

The Bylaws of Crossroad Church

I. Membership.

A. Initial Phase

Any person desiring membership must first attend and complete the “Membership Matters” classes. After completion of these classes each individual must then complete the membership application form and return the completed form to the pastors of the church, establishing their desire to move forward in the process of being in covenant membership. Elders shall visit with each applicant for the purpose of allowing him/her an opportunity to give their testimony of faith in Jesus Christ as well as to allow the applicant to ask any question of the pastors of the church. Each applicant must give a credible testimony of faith in Jesus Christ and have undergone believer’s baptism prior to membership. In seeking to become a covenant member at Crossroad, each applicant must also agree to the following:

Covenantal Agreement:

As a follower of Jesus Christ, I joyfully and thoughtfully wish to apply for membership and join in mutual edification, fellowship, encouragement and accountability with the other members of this body. I will by God’s grace and help seek to exhibit the following:

1. I will faithfully participate with this church in regular worship, prayer, fellowship and through the observances of the ordinances of believer’s baptism and communion. I will also make it a priority, with all due diligence, to seek to attend the four calendared members meetings throughout the year.
2. I will accept and fellowship with all members, regardless of race, gender, background, social status or level of education, since all are of equal value in Christ.
3. I will work toward doctrinal unity with a humble, compassionate and teachable spirit. Where there is disagreement or a lack of understanding in doctrinal convictions, I assume the liberty to ask questions and engage in edifying discussion for clarity and mutual love.
4. I will seek to establish the Word of God (the Bible) as my ultimate authority and qualifier in life and ministry. Man’s thoughts and opinions are secondary to the foundation of scripture.
5. I will pursue peace with all people, especially with other believers, always being slow to take offense and eager to find reconciliation. Therefore, I will shun gossip and divisiveness.
6. I will lovingly watch over other members in the church as they also watch over me. I will remember them in prayer, help them in sickness and distress, promote their spiritual growth, encourage them from sin, and stir them to love and good deeds.
7. I will seek to live a life above reproach. I will be just and honest in my dealings and faithful in my responsibilities and commitments.
8. I will financially contribute cheerfully and regularly to this church for its general ministry and expenses, the relief of the poor and the spread of the Gospel throughout the world.
9. I will submit to the church leadership as men who will give an account. I also submit to the church’s discipline upon myself and lovingly assume my responsibility to participate

in the loving discipline of other members, as taught in scripture, if the need should ever arise.

10. I will remain faithful to this church in membership. I will consult with the elders in advance if I sense that God is directing me elsewhere.

In summary, I will love the Lord my God with all my heart, soul, mind and strength, and I will love others as Christ loves me, all for the glory of God, the good of this church and a powerful witness to a watching world.

B. Final Phase

The Elders shall then seek a unanimous vote among themselves in order to put forward any candidates for membership before the vote at the next members meeting. The submission of the names of each candidate must be done in writing at least three weeks prior to any upcoming members' meeting where candidates will there be brought forward for the consent of the membership. If in the first two-week period (of that three-week period) a member's vote will not be favorable, the individual not voting in favor of the applicant shall state scriptural reasons for their vote. This will give the eldership opportunity to contemplate and give attention to any such issues that may arise before a vote at the upcoming members meeting. If an 85% favorable vote cannot be attained at the membership meeting where the eldership unanimously puts forth a candidate, the application for membership shall be denied (or further postponed).

C. Termination of Membership

Membership in the church can be terminated in several ways:

1. By death.
2. By the granting of a letter of membership from another church.
3. If the member requests in writing that they be released from their covenant obligations to the church. The church shall have authority to refuse a member's voluntary resignation or transfer of membership to another church either for the purpose of proceeding with a process of church discipline or for any other biblical reason.
4. By disciplinary action of the church in accordance with these bylaws.
 - a) The spirit of the church must always be redemptive. Should a member be neglectful of his or her duties according to Scripture and/or the Church Covenant and/or advocate doctrine contrary to our Statement of Faith, the elders will lead the church to make every reasonable effort to resolve the problem in accordance with Matthew 18, 1 Corinthians 5:1-13, Galatians 6, 2 Thessalonians 3:14-15, 1 Timothy 5:19-20, and Titus 3:10-11.
 - b) Should there be no solution, the church may withdraw the offender's membership at a members' meeting through the recommendation of the elders and two-thirds of the voting members present.
 - c) Any person whose membership has been terminated by discipline of the church must re-apply for membership according to the criteria listed in these bylaws.

D. Confidentiality

The Bible teaches that Christians should carefully guard any personal and private

information that others reveal to them. Protecting confidences is a sign of Christian love and respect (see Matt.7:12). It also

- discourages harmful gossip (Prov. 16:28, Prov. 26:20)
- invites confession (Prov. 11:13, Prov. 28:13, James 5:16)
- encourages people to seek needed counseling (Prov. 20:19, Rom.15:14)

Since these goals are essential to the ministry of the Gospel and the work of this church, all members are expected to refrain from gossip and to respect the confidences of others. In particular, our pastors shall carefully protect all information which they receive through pastoral counseling, subject to the following guidelines. Although confidentiality is to be respected as much as possible, there are times when it is appropriate to reveal certain information to others. In particular, when the pastors of this church believe it is Biblically necessary, they may disclose confidential information to appropriate people in the following circumstances—

1. When the pastors are uncertain of how to counsel a person about a particular problem and needs to seek advice from other pastors or elders in this church.
2. If the person attends another church, from the pastors or elders of that church. (Prov. 11:14, Prov. 13:10, Prov.15:22, Prov. 19:20 Prov. 20:18, Matt. 18:15-17)
3. When a person who disclosed the information or any other person is in imminent danger of serious harm unless others intervene. (Prov. 24:11-12)
4. When a person:
 - a) refuses to repent of sin and it becomes necessary to institute disciplinary proceedings (Matt. 18:15-20) or
 - b) seeks the assistance of individuals or agencies outside this church. (Rom.13:1-5)
5. When required by Law to report child abuse.

II. OFFICERS

A. Lead/Senior Pastor

The Pastor shall be elected from an eighty-five percent (85%) majority vote of a quorum present at any annual or special business meeting of the Church. He shall be called for an indefinite period of time. Upon acceptance of his call, the Pastor (and his wife) shall be added to the active membership of the church. The Pastor, upon the Lord's call to another ministry, shall give the elders a thirty-day notice via a written resignation. Should spiritual conditions arise necessitating consideration of pastoral termination, the principles of 1 Timothy 5:19-20 may be exercised prayerfully and lovingly by the whole of the pastoral leadership.

B. Associate Pastor

1. As the needs arise, the Elders of this church may initiate the process of identifying and examining a potential associate pastor. A man may be considered if:
 - a. He appears to be Biblically qualified,
 - b. He appears to be doctrinally and philosophically compatible with the elder team, and
 - c. It appears to be God's will to initiate the examination process.
2. The Elders will examine the candidate (and his family) through personal interviews and other means. The examination will be thorough, including
 - a. scrutiny of the candidate's moral qualifications,
 - b. his understanding and defense of sound doctrinal positions,
 - c. his ability to teach,
 - d. his philosophical compatibility with the elder team,
 - e. his work ethic,
 - f. his motives for desiring the position, and
 - g. his affection and concern for those who would be under his care.
3. The examination process may include requests for written responses in some areas (e.g., clarification of doctrinal position).
4. When the elders are in unanimous agreement that the candidate is qualified and that he is called to the position, they will seek confirmation of their decision from the church. He shall be elected from a eighty-five (85%) majority vote of a quorum present at any annual or special business meeting of the church.

C. Led by a Plurality of Elders

Christ mediates His rule in the church through a plurality of godly men called pastors, overseers, and/or elders. All three titles are synonymous and represent the role and office of the same position of leadership within the church. These men have been called and prepared by Christ. Having distinguished themselves in both conduct and doctrine as being worthy of imitation, they are to be chosen and appointed by the leadership (pastors) and affirmed by the church to serve as overseers. The current leadership shall always seek to consist of at least three (3) spiritually qualified male active members in addition to the lead/senior Pastor. However, this is a goal and desire and only a reality if such qualified, called and available men are present and given by God. We will never seek to fill a position simply for the sake of having it filled, rather, we will seek to fill such positions as the Lord has determined, directed and gifted us in so filling such positions. The election of overseers shall be from an eighty-five (85%) majority vote of a quorum present at any annual or members meeting of the church.

1. Qualifications for Pastors/Elders: The following is a list of the Biblical qualifications which a pastor at Crossroad must possess and continually be known to pursue. No pastor will be known as a perfect man, but if he is clearly, persistently, and characteristically lacking in any of these qualities, he cannot serve in the leadership of Crossroad. A pastor/elder must be
 - a. Above reproach (literally, "blameless"). This qualification is the summation of all of the rest. It means that there is nothing in his life which would justify a

legitimate accusation of misconduct or call his character into question (1 Timothy 3:2, Titus 1:7).

- b. The husband of one wife (literally “a one-woman man”). In accordance with the teachings of the Holy Bible as the inerrant Word of God, for all purposes of the corporation and these bylaws, “marriage” or “married” means only a legal union between one man and one woman as husband and wife, and the word “spouse” refers only to a person of the opposite sex who is a husband or wife. Whether a man is single or married, he must be living a sexually pure life. For a married pastor/elder, it also means that he must be faithfully devoted to loving his wife (1 Timothy 3:2, Titus 1:6, Ephesians 5:25, 1 Peter 3:7).
- c. Temperate (moderate, not given to excess). In all areas of life, a pastor/elder must be calm, well-balanced, careful and sane—one who at all times is capable of clear thinking and sound judgment (Timothy 3:2).
- d. Sober-minded (a sensible, serious person). This does not mean that an a pastor/elder may not laugh or joke or play. It means that he leads a disciplined life, not allowing frivolous activities to distract him from more serious and important concerns (1 Timothy 3:2, Titus 1:8).
- e. Of good behavior (respectable, orderly). The opposite of the Greek in this case is chaos (utter confusion). A pastor/elder’s outward behavior must demonstrate decency, orderliness and self- control (1 Timothy 3:2).
- f. Hospitable (literally, “one who loves strangers”). A pastor/elder must be one who shows genuine kindness and hospitality, not only to the members of his church, but also to people he does not know well (1 Timothy 3:2, Titus 1:9).
- g. A lover of what is good (literally, “one who is inclined to do good”). Closely related to hospitality, a pastor/elder must be one who not only loves the concept of goodness, but also is prone to doing good to others (Titus 1:8).
- h. Able to teach (literally, “skilled in teaching”). There is no Biblical requirement that a pastor/elder have a formal education or be known as a “preacher”, but he must be an able teacher and defender of the truth from God’s Word (1 Timothy 3:2, Titus 1:9, 2 Timothy 2:2, 24, 2 Timothy 2:15, Titus 2:7-8).
- i. Not given to wine (literally “not a drinker” or “not addicted to wine”). Though not an absolute prohibition, this is a serious warning that an elder cannot be preoccupied with alcohol or known as a drinker/drun kard. Due to abuse, however, it may be advisable for pastor/elders to abstain from alcohol altogether in order to avoid offense or damaging influence. However, this would need to be in keeping with his Christian liberty over such matters (1 Timothy 3:3, Titus 1:7, Romans 14, 1 Corinthians 8).
- j. Not violent (literally not “a giver of blows,” or “a striker”). A pastor/elder must be a man who solves problems and settles disputes peacefully, using persuasive words and calm demeanor, not in fits of rage, anger or “out of control” behavior (1 Timothy 3:3, Titus 1:7).
- k. Gentle (patient, gracious, forgiving). A pastor/elder must not be a man who holds a grudge or is slow to forgive. He must be one who will patiently bear with those who are needy, difficult, reluctant-to-change, or slow-to-learn (1 Timothy 3:3, 2 Timothy 2:24).

- l. Not quick-tempered (he must be slow to anger). Anger in itself is not always a sin. There is a righteous sort of anger. A pastor/elder, though, must be a man who recognizes and controls his own propensity to become angry and out of control (Titus 1:7, James 1:19-20).
- m. Not quarrelsome (not argumentative or “looking for a fight”). He must be a man who will defend the truth strongly, but in a peaceable manner. He must not be one who allows himself to become embroiled in hostile disputes nor in petty arguments (1 Timothy 3:3, 2 Timothy 2:24-26, James 3:13-18).
- n. Just (righteous or upright). He is a man who is known for doing what is right. He lives a life of practical righteousness, trying to reflect God’s view in every decision he makes (Titus 1:8).
- o. Holy (literally, “devout” or “set apart to God”). A pastor/elder must be firmly committed to God and His Word. He must be faithful to the ministry and to Biblical doctrine, not one who gives in to social, political, or religious pressure to compromise (Titus 1:8).
- p. Self-controlled (or self-disciplined). He must be a man who is disciplined in terms of his response to physical desires for food, pleasure, comfort, money, sleep, sex, or anything else which could cause him to stumble (Titus 1:8).
- q. Not covetous (not a lover of money). A pastor/elder cannot be motivated in the ministry by financial gain nor greedy in his lifestyle. He is a man who will trust the Lord, be content with what is provided, and be thankful (1 Timothy 3:3, Titus 1:7, 1 Peter 5:2).
- r. One who rules his own house well (a good manager and leader). A pastor/elder must have proven himself a good manager of his children (if he has children), his personal finances and his household in general (1 Timothy 3:4, Titus 1:6).
- s. Having his children in submission with all reverence (having obedient, respectful, faithful children). The children of a pastor/elder must not have a reputation for uncontrolled behavior or insubordination. Additionally, a pastor/elder must neither be a harsh nor brutal man, but must maintain order in his family through loving leadership, consistent Biblical training and proper discipline (1 Timothy 3:4-5, Titus 1:6).
- t. Not a novice (not a new nor immature believer). A pastor/elder must be a mature believer, especially in relation to others in his particular church. If even a capable man is elevated to the position too rapidly, as he may battle with pride (1 Timothy 3:6).
- u. He must have a good testimony among those who are outside (well respected even by unbelievers in the community). A pastor/elder must have a consistently good testimony in all places and with all people (aside from those who would persecute him or accuse him falsely), even outside the church. He must be just, honest, peaceable and loving in every context (1 Timothy 3:7).
- v. He must serve, not by compulsion, but willingly, not out of perceived necessity, however, from a firm calling and desire to shepherd the church for God’s glory and the flock’s ultimate good and witness. The Overseer must serve as one who seeks to shepherd and disciple others in the fold to maturity. Therefore, pastors/elders must not be pressured into service if it is not their personal desire to

serve in this capacity. A pastor/elder's desire to serve must be God-given and his motives pure (1 Peter 5:2, 1 Timothy 3:1).

- w. Not self-willed (not anxious to control others or to have his own way, not domineering). An elder must not be a man who is anxious to dominate or control others. He must be a team-player, realizing that while he is a shepherd, he is also one of the sheep. Therefore, an elder will understand that God has blessed the church in community and not through leadership alone (Titus 1:7, 1 Peter 5:3).
 - x. An example to the flock. A pastor/elder will not be perfect. No one this side of heaven is. However, he must be a man who will lead the church by instruction and example, according to God's Word (1 Peter 5:3, Titus 2:7).
2. Duties of Pastoral Leadership: Christ gives to His church leaders for the equipping of the saints for the work of the ministry. They are, in accord with their gifts, to shepherd the church of God by:
- a. Laboring in the Word and doctrine and prayer,
 - b. administering the sacraments,
 - c. governing the church's affairs, and
 - d. giving whatever care is necessary for the spiritual well-being of the members. (Ephesians 4:11-16, 1 Timothy 4:6-16, 5:17, 2 Timothy 2:23-26; 3:14-4:5, Acts 20:17,28, 1 Timothy 3:1-13; 5:17, Titus 1:5-9, Acts 6:1-7, 1 Peter 5:1-4, 1 Corinthians 6:1-6, James 5:14).

3. Removal of an Elder or Pastor:

- a. If an elder with Crossroad Church sins in such a manner that he becomes the object of church discipline, he will become disqualified to serve in any form of church leadership. A pastor/elder is to be above reproach. He must be a positive example to the flock, not someone who needs the continual disciplinary attention of the church (1 Timothy 3:2, Titus 1:7, 1 Peter 5:3).
- b. If a pastor/elder recognizes a significant problem regarding his own leadership capabilities or sees himself as Biblically unqualified and desires to voluntarily step down, no lengthy investigative process is necessary. Once the other elders have discussed the problem and are in agreement, the matter should simply be announced to the church, giving due credit to the man for placing the good of the church as higher priority than his own desire to serve.
- c. If a pastor/elder does not step down and (assuming the matter is well attested by multiple witnesses), the elder team will discuss the details thoroughly. All perspectives will be heard, including that of the elder in question. Any members who have pertinent information regarding the situation will be asked for input. If the consensus among the elder team is that the elder in question is unyielding in his incompatible position or Biblically disqualified for eldership in some other way, he will be asked to leave his position. If he is unwilling to step down, he will be administratively removed by the elder team (1 Timothy 5:19).
- d. If it is determined that the pastor/elder is Biblically qualified, philosophically and doctrinally compatible with the elder team, and/or innocent of charges brought against

him, and if the matter was publicly known by the church, the general membership will be informed in order to affirm or re-establish his credibility.

D. Deacon Board

The Deacon Board shall seek (wherein such men are present and willing) to consist of at least three (3) spiritually qualified male active members. The election of deacons shall follow the same procedure as an elder. To qualify as a deacon, a man must meet the requirements for a deacon as given in I Timothy 3:8-13. He must be an active member of this church. Deacons are appointed by the church to assist the elders in caring for the needs of the members and to help in the administration and work of the local church. A deacon may be removed from office in the same manner as an elder.

E. Church Chairman and Vice-Chairman

Following the election of church leadership, the church members shall annually elect the Church Chairman and Vice-Chairman from among the pastors, excluding the Lead/ Senior Pastor.

1. The elders shall elect their own chairman from among themselves.
2. The deacons shall elect its own chairman from among themselves.

F. Church Treasurer

The treasurer shall be elected annually by the deacons from among their own number of membership. The treasurer's responsibilities will be primarily related to church finances.

G. Terms of Office

The terms of office for elders and deacons shall be three (3) years, with their terms of office being so arranged that one-third (1/3) of their number shall expire each year. An elder or deacon may serve as many terms as he is willing to serve and to which he is chosen by the church. An elder or deacon who has served two (2) consecutive terms shall be encouraged to take a year's sabbatical. If a vacancy occurs on the Pastor Board or the Deacon Board, the Elder Board shall appoint a replacement who fulfills the spiritual qualifications set forth in Scripture until the voting members of this church can elect a replacement at the next annual meeting of the church.

H. Salaried Positions

Church staff positions other than the pastoral positions which become salaried will be hired using the following procedures:

1. Notice must be placed in the bulletin for four (4) Sundays;
2. After notice, applications for any salaried position must be submitted to the Elder Board;
3. The Elder Board, along with the Pastor, will appoint the salaried position;
4. The board will recommend the position's salary to the Elder Board for approval;
5. Should any person holding a salaried position feel the need to resign, notice shall be given to the Elder Board;
6. Should conditions arise necessitating consideration of termination of a salaried position, the principles of Galatians 6:1-2 may be exercised

prayerfully and lovingly by the Elder Board.

I. Officiating Weddings

The Senior and Associate Pastor may only officiate wedding services for their family members and/or those who are members of Crossroad Church. This must be done in accordance with the church building policy.

III. Annual Business Meeting

A. Annual Business Meeting

The annual business meeting of the church shall be held during the month of August or September. The purpose of the annual meeting shall be to

1. receive reports from the
 - a. Elders,
 - b. Deacons, and
 - c. Senior Pastor
2. Elect officers and
3. Set a budget and to transact any other necessary business of the organization.

B. Fiscal Year

The fiscal year shall end August 31st.

C. Annual Business Meeting

The Church Chairman shall conduct all annual business meetings of the organization using the following agenda:

1. Reading of God's Word,
2. Prayer,
3. Reading of church covenant
4. Minutes of the previous meeting
 - a) Read and
 - b) Approved,
5. Reports of offices,
6. Reports of committees, if any,
7. Unfinished business,
8. New business
 - a. Occasioned by reports,
 - b. Election of officers;
9. Closing prayer.

D. Agenda

All annual business meetings shall be conducted by closed agenda. A member wishing to submit a business item shall submit in writing such items to the Elder Board at least two (2) weeks prior to the business meeting.

E. Special or Regular Business Meetings

Special or Regular business meetings may be called by the Pastor, Elder Board, or

Deacon Board. Such meetings shall be announced at a regular Sunday service of the church at least three (3) days prior to the meeting. Such notice shall include the purpose of the special business meeting and only this purpose shall be discussed at the meeting.

IV. Quarterly Members Meetings

These meetings serve as informal gatherings of covenant church members for the purpose of discussing and evaluating the last quarter in life and ministry together as well as preparation for the next quarter. These meetings will also serve as times when church membership votes are held and other regular church business matter agenda items may be discussed and voted on as well.

V. Quorum

In order to conduct business at a meeting of the congregation, fifty (50%) percent of the eligible voting membership must be present.

VI. Amendments

These Bylaws may be amended by a seventy-five (75%) majority vote of a quorum present and voting at any annual, regular, or special business meeting of the church, providing notification of the proposed amendment has been made to the membership at least two (2) weeks prior to such a meeting. Such announcement shall be made by the Elder Board.

VII. Indemnification

- A. The officers of the church (elders, deacons) shall not be personally liable for monetary damages for any action taken, or failure to take action, as officers, except to the extent that by law an officer's liability for monetary damages may not be limited.
- B. The church shall indemnify any person who was or is a party (or is threatened to be made a party) to any pending or completed action, suit, or proceeding by reason of the fact that such person is or was an officer, member, agent of the church, against expenses, fees, judgments, fines, and amounts paid in settlements actually and reasonably incurred by such persons, unless the act or failure to act giving rise to the claim for indemnification is determined by a court to have constituted willful misconduct or recklessness.
- C. The church shall have the power to purchase and maintain insurance on behalf of any person who is an officer, member, or agent of the church against any liability asserted against him and incurred by him in any capacity, or arising out of his status as such, whether or not the church would have the power to indemnify him against such liability.

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