroit.
- Complied with all USDA requirements for grant funding received at Beulah Land.
- Sponsored Harvard Writer’s Workshop at Beulah Land.
- Established a national electronic virtual office system.
- Installed a nationwide Security Monitoring System which allow the Maccabees to monitor all PAOCC locations on their phones.
- Rented out Shrine 9 for the Aretha Franklin Movie.



Three lit candles of varying heights are positioned on the left side of the image. The tallest candle is in the back, the medium one is in the middle, and the shortest one is in the front. Their flames are bright yellow and orange, casting a warm glow. The background is solid black.

In Loving memory

We remember those whom
have recently passed.

We remember those who have
gone before.

We remember those on these
special occasions.

MOMENT OF SILENCE: *We honor and “speak their names.” Our brothers and sisters, and all those lost during the pandemic. They will forever be with us, as long as we remember and speak their names.*

COMING OUT OF THE PANDEMIC

- Re-opening our institutions: April 2022
- Re-engaging our members: weekly in-person worship services -no COVID outbreak that necessitated closing institutions, suspending programs or services.
 - 69th Church anniversary in-person events/worship service
 - Ordination –increased number of Ministers
 - In-person Monthly Orientation
 - Beulah Land Retreat/Pilgrimage
 - Board of Directors Retreat
 - Church Doors/buildings opened to the community for various events.
- **We are still an organization with significant reputation, resources, and program basis to offer effective leadership to Black people in the present generation and beyond.**





STATE OF THE BEST SELF MOVEMENT

“...MIDST OF A MAJOR TRANSITION”

- As a Best Self Movement, today we find ourselves faced with several challenges.
- These challenges are the result of breaking out of an outmoded model of operation that we define as the MOR Nation.
- The decisions that have to be made are daunting, and yet, exciting if our faith and vision is strong.
- We are in the midst of a major transition. We are not what we were, but we are not yet what we are going to be.
- Our task is to navigate the PAOCC to its next iteration and prepare a new generation to carry it forward. Our job is not done until we have successfully handed on the baton. Dying with the baton in hand is not an





PAOCC: State of the Nation

THE NEED

SURVIVING TO THRIVING

- ✓ re-evaluate, re-imagine, and restructure our organization.
- **Hampered by issues of:**
 - ✓ vision and leadership,
 - ✓ structure and governance,
 - ✓ trust and transparency,
 - ✓ stewardship and financial stability, succession planning.

RE-IMAGINING BCN

A year long process

- ✓ Wholesale rethinking of our purpose, structure, and program based on where we are today.
- ✓ The Board of Directors Spiritual Retreat at Beulah Land in June was a great beginning to this reimagining process.

RE-IMAGINING: BCN

Focus groups

- ✓ established to explore specific areas of concern.
 - ☐ Succession Planning
 - ☐ Legacy,
 - ☐ Governance
 - ☐ Training
 - ☐ Beulah Land
 - ☐ Virtual Village
 - ☐ Cultural Centers
 - ☐ Appeal to young people.

FINANCIAL STATE OF THE NATION

- **This year began with a severe economic crisis**
 - Crisis brought on by financial distress and membership attrition
- **Narrowly averted by liquidating non-essential assets.**
 - 715 Peoples Street - Atlanta
 - 237 acres on remote east side of Beulah Land
 - Negative impact on our faith and vision
- **Action taken to stay afloat and work towards sustainable revenue generation**
 - This is critical since our essential positions of staffing will have to be provided by employment rather than volunteerism in the future.
- **Strategic planning process was authorized.**

Top organizational priority

Restoration of a Sound Financial Foundation





Re-Imagining BCN: **cultural centers**



Our Mission: Consciousness Raising

- Most important **public-facing** institution
- **Initial point of contact** for our program
- **Rallying point** for the conscious community

Cultural Centers provide: elevating consciousness

- ✓ Information
- ✓ Services
- Programs
- Cultural Enrichment

Without effective Cultural Centers our program does not work!



Challenges

- **Funding for...**
 - Repairs
 - Staffing
 - Merchandising
- **Unique Opportunity exists:**
 - Assault on African American History
- **Public Interest and Need:**
 - Black children: learn/taught the “truth”.
- **Seek public funding** to support Cultural Center



Re-imagining the Cultural Centers

Black Consciousness Libraries

Consisting of:

Reading Rooms	Reading Instruction
Classes	Book Clubs
Book Signings	Seminars
Workshops	Rites of Passage Programs
Community Meeting Spaces	

- **Indispensable Public Service**

- counteract present efforts to suppress our history
- Locations: places we don't have churches.

- **Create separate legal entity:**

- Separating the Cultural Center from the church





Re-Imagining BCN: **PAOCC Boards**



PAOCC Boards

“Servant leadership is all about making the goals clear and then rolling your sleeves up and doing whatever it takes to help people succeed.”

GROUP LEADERSHIP APPROACH

- Instituted with the adoption of a new constitution.
- Ineffective collective leadership bodies resulting in
 - ✓ issue of trust and transparency,
 - ✓ membership dis-engagement
 - ✓ unreasonable levels of responsibility on pastors and administrators.

RE-IMAGINE THE PAOCC BOARDS

- Re-organize to ensure personnel necessary to be effective.
- At least half of the local Board of Trustees must be strategically selected.
- All boards need regular training in how to function as a collective servant leadership body.

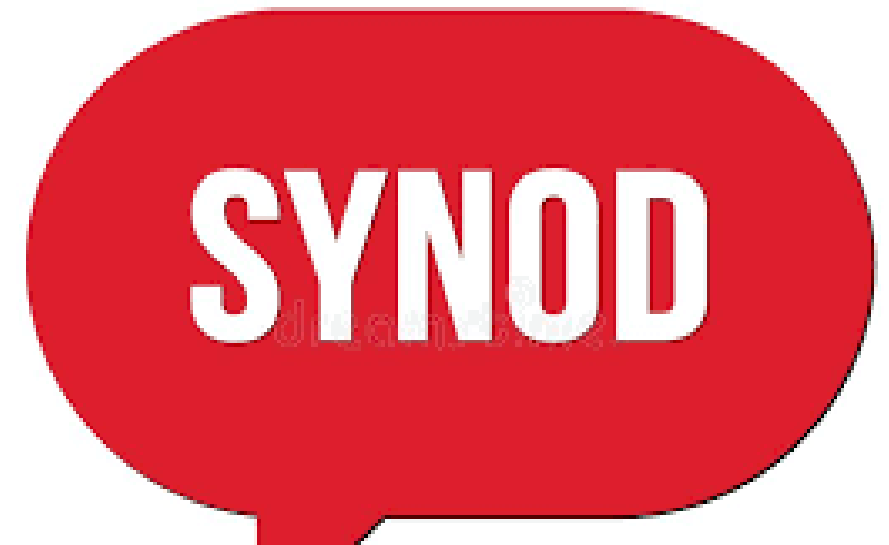
RECOMMENDATION

- Establish new Boards of Trustees.
- Board of Governors establish a **training** and **evaluation** process to ensure board effectiveness on every level.



- The results of our reimagining efforts will be presented at a National Synod.*
- **Date:** June 2024
- **Location:** South Carolina

**National Chair will present pre-planning progress report to full board.*





Re-Imagining BCN: **Beulah land**

• **UPDATE: TIMBER PROJECT**

- There is a timber cut underway at Beulah Land on the 237 acres recently sold to Steve Crow.
-
- We have secured an extension that allows us access to the timber until December 2023. The property is being clear cut.
- We receive weekly payments based on the volume and type of timber harvested each week.
- The income from this project should provide significant assistance to the 2024 budget.





COLLABORATION WITH ALKEBU-LAN ALUMNI

- We are preparing a grant application for a renewable energy educational program through Alkebu-lan Alumni, Inc.
- In conjunction with Dr. Robert Harding and Dr. Heber Brown.
- Proposing the establishment of zero carbon emission eco-farm operation that can be used to produce algae, vegetables, herbs, worms, chicken, and fish while also educating children (ours and others) in how to farm without having negative impact on the environment.
- The grant is for an initial \$2.5 million.
- The funds would facilitate the purchase of the 200-acre Mohawk Carpet plant adjacent to Beulah Land at a cost of \$900,000.



COLLABORATION WITH ALKEBU-LAN ALUMNI

Proposed Purchase of Mohawk Carpet Plant

- The funds would facilitate the purchase of the 200-acre Mohawk Carpet plant adjacent to Beulah Land at a cost of \$900,000.
- The strategy behind this purchase would gain ownership of the plants existing electrical power substation that would make uploading energy from our solar farm project simpler, quicker, and cheaper by making it unnecessary to build a new one at a cost of \$10 million.
- The carpet plant would also provide direct access to Lake Russell and be utilized for aquaponic crop production, meat processing, indoor hemp production and refrigeration.



COLLABORATION WITH ALKEBU-LAN ALUMNI

- The eco-farm, solar farm, and youth educational programs and summer camps would provide the foundation for a **green energy technology park at Beulah Land**.
- With addition of a hemp growing operation and a curriculum built on the philosophical/theological insights provided by Dr. Jawanza Eric Clark's book, Reclaiming Stolen Earth : An Africana Ecotheology, we have the foundation for establishing Beulah Land's identity as a ***green energy Black self – determination demonstration project that is profitable, sustainable, unique and notable.***
- Beulah Land: a significant employer in the area improving our status as a valuable community asset and increasing our political influence in the city and the county.
- Note: Dr. Andre Perry of the Brookings Institute feedback.

• UPDATE: LAND LEASE

- We are presently negotiating a land lease with a national CBD oil production company.
- The proposal is to lease 36 acres for \$3,600 per acre for approximately \$130,000 per year.
- **The acreage under consideration is the high-fenced area around the hunting lodge.**
- The high lease price is due to several factors including:
 - ✓ security provided by the fence,
 - ✓ soil quality,
 - ✓ access to water from the interior lake for irrigation,
 - ✓ Secrecy
 - ✓ making the 200 acres within the fence unusable for anything else.
- **The lease would also allow us to learn from their methods of operation to take full advantage of our own hemp production license.**





UPDATE: SOLAR PROJECT



• Renewable Energy Services

- Dr. Wesley Godfrey has a regular Thursday meeting with Thomas Delafield, Jr. of Renewable Energy Services.
- Complications being worked out through several strategies.
- Renewable Energy Services is lobbying the South Carolina State Legislature to create more **favorable payout** terms from the local energy providers.
- Seeking to shorten the five-year build out plan.
- This will allow us to begin receiving revenue sooner and to provide financial stability for the foreseeable future.

QUIET TITLE STATUS- PRIORITY

- Need to acquire clear title to over 500 acres of Beulah Land that was deeded to the now defunct BLREH Company.
- This needs to be completed by year-end.
- If we are unable to get it done by in-house counsel. **I recommend hiring outside local counsel.**
- I have contacted Attorney Paul Agnew a local politician in Abbeville that has done work for us before we have only had preliminary discussion no commitments or specific plans have been made.





EXPANSION OF THE PAN AFRICAN MINISTRIES

PAN AFRICAN MINISTRIES

- We live in peril of a total societal collapse; social upheaval caused by a *“white revolution.”*
- Things could explode at any time, especially as we reach the 2024 presidential elections.
- If America rejects democracy and adopts autocracy it will spell disaster for Black people.
- *Therefore, I believe it would be important for the PAOCC to expand the Pan African Ministries by having a legal presence in at least five countries outside of the United States.*



EXPANSION: PAN AFRICAN MINISTRIES

- **PAOCC Pan African Ministries: Legal Presence**

- ✓ Three (3) in Africa
- ✓ One (1) in Canada
- ✓ One (1) in the Caribbean

- **PAOCC: Pan African Ministries:**

- Presenting ourselves to be an international organization.
- Greater latitude in dealing with hostile white nationalists.
- Serve as an exit strategy by allowing us to get some of our more vulnerable people out of the country if necessary.





RECOMMENDATIONS

(IMMEDIATE ACTION)

- ✓ Strategic Planning process.
- ✓ 2024 Synod National Planning and Preparation.
- ✓ Solar Consultant: Dr Wesley “Muga” Godfrey.
- ✓ Formalize CBD Land Lease.
- ✓ Establish Beulah Land Home Building framework.
- ✓ Establish a 501c3 status for the Shrine Cultural Center- motioned (Rev. Talibah); seconded (Rev. Djenaba) – Approved by NBD \$10,000
- ✓ Legal presence in Africa, Canada, Caribbean: General Counsel



Questions, Comments, thoughts ...

Asante Sana

- *Jaramogi Menelik Kimathi*, Presiding Bishop, PAOCC
- Chief Executive Officer, National Board of Directors

Pan African Orthodox Christian Church

Board of Governors Summary: Annual Report

October 2023– October 2024

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

Board of Governors Summary: Annual Report

October 2023 – October 2024



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	• Reimagining Board of Trustees Focus Group <i>formed (regional representation).</i> • Meet & Greet: <i>Board of Governors – Board of Trustees Focus Group</i>	

February 2024	• Project BOT (Board of Trustees)– Plan and Timeline developed. Focus Group <i>developed project plan; began bi-monthly working sessions.</i>	
March 2024	• “A National Conversation” – 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.</i>	
April 2024	• Project GOT – Working Sessions <i>Fine tuned implementation; developed and distributed FAQ’s(regional representation). Developed guidelines/criteria for Application, Election & Voting Process. Regional Orientation Presentation: shared election process, dates, times, etc.</i>	

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 & Regional Orientations</i> <i>Synod Sunday: Installation of Regional Board of Trustee Members</i>	
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>	

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

QUESTIONS...
COMMENTS...

ASANTE SANA
THANK YOU!

