

Summary of Changes Made in the 2009 Proposed Constitution & By-Laws of First Baptist Church, Topeka

Future's Committee 2009:

Brandon Clark, Julie Cook (*secretary*), **Corey Fields, Matt Harader, Bob McElroy, Betty Joe Morris, Bill Ogle** (*chair*), **Matt Sturtevant, Kathy Webber**

What we changed	Why we changed it
A second Education area was added to the BOM, making one strictly for children & youth (birth-18), and the other for adults (over 18).	The current education area focuses mostly on children. We want to fully preserve that focus while at the same time be intentional about providing leadership and representation for Sunday School, adult small groups, and other educational opportunities.
The co-chairs of the Worship area of the BOM will intentionally include 1 representative from traditional worship and 1 from ConneXion.	Our church has now embraced two different worship styles, and the selection of the Worship area representatives should reflect this.
A youth representative with voting rights was added to the BOM.	The presence of a member of the youth group on the BOM has already received support and been put into place; amending to reflect current practice.
The status of professional staff on the BOM was changed to "ex-officio, non-voting."	This is standard practice in many Baptist churches and other organizations. This change was discussed with and is supported by the current pastors.
The language and "job descriptions" of the ministry areas on the BOM were changed.	The changes clarify duties, use goal-oriented language instead of task lists, and make the ministry divisions reflect what we currently do.
Added a "Risk Management committee" to the Administration area of the BOM.	Our church is not yet up to par with modern standards of comprehensive risk management, and a committee needs to implement and oversee this.
Removed the titles and job descriptions of the associate pastoral staff.	These job descriptions have been placed in an amendable appendix, removing the need for the bylaws to be amended whenever staff changes or ministry priorities change.
Made other minor "housekeeping" changes meant to clarify language and/or update the by-laws to reflect current realities.	