

NOTABLE CHANGES TO THE PROPOSED NEW CONSTITUTION & BYLAWS

Below are some of the changes to keep your eyes on as you review the proposed new Constitution and Bylaws. This list does NOT contain all of the changes but is provided as a courtesy listing many of the notable changes. Please read the full documents for all of the changes.

There are very few changes to the proposed Constitution. The biggest change is that we have deleted the full text of the Baptist Faith and Message and have referred to the full text to save space. The full text of the Baptist Faith and Message would be posted on the Church web site for easy access. As you may recall, our local body adopted an amendment to the Baptist Faith and Message regarding marriage, that amendment has been moved to the Bylaws.

There are extensive changes to the proposed Bylaws.

The proposed bylaws add a Pastors Ministry Committee (the PMC). This is an elder type board to step into the oversight role formerly handled by the deacons. The committee is composed of the Senior Pastor, 3 deacons elected by the deacons and 3 ordained ministers elected by the staff (Can be staff members or ordained members of the congregation). The PMC requires a super majority vote of 70% to act. And, the new bylaws deal with conflict situations which may arise with having staff on this committee with oversight of the Personnel Committee.

Abbreviations such as the PMC are used throughout the document to save space. There is a glossary of common terms at the back of the document for your quick reference if you get confused on some of the abbreviations. We also added a table of content to each document for quick reference.

As the PMC takes over the role of general oversight of the Church from the deacons under the proposed bylaws, the deacon's role changes. This will allow the deacon body to become more ministry focused which we feel is more in line with the Biblical model. The deacons will support ongoing church ministries as set forth more completely below. The deacon body will serve as an information hub for the church not unlike the Church Council in the old bylaws was designed to function. The church council is removed from the bylaws as we are not currently using it and the role has now been assigned to the deacons.

The proposed Bylaws identify six Cornerstone Ministry Areas we want our church to excel in and assigns deacons the responsibility of helping the Church maintain its focus on each of those areas.

The proposed Bylaws provide that the church will hold services for worship each Sunday at the time determined by the PMC and the active deacon body (ADB). The proposed bylaws provide a small group Bible teaching program will be held each Sunday (that is a Sunday School) It is

possible they will select for some of these small groups to meet in homes for in-home Bible Studies on Sunday. The proposed bylaws recite such other services and training opportunities will be held as the PMC determines. So nothing ties the PMC to a Sunday evening service or a Wednesday evening service if the church chooses to meet another evening of the week or wants to encourage in-home Bible studies on adjustable evening schedules. The proposed Bylaws provide for communion services to be held at a minimum of once per quarter.

Under the proposed bylaws the Church changes from a Committee based to a Team based format. Current Bylaws call for at least 14 committees. That number is reduced to five under the proposed new Bylaws. The majority of the committees are converted to Teams. A few existing committees are done away with. Those are discussed more completely below. Teams require less documentation and less formality in their meetings. They offer greater flexibility in team size and focus. The proposed new bylaws provide that spouses will not serve together on committees. It does allow spouses to serve together on teams of 8 or more or smaller teams with PMC approval.

The proposed new Bylaws call for the election of a church parliamentarian to assist with this transition to a Team oriented structure. The parliamentarian would train us to run and document business meetings and committee meetings properly and would train team leaders in the differences between teams and committees. Annual training would be available for new Committee Chairs and Team leaders.

The proposed bylaws call for the creation of a Membership Team to attempt to clean up the existing church roll. This will provide a ministry opportunity for us to contact those who haven't worshiped with us for a while. The proposed Bylaws provide for a new member class and the creation of a Church Covenant to help make sure new members understand what we believe before they join. A voting age of 16 is established. Those last few changes are not designed to dissuade anyone from making a commitment to Christ. The proposed Bylaws provide that the Church may baptize anyone the staff feels has made a sincere commitment to Christ even if they do not wish to become members.

The proposed new bylaws break down the nominating role into more meaningful and manageable sizes giving greater weight to the thoughts and input of those who are working most closely in each respective ministry area. Because the nominating role is handled on a smaller level the nominating committee and committee and committees would be disbanded as of the effective date.

The proposed Bylaws contain several legal changes adding 501(c)(3) language to try to make sure the church does not lose its tax exempt status and adds indemnification provisions so that if any of our church leaders are sued the church will be able to assist them in their defense. The proposed new bylaws clarify what we believe and attempt to set some parameters to guide our governing committees. The proposed bylaws continue the provision stating facilities can't be

used for For-Profit reasons. Provide guidance to the Building and Grounds Committee that no use should be contrary to the church beliefs set forth in the Constitution. Provide guidance in one area under attack currently which is same sex marriages. We have added clear guidance for the Personnel Committee on the fact that employees must abide by beliefs of the church, church covenant, and have added a Statement on Marriage, Gender and Sexuality. Overall Record Keeping Reduced but emphasized. We have attempted to clarify the roles of certain church offices

The meeting provisions have been clarified:

Annual Church Conference is held in the fourth quarter each year. Agenda prepared and made available to congregation one week in advance. Minimum Mandatory Agenda Items: Approval of Annual Church Budget, Approval of new Trustee and Committee Members, Commission of Church Officers

Special Church Conference generally may be called on two-weeks- notice to the congregation. May only consider the item or items for which the meeting was called. Special Circumstances may warrant convening without two-weeks-notice. If so, called in each morning service and may only be convened by unanimous consent of all members present at all services

Quarterly Business Meeting are called for but limits the agenda to four items: Financial Report, Committee Reports, Approval of Membership Report and Fourth Quarter may include a question and answer session on the budget. These meetings are typically a Wednesday or Sunday night when there is typically a much lower turn-out . So we have redefined Quorum to those present at the meeting but we have limited the items which may be discussed and addressed therein.

Trustees elect from themselves the Official Corporate Officers (President, Vice President, Secretary/Treasurer)

Church Commissions the following Officers:

- Clerk (One year term)
- Assistant Clerk (One year term)
- Treasurer (Three year term)
- Parliamentarian (One year term)

We believe the proposed changes assist with the accountability of the church in the following regards:

- General Oversight of committees now to PMC
- Identified key ministry areas we want to keep going
 - Assign four deacons to each key area
 - Deacons support and encourage those ministry areas
- Staff will each have a ministry team which assists with their ministry needs

- Deacons will check in with Staff Teams to make sure they are meeting the needs in each cornerstone area
- Assigns Committee and Team leaders the responsibility of making sure the Constitution and Bylaws are followed in their respective group

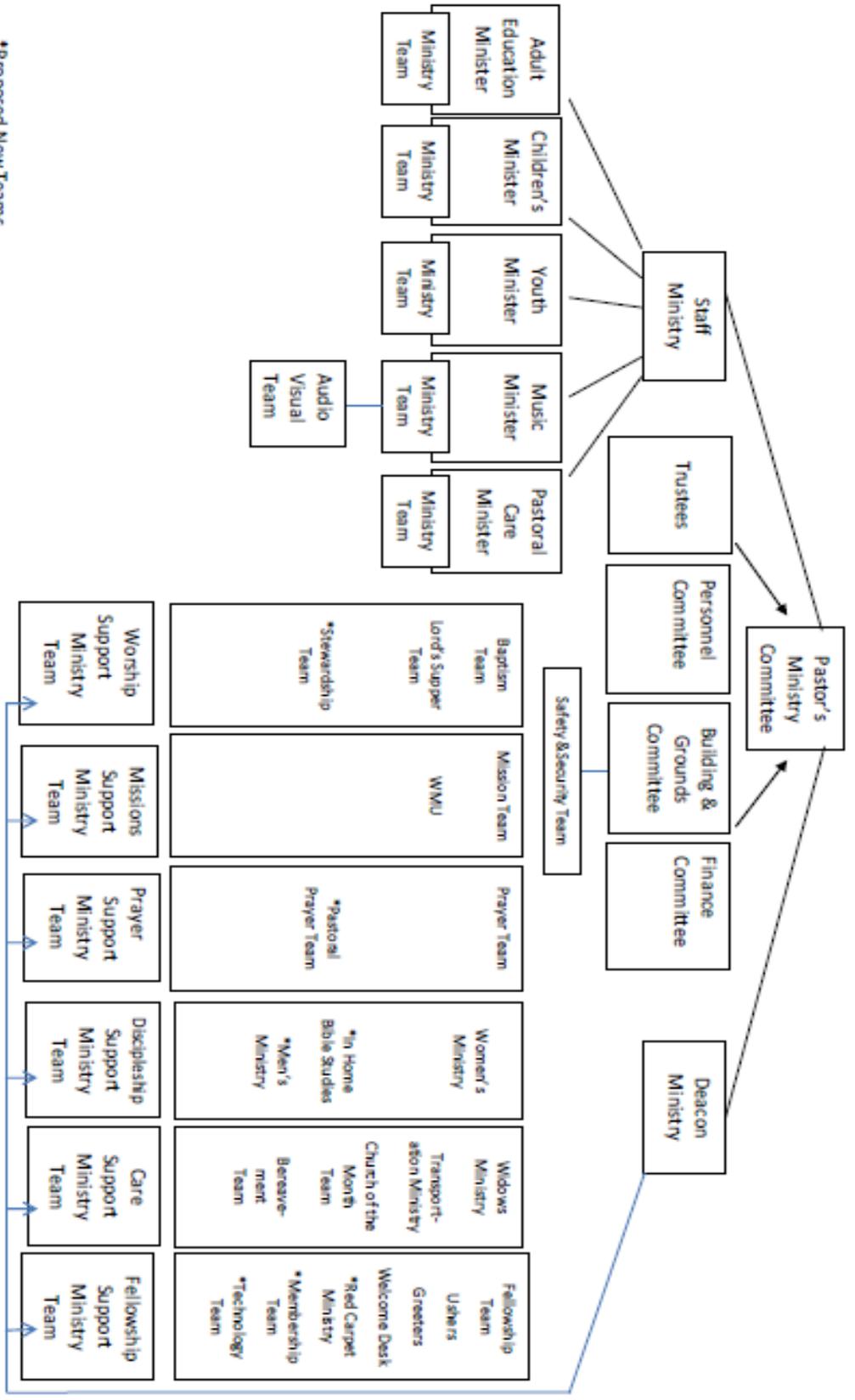
We believe the proposed changes to the Bylaws will assist with the Church's communication in the following respects:

- Assigns the job of casting the vision for the church to the PMC and requires them to communicate that vision with the congregation.
- Gives a point team in each ministry area that someone can go to for assistance or questions about a ministry.
- Establishes the Active Deacon Body as a hub of information to assimilate input from as many branches of the church as possible and likewise to distribute information to as many branches as possible.

Attached is a proposed breakdown of how teams may be assigned to cornerstone ministry areas. This is a suggested breakdown which the Constitution & Bylaw Committee will provide to the PMC if it is established. The ultimate decision on where teams will be assigned will be up to the PMC, so the assignment of teams within this diagram could change if the new Bylaws are implemented.

We would ask that you read and pray through the proposed new documents. Please forward any questions you have by email to Bryan Robbins at bryanrobbins@windstream.net and/or Kenneth Mattison at kmattison@ssmlaw.org. If you can get those questions to us on or before August 13, 2017 the Committee will meet the week of the 13th and come up with a formal committee answer to your question which will be presented at the August 20th Question and Answer Session.

Jesus Christ Pastor



*Proposed New Teams

Diagram C