



CROSSROADS CHURCH

CHURCH BYLAWS

AS ADOPTED 2024

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Constitution of Crossroads Church

Crossroads Church is a tax-exempt qualified non-profit organization operating under Section 501 (c) (3) of the U. S. Internal Revenue Code.

These bylaws are the practical expression of our biblical convictions as Crossroads Church. As such, the Bible is the ultimate and final authority in all matters of Crossroads Church and her congregation. In the event these bylaws conflict with scripture, it is unintended, and the Bible takes precedence.

ARTICLE I. CHURCH ORDINANCES

I. SECTION 1. Baptism

The church will receive for baptism those who have received Jesus Christ as Savior, have professed Him publicly, and indicate a commitment to follow Christ as Lord.

- A. Baptism shall be by immersion in water, in the name of the Father, Son, and Holy Spirit, as a symbol of the person's salvation. In certain situations, another method may be discussed, but immersion is preferred.
- B. The Lead Pastor or whomever he shall authorize shall administer baptism.

II. SECTION 2. The Lord's Supper

The church shall observe the Lord's Supper at least quarterly as a symbolic reminder of the atoning sacrifice of our Lord Jesus Christ. The church shall observe open communion. Open communion is defined as the practice that any scripturally baptized believer in Jesus Christ is welcome to participate in this ordinance.

ARTICLE II. CHURCH PARTNERSHIP (MEMBERSHIP)

To become a Partner of Crossroads Church, a person must be saved and scripturally baptized (see Article 1 under Church Ordinances). The church will receive a person to be a partner in good standing after that person is examined by staff or a lay person who has been authorized by the Lead Pastor to perform such duties. The church will receive a person for partnership who:

- 1. Accepts Jesus Christ as Lord and Savior and experiences scriptural baptism or
- 2. Transfers membership from another church in good standing or
- 3. By statement affirms that he/she has been saved and scripturally baptized.

II. SECTION 1. Partner Expectations

See Church Covenant Commitment in Appendix A.

II. SECTION 2. Partner Rights

Every active Partner shall have the right to vote on the following matters: the disposition of all or substantially all the assets of the church, the merger or dissolution of the church, the acquisition of real property and related indebtedness, and amendments to the articles of incorporation and by-laws. Each partner 18 years old or older is entitled to one vote. Those Partners present and voting at a family meeting shall constitute a quorum of the Partnership for the conducting of business.

II. SECTION 3. New Partner Orientation

Starting Point is available for those looking to become a Partner in good standing. Starting Point is not a requirement for Partnership, but it is preferred. Those looking to join Crossroads Church can do so by having a conversation with any Elder, staff, Deacon, or other church Partner who has been equipped to carry out partnership conversations.

II. SECTION 4. Termination of Partnership

Partnership termination will occur if one or multiple of the following occurs:

1. Death of the Partner.
2. Transfer to another church in good standing.
3. Exclusion by action of this church.
4. Erasure upon request or upon Partnership in a church of another denomination.

II. SECTION 5. Church Discipline

Every reasonable measure will be taken to minister to any troubled Partner (including staff). The Lead Pastor, Elders (Pastors)¹, Deacons, and Partners will seek redemption. Biblically, the heart of church discipline is restoration.

Should a serious problem arise regarding the conduct or activities of a Partner which would cause that Partner to become a liability to the welfare and interest of the Church, the Lead Pastor, Elders (Pastors), and Deacons will seek to resolve the problem according to Matthew 18:15-20, I Corinthians 5:1-5, and Galatians 6:1.

ARTICLE III. CHURCH OFFICERS**III. SECTION 1. Church Structure**

The biblical offices in the church are Elders and Deacons. The biblical terms “Elder,” “Pastor,” and “overseer” are understood to refer to the same biblical office and will be referred to

¹ The terms Elders, Pastors, shepherds, and overseers are biblically synonymous and will be used as such through the entirety of this document.

interchangeably hereafter. All Pastors-Elders-overseers possess the authority and gifts of Pastors, whether or not they are paid by the church.

Jesus is the Senior Pastor of Crossroads Church. He is the chief Shepherd of the church. (1 Peter 5:4)

The Lead Pastor is under the authority of the Chief Shepherd, Jesus, and, by affirmation of the church and its Partners leads the church alongside the other Elders (Pastors) to spiritually fulfill its vision and mission.

The church structure will consist of the Lead Pastor, Elders (Pastors), Deacons, ministerial staff, and administrative staff. The Lead Pastor is the Lead Elder (Pastor), and therefore the primary spiritual leader of the church. The Lead Pastor and Elders will provide oversight of the staff. The Lead Pastor, Elders (Pastor), and staff will provide Leadership and equipping to help the church to fulfill its vision and mission.

The church will have Elders who will serve alongside the Lead Pastor for personnel issues, finance issues, long term planning, and anything else to oversee the flock at Crossroads Church. The Elder team will work together to oversee and shepherd the flock at the church. They will meet regularly for prayer, personal accountability, and the fulfillment of their ministry responsibilities.

The church will have Deacons who lead by serving the body. A person shall not serve as a Deacon and an Elder at the same time.

While the role of the Deacon is a deed-based ministry meeting real physical needs of the church, the role also has a spiritual impact. The physical needs of the church are met so that the spiritual needs can also be met. (James 2:14-17)

The Relationship of Deacons and Pastors

Deacons are not a legislative or decision-making body of the church. They are given as much authority as the Lead Pastor and Elders allows them to have. However, a good Elder/Deacon body relationship will help the ministry of the Elders exceed their own limitations. It is important that the Elders review the decision making of the Deacon body regularly. The Elders should have the authority to overrule the Deacon body in a decision but should not lord their authority over the Deacons in a domineering way (1 Peter 5). They are the servants of the church working under the authority of the Elders.

Overview of Basic Church Structure

- Jesus is the Senior Pastor
- Pastor/Elder Led
- Deacon Served
- Congregationally approved or affirmed.

III. SECTION 2. Lead Pastor

The Lead Pastor, under Jesus Christ, is God's primary leader for the local church. His main duties include prayer, preparation, and delivery of biblical sermons, and giving leadership to the overall church program. He, or his designee, shall be the Moderator of all family meetings. He is the supervisor of the staff and is an ex-officio member of all committees. In the event of the Lead Pastor's inability to perform these duties, another Elder will serve in these capacities.

III. 2. B. Qualifications

The following Biblical qualifications must be met by any potential candidate for the position of Lead Pastor: 1 Timothy 3:1-7 and Titus 1:6-9.

III. 2. C. Resignation

The Lead Pastor is asked to give at least two weeks' notice to the church at the time of resignation. Upon resignation of a Lead Pastor, then Elders will work out the details of the final compensation for the resigning Pastor in a manner consistent with the church budget or upon special approval of the church.

III. 2. D. Church Removal

Should the Lead Pastor perform an act that disqualifies him as a Pastor according to Scripture, the church shall take appropriate action to remove him as Pastor. Disqualifying actions include violating any of the Pastoral qualifications listed in 1 Timothy 3 (adultery, heretical teaching, embezzlement). At least 66% of the congregation must vote to remove the Pastor in a vote that will be held with a seven-day notice given. The vote must be held on a Sunday morning.

III. SECTION 3: Ministerial Staff**III. 3. A. Ministerial Staff**

Ministerial staff is defined as a position working with or directly overseeing a specific ministry (e.g., kids ministry, worship ministry, student ministry, etc.) Under the direction of the Lead Pastor and Elders. All staff are hired by the Lead Pastor and Elders. All ministerial staff will be supervised by and accountable to the Elders. The Lead Pastor, in consultation with the Elders, has the authority to dismiss staff if necessary.

III. 3. B. Resignation

At the time of resignation at least two-weeks' notice will be given to the church. The Lead Pastor and Elders will work out the details of final compensation for the resigning staff.

III. SECTION 4. Administrative Staff

Administrative staff can be defined as one who ensures the smooth and efficient operation of a church through overseeing the daily activities and operations e.g., business administrator,

administrative assistance, facilities manager, custodian, etc. The Lead Pastor and Elders will have the authority to employ or terminate the services of administrative staff. The Lead Pastor and Elders will employ such staff according to the guidelines of the church budget. During the budget planning portion of the year, the Lead Pastor will meet with the Elders to discuss the number and status of administrative staff.

III. SECTION 5. Elders and Trustees

III. 5. A. Qualifications for the office of Pastor/Elder

As used in Scripture, the term “Pastor” is synonymous with “Elder” and “Overseer.” The Pastors will be responsible for the oversight of the church and its ministries. The (Elders) Pastors are responsible for leading the church to function as a New Testament church. The Elders (Pastors) shall be partners of the church.

Elders will be men of prayer and the Word. Their qualifications are defined by specific Scripture passages in 1 Timothy 3:1-7, Titus 1:5-9, Ephesians 4:11-12, 1 Timothy 5:17, and 1 Peter 5:1-4. If at any time an Elder (Pastor) is not fulfilling his role, fails to meet the biblical qualifications, or no longer desires to serve, the other Pastors along with the covenant Partners will evaluate the situation. If necessary, the Elders (Pastors) will recommend steps to be taken. Partners may provide input about an Elders (Pastor's) lifestyle and performance according to biblical qualifications at any time in accordance with 1 Timothy 5:19-20.

III. 5. B. Selection and Removal of Elders (Pastors). (Specific to Elders/Pastors other than the Lead Pastor)

As the need for additional Elders arises, there will be an active search initiated by the Elders (Pastors) for men who meet the biblical qualifications. The Elders (Pastors) will examine each candidate to determine if they meet the biblical qualifications. Candidates presented to the partners for approval will depend upon the needs of the church. The minimum number of Elders is 3, and there is no preset number of Elders, or a preset term of service.

At any time, an Elder may be removed from the elder team by a unanimous vote from the other Elders on the elder team. Elders may be compensated or non-compensated depending on the specific nature of their calling and the needs of the congregation. Compensation for Elders shall be determined by the active Elders (Pastors).

III. 5. C. Trustees

The Elders will also perform the duties of Trustees and shall be charged with the duty of executing such legal documents as may be required by law and such documents as they may be empowered and directed by the church to enforce or administer. The Elders will also exercise church discipline for Partners when and where needed as outlined by Article II Section 6.

III. SECTION 6. Deacons

III. 6. A. Responsibilities and Duties

The responsibility of Deacons is to meet the physical needs of the church body. Deacons should be using their gifts to serve the body of Christ. In doing so, meeting the physical needs of those inside and outside the church. The Deacons shall serve under the leadership of the Elders and Staff as servants of the church and of Jesus Christ. They shall be faithful in their attendance to all regular church meetings. They shall also be faithful to practice tithing. They shall seek to be peacemakers who preserve the unity of the Spirit in the bond of peace in the body of Christ.

III. 6. B. Officers of the Active Deacon Body

Deacon officers will consist of the Chairman, Vice Chairman, and Secretary. The Chairman shall preside at all Deacon meetings. In case of his absence, the Vice Chairman will preside. The Secretary will keep a record of the minutes of all meetings of the Active Deacon Body. The Chairman of Deacons will be appointed by the Elders.

In the regularly scheduled Deacon's meeting held in January, the members of the Active Deacon Body will nominate candidates to serve as Vice-Chairman and Secretary for the following year. The voting for all offices will be submitted by means of secret ballot during that meeting.

III. 6. C. Meetings of the Active Deacon Body

Regular ministry meetings of the Active Deacon Body shall be held monthly. Special meetings may be called by the Lead Pastor in consultation with the Chairman of Deacons. Ample notice of these meetings shall be given. A quorum of not less than 50% of the Active Deacon Body must be present at any meeting for business to be transacted.

III. 6. D. Election and Removal of Deacons

The qualifications for the office of Deacon, which must be met by all candidates, are the following:

1. Meet the Biblical qualifications of 1 Timothy 3:8-13.
2. A Partner of Crossroads Church.
3. A participant in discipleship.
4. A regular and consistent tither.
5. Agree with the mission and vision of Crossroads Church

The Active Deacon Body shall be elected in the following manner:

1. The Elders will nominate prospective Deacons.
2. The nominees will go through a screening and prayer process to ensure their call and qualification to this office. The Elders and presiding Deacons will conduct the screening process.
3. Upon completion of this screening and prayer time all approved nominees will be put forward to the church family for a vote of affirmation of their call to serve as Deacon of Crossroads Church.

4. A candidate must receive 75% ballot vote of affirmation to be affirmed as a Deacon.

The number of Deacons serving on the Active Deacon Body will vary depending upon the needs of the church.

Deacons elected to the Active Deacon Body shall serve a three-year term. After a Deacon rotates off the Active Body, he/she must wait one year before he/she is eligible to be nominated for another term of service.

If, for any reason, a Deacon Body member is unable to complete his/her duties outlined in scripture, then the Elders and current Deacon Body members will nominate a man or woman to fill the position. The nominee will be put forward for a vote of affirmation from the church family.

In the case that a Deacon Body member knowingly and unrepentantly fails to live up the scriptural responsibility of a Deacon, they can be removed by dismissal. Partners may provide input about a Deacon's lifestyle and performance according to biblical qualifications at any time in accordance with scripture. Any subsequent action shall be done in accordance with the instructions in Matt 18:15-17 and other relevant biblical texts. Any Deacon may be dismissed by a two-thirds majority vote of the voting members at any formally called family meeting of the church.

ARTICLE IV. INSURANCE AND INDEMNIFICATION

IV. SECTION 1. Insurance

Crossroads Church will purchase and maintain liability insurance on behalf of all persons who are or were a director, officer, leader, employee, agent, or volunteer of ministry, (while serving in their capacity as such). Such insurance will be purchased for the purpose of protecting such persons from covered loss resulting in liability asserted against the above individuals in connection with their activities on behalf of Crossroads Church. Insurance and additional indemnification resources will be used based on the request and decision-making process as outlined in Article IV. sections 2, 3, 4, and 5.

IV. SECTION 2. Indemnification Request

Should any director, officer, leader, employee, agent, or volunteer of ministry incur any liability because of their affiliation with or service to Crossroads then such individual may request indemnification from Crossroads Church if the individual was acting on behalf of Ministry in good faith and within the scope of authority designated to the individual by Crossroads. The granting of full or partial indemnification shall be at the discretion of the Elders of Crossroads Church as set forth in Section 3 herein.

IV. SECTION 3. Indemnification Decisions

Should any director, officer, leader, employee, agent, or volunteer of Ministry, incur any liability as a result of their affiliation with or service to Crossroads the church may provide indemnification against liability and costs incurred in defending against the claim if the Elders (Pastors) determine that the person acted (a) in good faith, (b) with the care an ordinarily prudent person in a similar position would exercise under similar circumstances, and (c) in a manner the person reasonably believed to be in the best interest of the church, and the person had no reasonable cause to believe his or her conduct was unlawful. A decision on the indemnification request by most disinterested Elders will be final.

IV. SECTION 4. Additional Persons

At the discretion of the Elders, the church also may indemnify any person who acted in good faith and reasonably believed that his or her conduct was in the church's best interest and not unlawful.

IV. SECTION 5. Elder's Not Available

If at least two Elders are not available for an indemnification determination because of the number of Elders seeking indemnification, the requisite determination may be made by the Partners or by special legal counsel appointed by the Partners.

ARTICLE V. PROPERTIES, FAMILY MEETINGS, ADDITIONAL POLICIES AND PROCEDURES**V. SECTION 1. Properties**

The Church properties shall be normally used only for the recognized services of the church. Special use of the buildings, equipment, vehicles, and grounds shall be under the authorization and supervision of the Elders (Pastors) and staff.

V. SECTION 2. Concerning Property Usage, Events, and Beliefs

As an organization of professing Christians, Crossroads Church and her Pastors only perform and allow the use of facilities under the church's legal control for those individuals, events, weddings, and organizations that will further her mission and support her values and beliefs as stated in the Crossroads Church Belief Statement (What We Believe).

Crossroads Church and her Pastors only sanction and perform those wedding ceremonies between a naturally born man and woman who agree with our values and beliefs and at the discretion of the Pastors/Elders. The use of properties under Crossroads Church's legal control will be limited to such ceremonies.

All current and future employees of Crossroads Church must agree in both belief and lifestyle with the values and beliefs of Crossroads Church. If at any time a current employee is not in

agreement in both belief and lifestyle, then said employee will forfeit their right of employment.

All current and future Partners of Crossroads Church must agree in both belief and lifestyle with the values and beliefs of Crossroads Church.

V. SECTION 3. Family Meetings

The Lead Pastor or may call the church into conference at any regular service to dispose of any necessary business. The church will have meetings as needed. The following matters shall be voted on at a previously announced special meeting.

- (1) Amending the Constitution or Bylaws.
- (2) Major expansion and expenditures.
- (3) To review the annual church budget.

These matters shall be decided by a majority vote of the Partners present. Notification of the above matters shall be announced from the pulpit at least two weeks in advance.

In conducting family meetings, matters arising other than the above shall be conducted under "Robert's Rules of Order".

V. SECTION 4. Bylaw Review

To maintain the most up to date bylaws and procedures every year Crossroads Church will conduct a Bylaw and Policy Review. The Elders will recommend a team of six people to the church including at least one Elder and one Deacon. The names will be presented to the church two weeks prior to a Family Meeting. The team will be voted on during the Family Meeting by a show of hands, majority vote.

Once approved the team will be charged to evaluate the Bylaws and various policy and procedure manuals and bring recommendations to the church at the next schedule family meeting for approval.

V. SECTION 5. Additional Policy and Procedures

Crossroads Church will maintain each of the following to be used to guide policy and operating procedures. Each must be approved by the church during a Bylaw Revision Process or at the recommendation of the Elders with a subsequent church majority vote. Additional Policies and Procedures can be added the same way.

- Crossroads Financial Policies
- Crossroads Financial Procedures
- Crossroads Personnel Handbook
- Crossroads Social Media Policy
- Crossroads Prevent of Sexual Misconduct, Molestation, and Abuse Policy
- Crossroads Signs and Alerts for Sexual Misconduct
- Crossroads Restrictive Access Agreement

V. SECTION 6. Adoption of bylaws

The adoption of these bylaws shall affect a repeal of all previously adopted rules which are not re- adopted herein.

APPENDIX A

Partnership Covenant

As those who have experienced the grace of a life changed by the gospel of Jesus Christ, we have the opportunity to reflect the character of Christ through the pursuit of certain attitudes and actions and the rejection of others. The Scriptures refer to this reality as “*living by the Spirit*” (Rom. 8).

The requirements of this Partnership Covenant are in no way intended as an addition to the biblical obligations of a believer. Rather, this document functions primarily as an accessible, yet non-exhaustive, explanation of what the Scriptures teach about the obedience that faith produces.

I covenant to follow the mission of Crossroads Church:

Because we know God, we exist to **LIVE** by faith,
be known by **LOVE**, and **REACH** those far from God.
(2 Cor. 5:7; John 13:35; Matt. 28:19–20)

LIVE BY FAITH

- by submitting to the authority of the Scriptures as the final arbiter on all issues (*Ps. 119; 2 Tim. 3:14–17; 2 Pet. 1:19–21*)
- by pursuing the Lord Jesus Christ through regular Bible reading, prayer, fellowship, and practice of spiritual disciplines (*Luke 18:1; Acts 17:11; 1 Cor. 9:24–27; Eph. 5:1–21; 1 Thess. 5:12–22*)
- by following the command and example of Jesus by participating in the ordinances prescribed to His Church:
 - being baptized after my conversion
 - regularly remembering and celebrating the person and work of Christ through communion
- by regularly participating in the life of Crossroads Church by attending weekly services, engaging in discipleship, and serving those within and outside of this church (*Acts 2:42–47; Heb. 10:23–25; Titus 3:14*)
- by stewarding the resources God has given me—including time, talents, spiritual gifts, and finances. This includes regular financial giving, service, and participation in community that is sacrificial, cheerful, and voluntary. (*Matt. 25:14–30; Rom. 12:1–2; 2 Cor. 8–9; 1 Pet. 4:10–11*)

- by walking in holiness in all areas of life as an act of worship to Jesus Christ, by God's grace through the power of the Holy Spirit (*1 Pet. 1:13–16, 4:1–3*)
- by striving, as a believer, to put certain attitudes and actions to death while stirring and stimulating love and good deeds through the Spirit
- by refraining from such activities that the Scriptures would deem foolish (*Rom. 14:14–23*)
- by taking the responsibility of Christian freedom seriously, especially actions or situations that could present a stumbling block to another (*1 Cor. 8:1–13*)
- by completing the following when I sin:
 - confessing my sin to God and to fellow believers
 - repenting and seeking help to put my sin to death (*Rom. 8:13; Col. 3:5; James 5:16; 1 John 1:6–10*)

KNOWN BY LOVE

- by regularly participating in the life of Crossroads Church by attending weekly services, engaging in discipleship, and serving others (*Acts 2:42–47; Heb. 10:23–25; Titus 3:14*)
- by taking the responsibility of Christian freedom seriously, especially actions or situations that could present a stumbling block to another (*1 Cor. 8:1–13*)
- by submitting to the Pastors and other leaders of the church and diligently striving for unity and peace within the church (*Eph. 4:1–3; Heb. 13:17; 1 Pet. 5:5*)
- by completing the following if I should leave the church for righteous reasons:
 - notify the appropriate staff member
 - seek another church with which I can carry out my biblical responsibilities as a believer

REACH THOSE FAR FROM GOD

- by committing to taking the gospel to our neighbors and to the nations (*Matt. 28:19–20; Acts 1:8*)