

## **BY LAWS**

### **ARTICLE I. MEMBERSHIP**

#### **1. MEMBERSHIP OF THE CHURCH:**

The Lord brings the members He chooses to Crossroads Baptist Church to bless and build this spiritual body in unity for meaningful and powerful works of service. The members of the church are all individuals who have met the requirements established by the Church and who have been officially accepted as members by the Church, after agreeing to join as members subject to the bylaws. Members shall be either active members or inactive members as hereinafter defined. The Church Secretary shall maintain an updated list of all Church members, setting forth their status as active or inactive members. The master list of members shall be maintained in the church office and shall be available to any member properly requesting to review the same.

#### **2. THE COVENANT BY THE MEMBERS OF THE CHURCH:**

This Church places high value on the spiritual and biblical truths of Christ spiritually joining the members to this Church with the purpose and intent that they feel God's presence and power and that they utilize their spiritual gifts in fulfilling leadership roles at the Church and in their spheres of influence in the community. The Church should provide opportunities to its members to help them develop their gifts through prayer, study and exercising the same in a manner that blesses the members, the church and those ministered to by the members.

The relationship between all members and the Church, its leaders and other members, shall be directed by the bylaws, including their personal acceptance of the following Members' Covenant.

##### Agreed Covenant Statement to be Adopted by Members

In furtherance of the Church's belief that God calls all of His people to serve as ministers ordained to specific good works He has created and empowered us to perform in a spirit of unity and commitment to the Word of God, the members of the Church individually and jointly adopt the following covenant of members:

Having each been individually led by the Spirit of God to receive the Lord Jesus Christ as our Savior and Lord and, on the profession of our faith in Christ, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now, in the presence of God, and this assembly, solemnly and joyfully enter into covenant with one another.

We will walk together in Christian love and in the power of the Holy Spirit to advance the gospel of Jesus Christ, to strive for the success in the Church's ministries, in knowledge of His Truth, in holiness, and to promote the spiritual growth and impact of this Church and its members.

We will sustain the Church's worship, ordinances, discipline, and doctrines. We will be good stewards of our earthly possessions by cheerfully and regularly supporting its ministries underwriting its ministerial and operating expenses, the relief of the poor, and the evangelistic outreach for the spread of the gospel to those who do not have a personal relationship with Christ in the United States and all nations.

We will strive to maintain family and private devotional Bible studies and prayer: to educate our children in our Christian biblical faith: to seek the salvation of our family and acquaintances: to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, exemplary in our deportment; and to be zealous in our efforts to advance the kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember one another in prayer; to aid one another in sickness and distress; to cultivate Christian sympathy in feeling and Christian courtesy in speech; to be slow to take offense and always ready for reconciliation.

We engage that when we remove from active membership in this Church, that we will, as soon as possible, unite with another Church for strength and fellowship, where we can carry out the spirit of this covenant and the principles of God's Word.

### **3. CANDIDACY:**

Any person who affirms his personal salvation relationship with Christ and who agrees with the Church Statement of Faith may offer himself as a candidate for membership. All candidates shall be interviewed by a staff member or a person designated by the pastor. If the candidate thereafter agrees to join the Church, upon positive affirmation by the designated authority of the Church that the candidate has met all qualifications, the candidate shall be admitted as a member. This Church shall have the sole right to determine qualifications for membership of and discipline of its members by reproof, rebuke, or exclusion from fellowship. Any person may offer himself as a candidate for membership in this Church. All such candidates shall be presented to the Church at any regular church service for membership in any of the following ways:

1. By profession of faith and for baptism according to the policies of this Church. (See Article V of the Bylaws) After baptism full privileges of church membership will be accorded.
2. By promise of a Letter of Recommendation from another Baptist Church. After the letter has been received full privileges of church membership will be accorded.
3. By restoration upon a statement of prior conversion experience and baptism in a Baptist Church when no letter is obtainable. Upon church acceptance full church membership privileges will be accorded.
4. Applicants from churches other than Baptist churches will be received as candidates for baptism. This is not to be construed as a reflection upon the genuineness of their previous Christian salvation experience, but is an effort to maintain the symbolism and significance of baptism. Following baptism, full church membership privileges will be accorded.

In the rare event a member objects to the acceptance of a candidate for membership, the objecting member must immediately notify the pastor and discuss the objection. The objecting member should try to resolve issues by conferring with the candidate as soon as possible. If it's not possible or proper for the objecting member to meet with the applicant, the Pastor may consent to accepting the applicant as a member upon the Pastor's affirmative recommendation that the applicant meets all membership requirements, the applicant shall be accepted as a member. If the Pastor cannot in good faith recommend that the applicant be accepted as a member, he shall deny the application. His decision is final and there is no appeal to the membership or other team body.

### **4. RIGHTS OF MEMBERSHIP:**

All active members of the Church, as defined in the Constitution are entitled to vote at all elections and on all questions submitted to the Church in conference, provided the member is present. At no time will absentee balloting be recognized.

Inactive members are defined as a member that has not been to Church consistently for three (3) months according to the Church.

Every member of the Church is eligible for consideration by the Membership as candidates for elective offices in the Church.

Every member of the Church may participate in the Ordinances of the Church as administered by the Church.

**5. RESPONSIBILITIES OF MEMBERSHIP:**

Each member of Crossroads Baptist Church is responsible to obey the commands of God's Word in demonstrating a growing, maturing relationship with Christ; being actively involved in service to the Body with their respective gifts and abilities; faithfully and regularly bringing their tithes and offerings to support the local church; and aggressively seeking to evangelize and minister to a lost world.

Church members are responsible to abide by the consensus of the Church body regarding matters of faith and practice as expressed in this Constitution/Bylaws and submit to the policies and procedures duly developed in support of this Constitution/Bylaws.

The Church expects great things from its members as they grow more like Christ, serving others in His name and with His love. Members should strive to live lives of moral purity and strive to never expose the name of Christ to shame or harm the ministry of this Church by an unacceptable lifestyle.

**6. DISCIPLINE:**

Church members who exhibit a continuing, unrepentant lifestyle of sin in regard to doctrine or conduct shall be dealt with according to the biblical process of church discipline. This is always to be done for the ultimate goals of glorifying God, purifying the church, and the restoration of the individual.

The first step in this process shall be for fervent, continual prayer to be made on the behalf of the sinning member by the one who has knowledge of the sin. (James 5:16-20) It shall also be the responsibility of any member of the body who has knowledge of a sinning member's heresy or misconduct to reprove and seek correction and restore the sinning member in private. (Matthew 18:15-18) and Galatians 6:1) If said member does not heed this reproof, then the reproofing member shall again go to the sinning member accompanied by one or two witnesses to reprove, correct, and restore. One of these should be the Pastor of the Church since he has the rule over the membership and is responsible for them before God. (Hebrews 13:17)

If after reproof from the Pastor of the Church, the sinning member still fails to repent, the Pastor shall tell it to the Church. (Matthew 18:17) If the sinning member still refuses to repent, the Pastor shall announce the sinning member's public removal from Church membership and fellowship and he or she is to be treated as an unbeliever. (Matthew 18:17-18; 1 Corinthians 5:1-13, and 2 Thessalonians 3:14-15) There shall be no appeal to any court from that decision.

However, if after removal of fellowship the sinning individual repents, he or she shall be joyfully restored back into fellowship. (Luke 17:3-4 and 2 Corinthians 2:6-9)

If during the process of Christian discipline the member withdraws membership voluntarily but continues in the identified sin, the Church shall still be responsible to seek the sinning individual's restoration through the process outlined in Scripture above.

The actions described in this section must at all times be carried out with a gentle, loving and humble attitude with a sensitivity to God's timing, and with the ultimate goal of glorifying God, purifying the church, and restoring the individual.

Upon the disciplined removal of a member, the membership relationship is terminated and there are no letters of membership to forward to a church requesting the same. In rare circumstances of serious problems that may endanger other individuals or churches, the Church has a spiritual responsibility to inform another church where the former member may be attending in regard to the risks related to that former member's participation at the church. The Church has no obligation to transfer or forward a letter of membership or a positive affirmation of the disciplined former member. Because of spiritual duties to other Christian Churches, all members understand that the Church has qualified privileges to communicate any facts of beliefs behind the Church's decision that it cannot recommend that a former member be accepted into another Church. All members waive any right to assert any claim of wrongdoing or tortious misconduct against the Church based on such communications. Both as a matter of biblical responsibility and by way of the members' consent to these bylaws, all members waive and release the Church from any claims or liability for any alleged or actual liability to the member for such disclosures as authorized herein and protected under the First Amendment to the U.S. Constitution.

## **7. TERMINATION OF MEMBERSHIP:**

Membership shall be terminated in any of the following ways:

1. Death of a Member.
2. Transfer to another church of like faith and order.
3. Exclusion by action of this Church.
4. Erasure upon request or proof of membership in a church of another denomination.
5. At the Church's discretion, inactive members may be removed from the membership on the affirmative vote of 60% of the members present and voting at any meeting of the members where such motion is presented for vote.

It shall be the responsibility of all members to care for those who are noticeably absent from the ministry and service of the Church. (Hebrews 10:23-25) Attention should be given to them in a spirit of loving concern as attempts are made to determine the reasons for their absence and restore him or her into the active ministry and service of the Church (Galatians 6:1)

## **ARTICLE II. CHURCH OFFICERS**

All who serve as Officers of the Church, and those who serve on Church Committees, shall be members of the Church. The Officers of the Church shall be the Pastor, the Church Staff, the Clerk, the Treasurer, the Deacons, and the Trustees.

### **1 PASTOR.**

The Pastor is responsible for leading the Church to function as a New Testament Church. The Pastor will lead the congregation, the organizations, and the Church Staff to perform their tasks. The Pastor is leader of pastoral ministries in the Church. As such, he works with the Deacons and Church Staff to:

1. Lead the church in the achievement of its mission.

2. Plan and conduct worship services, prayer meetings, revivals, deliver sermons, and administer the ordinances.
3. Care for the Church's Members and other persons in the community.
4. Conduct counseling sessions, funerals, and weddings.
5. Serve as Chairman of the Church Council to plan, coordinate, and evaluate the work of the church.
6. Work with the Chairman of Deacons to assist in performing the Deacon's work.
7. Lead the Church to cooperate with associational, state, and denominational leaders and programs.
8. Serve as administrator and supervisor of the Church Staff.
9. Serve as ex officio member of all Church committees.

A Pastor shall be chosen and called by the Church whenever a vacancy occurs. The election shall take place at a meeting called for that purpose, of which at least one (1) week's public notice has been given.

A Pastor Selection Committee shall be elected by the Church to seek out a suitable Pastor, and its recommendations will constitute a nomination. Any Church Member has the privilege of making other nominations according to the policy established by the Church. The Pastor Selection Committee shall bring to the consideration of the Church only one name at a time. Election shall be by vote of those members present in accordance with ARTICLE V., POLITY AND RELATIONSHIPS, in the CONSTITUTION, by 85% of those present being necessary for a choice. The Pastor, thus elected, shall serve until the relationship is terminated at his request, or at the Church's request. He shall preside at meetings of the Church, and serve as Moderator in all Business Meetings in keeping with the current Robert's Rules of Order.

The Pastor may relinquish the office as Pastor by giving at least two (2) week's notice to the Church at the time of resignation. The Church may also declare the office of Pastor to be vacant. Such action shall take place at a meeting called for that purpose, of which at least one (1) week's public notice has been given. The meeting may be called upon the recommendation of a majority of the Deacons, or by written petition signed by no less than one-fourth (1/4) of the Resident Church Members. The Moderator for this meeting shall be the Chairman of Deacons or the Chairman of Trustees in their absence. Except in instances of gross misconduct by the Pastor so excluded from office, the Church will compensate the Pastor with not less than one-twelfth (1/12) of his total annual compensation. The termination shall be immediate and the compensation shall be rendered in not more than thirty (30) days.

2. **CHURCH STAFF:**

This Church shall call or employ such Staff members as the Church shall need. A job description shall be written when the need for Staff members is determined. Vocational Staff members other than the Pastor and other non-staff employees shall be recommended to the Church by the proper committee and/or Pastor and employed by Church action.

3. **CLERK:**

The Church shall elect annually a Clerk as its Clerical Officer. The Clerk shall be responsible for keeping a suitable record of all official actions of the Church, except as otherwise herein provided. The Clerk shall be responsible for keeping a register of names of Members, with dates of admissions, dismissal, death, or erasure, together with a record of baptisms. The Clerk shall issue Letters of Dismission voted by the Church, preserve on file all communications and written official reports, and give required notice of all meetings where notice is necessary as indicated in these Bylaws. The Clerk shall be responsible for preparing the Annual Letter of the Church to the Association.

The Church may delegate some of the clerical responsibilities to a Church Secretary who will assist the elected Clerk. Clerk and Treasurer may be held by the same person. All Church records are Church property, and shall be kept in the Church Office when an office is maintained.

4. **TREASURER:**

The Church shall elect annually a Church Treasurer as its Financial Officer. It shall be the duty of the Treasurer to receive, preserve, and pay out, upon receipt of vouchers approved and signed by authorized personnel, all money or things of value paid or given to the Church, keeping at all times an itemized account of all receipts and disbursements. It shall be the duty of the Treasurer to render to the Church at each Regular Business Meeting an itemized report of the receipts and disbursements of the preceding month. The Treasurer's Report and Records may be audited by an Auditing Committee or Public Accountant. The Treasurer shall be bonded, the Church paying for the bond.

Upon rendering the Annual Account at the end of each Fiscal Year and its acceptance and approval by the Church, the records shall be delivered by the Treasurer to the Church Clerk, who shall keep and preserve the Account as a part of the permanent records of the Church. The books shall be open to inspection at all times (except for personal contributions other than their own) by any contributing Member of the Church.

1. Operating Budget. The Church shall operate under the member approved financial budget and all staff, committees and others utilizing budgeted funds shall coordinate with the treasurer in regards to the timing of their expenditure of budgeted funds.

2. Finance Committee. The Church shall elect a finance committee. The Finance Committee shall consist of the Church Treasurer and members nominated and elected by the Church.

3. Annual Budget Process. The Finance Committee, in consultation with the ministerial staff, committees, deacons and other Church organizations, shall prepare and submit a comprehensive budget to the Church every year for approval, indicating by items the amount needed and sought for all ministry expenses. There should be a meeting of the members where the ministry leaders are given the opportunity to explain their requests and members encouraged to give sacrificially to finance the Church's operations and ministry budget.

4. Fiscal Year. The fiscal year of the Church shall begin on January 1 and end on December 31 unless an alternate fiscal year shall be approved by the Church.

5. Limited Financial Authority. Neither the Finance Committee, nor any other committee, the Pastor, Church Treasurer or any other officer shall have the authority to begin any expansion project, expend more than the specific amount they are otherwise authorized to, create any debt, or make any significant change in the usual operations unless the project or change was included in the approved budget for the year or was approved at a business meeting for which a proper notice was given.

6. Audits and Accounting Reviews. The Finance Committee shall arrange for and report all audits or accounting reviews conducted of the Church finances, including the records of the Treasurer and Trustees and others handling Church funds. One (1) such full audit shall be conducted every three (3) years unless the Finance Committee determines that additional audits are required.

7. Prohibition Against Sharing in Earnings. No ministerial staff member, employee, officer or member of the Church shall receive any of the cash flow, assets or other pecuniary profit from the

operations of the ministries of the Church. This does not interfere with the right of the church to pay, or the Church employee to be paid, the income and benefits the Church agreed to pay for their services to the Church. No such individuals are ever entitled to share in the distribution of any of the assets of the Church upon its dissolution.

5. **DEACONS:**

The Deacon Body of the Church shall assist the Pastor and Staff in meeting the ministerial needs of the Church. Each deacon shall in every way meet the scriptural qualifications of a deacon as set forth in Acts 6:2-3, *Then the twelve summoned the multitude of the disciples and said, "It is not desirable that we should leave the Word of God and serve tables. " Therefore, brethren, seek from among you seven men of good reputation full of the Holy Spirit and wisdom, whom we may appoint over this business.* and 1 Timothy 3:8-13, *Likewise deacons must be reverent, not double-tongued, not given to much wine, not greedy for money, holding the mystery of the faith with a pure conscience. But let these also first be tested; then let them serve as deacons, being found blameless. Likewise, their wives must be reverent, not slanderers, temperate, faithful in all things. Let deacons be the husbands of one wife, ruling their children and their own houses well.*

In addition to the scriptural qualifications, the Church requires that prior to the time of nomination, a man must have been a member of the Church for at least one year, a Southern Baptist for at least three years, and a believer for at least five years. He must also be at least 25 years of age. These men shall be selected for presentation to the Church by the most appropriate methodology. No deacon of another church shall become an active deacon upon joining this Church unless he is duly elected after being a member of this Church for one year. There is no obligation to constitute as an active deacon a person who comes to this Church from another church where he has served as deacon.

6. **TRUSTEES:**

The Church shall have a board of five (5) trustees consisting of the Chairman of each of the following: Deacons, Finance Team and Building Team as well as the Financial Secretary and Pastor. The Trustees will hold in trust the property of the Church and shall have the actual custody of the place of worship, but shall have no power to sell, mortgage, or lease or transfer any property of the Church without a specific vote of the Church authorizing such action. Buying power shall be exercised without specific Church approval only in cases of emergency. Trustees shall have general charge of the buildings and grounds, and their upkeep, and can recommend to the Church any repairs or changes that need to be made. They shall approve use of Church property taken off grounds as well as use of the property on the grounds.

1. Nomination of the Trustees. Trustees necessary to fill any vacancy shall be nominated by the pastor and members of the Finance Team, acting together, and they should come to a consensus of selecting one individual to serve as Trustee to be submitted to the Church for affirmation.

2. Functioning of the Trustees. The trustees shall not be required to post a bond but the Church may choose to do so at the expense in an amount to be determined and fixed by the Finance Committee. The trustees shall fulfill the legal role of trustees as they apply to a church and as required by bylaws and operating policies of this church. The trustees shall be empowered to transact any business on behalf of the Church as authorized by the bylaws, operating policies or by the members in the business meetings, to confirm that the title to all Church property is properly in the name of the Church, and to have custody of all original legal documents and evidences of ownership which shall be held in trust for the use and benefit of the Church. Unrestricted gifts of property in the form of stocks, bonds, other securities, real estate and other personal property, unless intended for the operational and functional needs of the Church, shall be held by the trustees who shall properly convert such property into cash funds within a reasonable

time and deliver the funds to the Treasurer with notice to the Finance Committee for deposit in proper Church accounts. The trustees shall use their business judgment in discretion as to the time and manner of so converting the property into cash funds within a reasonable time. Any purchase, sale, mortgage or other disposition of real property or personal property valued at more than \$1,000 shall take place only after properly authorized by the members at a business meeting. The trustees shall, in consultation with the Treasurer, hold, invest, manage and control property given in trust to the Church, upon the terms and conditions of the trust under which the property is given.

3. Prohibition Against Private Inurement. No part of the net earnings of this Church shall inure to the benefit of, or be distributable to, its members, ministers, deacons or officers or other private persons, except that the Church shall be authorized and empowered to pay reasonable compensation and benefits for services rendered and to make payments, distributions and acts of benevolence in furtherance of the purposes of the Church.

7. **HIRING AND RESIGNATION:**

1. All Employees Required to Read Bylaws and join Church as Members. All Church employees shall be provided a copy of bylaws and personnel policies to review and acknowledge that they agree with the Church's statement of Faith and understand the bylaws and personnel policies of the Church prior to their being hired. All employees shall further be required to join as members of the Church.

2. All Employees in Ministerial Service. All employment positions, specifically including ministerial staff, but not limited thereto, must be filled by only Christians because each position requires the ability to spiritually receive the truths of God's Word, to spiritually discern God's will and the ability to serve the Church in a spiritual manner trying to help the Church fulfill its ministry for the cause of Christ. Each position requires spiritual Christian service and ministry, such as praying for the Church, its leaders, members, ministries, actively participating in spiritual leadership by prayerfully voting in membership matters, actively participating in Bible study and worship. As such, all employees acknowledge that they are in a spiritual ministerial relationship with the Church that is not governed by federal and state employment laws that deal with hiring practices, discrimination, termination, benefits, employee rights to pursue government intervention, or rights to assert claims against the Church employer through litigation demanding application of federal, state, local or other employment laws to the relationship between the employee and the Church.

3. Notice of Resignation of Staff and Employees. All called and ordained ministerial staff members are requested to give the pastor as much advance notice as possible prior to their intended last date of work. All non-ordained staff members are requested to give at least 2 weeks notice prior to their last date of work.

4. Removal of Ministerial Staff Members. Upon recommendation from the Ministerial staff and deacons, members may vote for ministerial staff members to be removed from their position of employment upon an eighty-five percent (85%) vote. Compensation for that Ministerial staff member will come by recommendation from other ministerial staff and deacons.

**ARTICLE III. BUILDING TEAM AND CHURCH PROPERTY**

1. Building Team. The Church shall elect members to serve on the building team. The team shall be responsible to maintain a list of all property and assets of the church, to develop proper policies for access to and use of the property, for the maintenance and protection of the property, for the preservation of records concerning the purchase, repair and value of the property, maintaining any



required licenses on the property and confirming that the proper insurance is maintained on the property.

2. Stewardship of Church Property. All property owned by the Church herein after provided to the Church, whether real, personal or intangible, are legally owned by the Church corporation and shall be used as God provided resources for furthering the objectives and accomplishing the purposes of the Church as described herein. No members have any individual rights of ownership in any Church property and have no right to utilize any of the property of the Church other than in accordance with the operating policies governing access to and use of the property.

3. Approval of Use of Church Property and Transactions. General access to use of Church properties, and budgeted transactions involving Church property shall be in accordance with church property policies approved by church members and administered by the building team.

4. Third Party Use. In accordance with the property policies manual, and upon the approved third party signing the facilities use agreement and paying appropriate fees for required usage, maintenance and insurance charges, the building team may authorize third parties to use Church facilities. No such use will be allowed however until the primary representative signs an agreement acknowledging the Church's statement of faith and doctrine and agrees that there will be no activities or communications or advocacy of positions contrary to the same.

5. Risk Management Issues. The building team shall regularly conduct scheduled inspections of all Church property and vehicles and shall implement safety policies to properly maintain or restrict use of property and facilities to minimize the risk of any harm from any dangerous conditions.

#### **ARTICLE IV. COMMITTEES AND ORGANIZATIONS**

Committees shall be appointed to oversee the work of the Church as is needed and as Church growth dictates. The Church will determine how many members may be on a committee at the time of the committee's inception. Committees will be voted on during business meetings.

All organizations related to the Church programs shall be under church Staff or Deacons control, all officers being elected by the Church and reporting regularly to the Church, and all program activities subject to Church coordination and approval. The Church shall provide the human resources, the physical resources, and the financial resources for the appropriate advancement of these programs.

#### **ARTICLE V. THE CHURCH COUNCIL**

The Church Council will seek to correlate and coordinate the activities and organizations of the church, yet with advisory powers only. The Council, unless otherwise determined by vote of the Church, shall be composed of the Pastor, the Staff, and the heads of each organization and committee. The Council shall meet annually or on the call of the Pastor at any time deemed necessary. All matters agreed upon by the Council which call for action not already provided for, shall be referred to the Church for approval or disapproval.

#### **ARTICLE VI. CHILD PROTECTION POLICY**

Crossroads Baptist Church seeks to provide a safe and secure environment for the children who participate in our programs and activities. By implementing the procedures below, our goal is to protect the children of Crossroads Baptist Church from incidents of misconduct or inappropriate behavior while also protecting our staff and volunteers from false accusations.

1. We will keep on file procedures to follow if an incident of abuse is alleged to have occurred during any church activity.

2. All employees and volunteers involved with minors are required to sign a release form which allows the church to run a criminal background check.
3. No minor should be alone with one adult on church premises or at any church activity.
4. All volunteers must be involved with the church for at least six months before they are allowed in any position involving contact with minors.

Crossroads Baptist Church promotes children and youth safety and will expand our procedures in the future as programming and ministries warrant.

## **ARTICLE VII. CHURCH ORDINANCES**

### **1. BAPTISM**

This Church shall receive for baptism any person who has received Jesus Christ as Savior by personal faith, who professes Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord.

1. Baptism shall be by immersion in water.
2. The Pastor, staff, deacons or ordained ministers of the Church shall administer baptism. Other ordained ministers may administer baptism if approved by the Pastor or Staff.
3. Baptism shall be administered as an act of worship during any worship service of the Church.
4. A person who professes Christ and is not baptized after a reasonable length of time shall be counseled by the Pastor and/or Staff or Deacons. If negative interest is ascertained on the part of the candidate, then he/she shall be deleted from those awaiting baptism.

### **2. THE LORD'S SUPPER**

The Church shall observe the Lord's Supper as the need is discerned and planned for by the Staff and Deacons. The Pastor and Deacons shall administer the Lord's Supper, the Deacons being responsible for the physical preparations.

### **3. LICENSING**

Church leaders should be sensitively observant of its members, so they can find, encourage and build up those whom the Lord may be calling to vocational ministry. If the ordained men of the Church find a member and the member gives evidence of a call to ministry and preaching by his Christian walk, testimony, spiritual fervor, gift of teaching, the ordained men of the Church may, in its discretion and determination of God's will on the matter may bring the individual before the Church to license the member to preach the truths of the gospel of Jesus Christ.

### **4. ORDAINING TO GOSPEL MINISTRIES**

If, after observing any member so previously licensed to preach, the Church senses God's leadership and believes that the licensed preacher possesses the spiritual qualifications for full ordination as a minister, the Church shall pray with and for the preacher seeking God's will on the matter. If the Church deems it proper, it shall request pastor or ministers from five or more other churches of like faith and order to come together in council to examine the candidate and his qualifications and to determine the propriety of ordaining the preacher as a fully ordained minister.

Upon positive affirmation of the council of ordained ministers, the Church shall ordain the candidate as a minister of the gospel.

**5. ORDAINING TO OTHER SPECIAL MINISTRIES**

If the Church senses God's leadership and believes that a member possesses the spiritual qualifications and God's gifting and calling on the members life to a ministry other than as a preaching pastor, the Church shall pray with and for the member seeking God's will on the matter. If, after proper examination and training, the Church deems it proper, it shall thereafter affirm the ministerial call God has spiritually placed on the member and the church shall ordain the member to ministry, covenanting to pray for the member in his ministry calling.

**ARTICLE VIII. CHURCH MEETINGS**

**1. WORSHIP SERVICES:**

The Church shall meet regularly at appropriately scheduled times.

**2. SPECIAL SERVICES:**

Revival services and any other special Church meetings essential to the advancement of the Church's objectives shall be placed on the Church calendar and announced in advance.

**3. REGULAR BUSINESS MEETINGS:**

The Church shall hold regular business meetings monthly on the 2<sup>nd</sup> Wednesday night. The meeting may be rescheduled to coincide with the Church calendar by the Staff and announced to the Church one (1) week in advance. The chairman of deacons shall moderate if pastor is unable to attend. Any new business that will require the vote of the church must be brought in writing to the Pastor and staff at least one week before the regular scheduled business meeting. Any new business that is not brought to the Pastor and staff a week before the regular scheduled business meeting shall be tabled until the next regular scheduled business meeting.

**4. SPECIAL CALLED BUSINESS MEETINGS:**

The Church may conduct specially called business meetings to consider matters of a special nature and significance. A one (1) week notice must be given during Sunday morning service for the specially called business meeting unless extreme urgency which is determined by the pastor, staff or deacons, renders such notice impractical. The notice shall include the subject, the date, the time and place; and it must be given in such a manner that all resident members have opportunity to know of the meeting. No business of the Church shall be conducted without a quorum. If Pastor is unable to attend, the chairman of deacons will moderate.

**5. QUORUM:**

The quorum consists of those members who attend the business meeting, provided it is a stated meeting or one that is properly called.

**6. PARLIAMENTARY RULES:**

"Robert's Rules of Order, Revised," is the authority for parliamentary rules of procedure for all business meetings of the Church.

## 7. AMENDMENTS:

Changes in the Constitution and Bylaws may be made at any regular business meeting of the Church provided each amendment shall have been presented in writing at a previous business meeting and copies of the proposed amendment shall have been furnished to each member present at the earlier meeting. Amendments to the Constitution or the Bylaws shall have a concurrence of a majority of the members present and voting.

### **ARTICLE IX. CHRISTIAN MARRIAGE AND FAMILIES**

1. Church Subject to Biblical Authority on Marriages. Crossroads Baptist Church follows the living, holy and God inspired Bible as God's instruction manual for all followers of Jesus Christ, including all leaders and members at Crossroads Baptist Church. The Bible is the authority under which we make all ministry operating decisions and all church conduct and policies must be consistent with Scripture (2 Timothy 3:16-17). Our church, its ministers and its properties exist only to serve and be used for biblical principals and shall not be used for ungodly, unbiblical purposes such as performing non-Christian marriages, even if under government duress.
2. Biblical Teaching on Marriage. The Book of Genesis shows that the Christian concept of marriage is based on God's revelation of the origin of human life on earth where God declares that His creation was "very good" after He had declared that it was not good for man to be alone and He created Eve to make them complete as a husband and wife, man and woman.
3. Church's Acceptance of God's Word Over Man's Anti-Biblical Laws. Crossroads Baptist Church accepts this Biblical covenant of marriage as it has existed from the first man forward and that precedes any governmental laws regulating the marriage unit that God created. The Biblical concept is that marriage is an emotional, physical, and spiritual union between one man and one woman who become one flesh together when they join as husband and wife. In Mark 10:2-9, Jesus clearly states that God's plan and view of marriage involves only the union of a man and a woman in matrimony that is holy and acceptable to God. Obedience to the Word of God in the area of sexual behavior leads to stable and productive family life. The husband and wife marriage relationship reflects the Church's relationship with God. In Ephesians 5, husbands are commanded to love their wives as Christ loves the church, to be willing to die for them and wives are called to respect their husbands as the head of the family, just as Christ's body, His Church is called to respect Christ as head of the church in all regards. Crossroads Baptist Church respects Christ as the Head of the Church and will follow only His teachings on marriage regardless of what any secular government might otherwise attempt to command.
4. Harm From False Teachings on Marriage. To the extent that Biblical truths about marriage are corrupted by laws or man, the family unit as God created it is harmed. When a society proclaims a corrupt definition of marriage it rejects God and harms those who are falsely led to believe they live in a valid relationship. All people who consistently live in violation of God's truths without true repentance are subject to God's judgment. False governmental teachings proclaiming marriage as acceptable between anyone other than one man and one woman is a governmental rejection of God. Proclaiming false marriages is not an act of love toward the participants but is an act of rebellion against God and His revealed truth and it subjects people and our nation to the judgment and discipline of a holy God who will not allow sin to go unpunished.
5. Biblical Teachings on Non-Christian Marriages. Crossroads Baptist Church's policy regarding Christian marriage and refusing to accept any proclamation that same sex marriage is acceptable is based on the Bible's clear teaching that homosexuality is asin. All sexual relationships other than between a man and a woman married to each other are condemned in the Bible. Leviticus 18:22, 26:15-56, Romans 1:24-25 and I Corinthians 5:9-13, 6:9-12, 15-20.

6. Church's Obligation to Teach God's Truth in Real Love. Crossroads Baptist Church loves people enough to unselfishly warn individuals when their lifestyle exposes them to God's judgment. Celebrating a decision to live a life of sin and encouraging people to live contrary to God's Word is neither an act of love or true friendship. Non-Christian churches and even churches that hold themselves out as biblical Christian churches who teach or proclaim the acceptability of any "marital relationship" other than a marriage between a man and a woman are apostate churches subject to the very severe judgment and punishment of God for leading people into sin and exposing them to the consequence of their sin.

7. Church Ministry to Those Caught in Sin. Crossroads Baptist Church supports ministries to and prays for individuals living in any sexual sin, as defined by God, that they be delivered from their sin. Failing to repent from any sin and failing to accept Christ's redemptive payment of the price of our sin will determine the eternal destiny of all men, to either eternity in heaven or hell. A penalty must be paid for all sin. It can only be paid for each individual sinner's turning from sin and accepting Christ's love and forgiveness, so that they are washed, sanctified and cleansed by Jesus Christ and the presence of the Holy Spirit and be freed from their sin.

8. No Compromise of the Truth. We accept God's Word as the ultimate truth over all the laws, reasoning and thoughts of man. We will not compromise God's truths regardless of society's or the government's pressure to accept decisions and values that are not acceptable to God. We stand on the Biblical example of Peter and John who continued to obey God and preach the truths of His Word even after the governing authorities commanded them to stop preaching the truths about Jesus Christ. Acts 4:19-20. So-called "anti-hate" or discrimination laws that attempt to coerce and punish individuals, churches, and businesses into openly accepting and endorsing the lifestyle of individuals who choose to morally sin contrary to God's Word is an act of rebellion against God and subjects all who cooperate with the same to judgment of God violating His revealed truth.

9. Rejection of Contrary "Marriages". Based on the revealed truths and the perfect love of God behind them, Crossroads Baptist Church accepts the Biblical definition of marriage as a covenant relationship between one man and with one woman in the presence and love and blessings of God and excluding all others. No other relationship is acceptable as a marriage in God's sight. This church will not allow, recognize, participate in or support any other concept or definition of marriage. Any relationship between two men or two women in any claimed marriage, domestic partnership, domestic unit or other relationship proclaimed equivalent to a marriage is contrary to God's Word and involves the government throwing off God's Word and subjecting society to judgment for sin.

10. Policies for Staff and Properties. For these reasons, and given the place of honor and holiness that marriage is given in the Bible, Crossroads Baptist Church adopts the following policies:

1. Pastors. Crossroads Baptist Church shall employ no ministerial staff member or employee who does not verify that they personally affirm the truths set forth herein and agree to comply with the same. Any pastor or minister employed by Crossroads Baptist Church who performs or participates in same sex wedding ceremony shall be promptly terminated consistent with these bylaws for immoral conduct celebrating a decision to live contrary to God's revealed truth.

2. Preventing other Ministers From Conducting Ceremonies. No minister other than those in direct ministerial employment relationship with Crossroads Baptist Church, in its sole discretion, believes that they personally agree with and accept the truths behind these marriage policies, shall be allowed to conduct or participate in wedding ceremonies on our premises.

3. Prohibiting Properties From Such Use. No marriage ceremony will be conducted at Crossroads Baptist Church unless it involves a Christian marriage between one man and one woman as set forth herein. No event will be allowed on church property that proclaims or endorses the acceptability of any alleged marital relationship contrary to the biblical truths set forth herein.

4. Wedding Applicants. All persons desiring to be married at Crossroads Baptist Church or by a member of our pastoral staff shall be required to complete pre-marital counseling with one of our staff members or another minister or pastor acceptable to Crossroads Baptist Church in its sole discretion. No marriage or other ceremony shall be performed for any couple who are not qualified in accordance with our policies on marriage. The Pastor conducting the pre-marital counseling has discretionary authority to recommend to the senior pastor that in his judgment the couple is not ready for or should not be married at Crossroads Baptist Church or by any ministerial staff members. The senior pastor shall decide, in his discretion but in conformity with these bylaws, whether or not the church will allow the marriage to be held at the church or to be performed by a ministerial staff member and will so advise the couple.

5. Right to Deny Applicants. Crossroads Baptist Church reserves the right to refuse to allow any pastor to participate in a wedding or other ministry event at the Church. The church reserves the right to refuse to allow use of the church property or facilities to perform any wedding ceremony or other event that, in its sole discretion, is inconsistent with the church's statement of faith and contrary to Biblical standards for marriage and with this marriage policy.

6. Music and Alcohol Prohibited. Any music being played at Crossroads Baptist Church must be approved by ministerial staff prior to being played. Absolutely no alcohol or controlled dangerous substances are allowed on the Church property.

## **ARTICLE X. THE CONTROL AND GOVERNMENT OF THE CHURCH AND THE PRESERVATION OF THE INDEPENDENCE OF THE CHURCH**

1. Independent Sovereign Church. This Church is sovereign and independent of the control of any other church, association, convention or denomination. The Church is under the Lordship of Jesus Christ and is not subject to the control of any other ecclesiastical or religious body. No agreement by any minister, agent or officer of the church, or any participation by the church, its leaders or members, in or with the activities of any other religious entity shall be subject to this Church or its properties or ministerial operations to the control of such other entity. This provision shall not be amended, altered or changed unless agreed to in a properly detailed written agreement, the terms of which are accepted by 60% of the membership of the church, present and voting.

2. Member Controlled Church. The government of the Church is vested in the body of believers who compose the active membership of the Church. The Church membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of this Church. The members reserve the right, exclusive of any other authority, to determine who are the members of this Church and the terms, conditions and termination of such membership. The Church's determination as to whether or not an individual is a member is controlling.

3. Controlled by Biblical Truths. All matters of spiritual service, ministry, and ministerial business and activity of the Church are governed by and subject to the Bible as interpreted by the Church members as led by the Spirit of God. The Certificate of Incorporation and these bylaws are subject to biblical truths. All other Church operating policies, decisions, resolutions and actions shall be practiced in accordance to these bylaws.

4. Southern Baptist Affiliation. The Church is a Southern Baptist Church that recognizes the value, benefits and mutual helpfulness of cooperation in the voluntary association with other churches in local, state, national and world missions, when the churches are in such agreement in faith and practice as to make possible a spirit of fellowship and good will. The association and cooperation between such churches will positively influence the ministry, missionary, educational, and benevolent interests of each. The church declares its intentions to work in mutual cooperation with other Southern Baptist Churches of like faith and order, but is free to cooperate with churches of other denominations on special projects when approved by the Church. Insofar as is practical, the Church will cooperate with

and support the North Canadian Baptist Association, the Baptist General Convention of Oklahoma and the Southern Baptist Convention, but is not subject to their authority. Without conferring any ability to such entities to claim hierarchical legal authority over this church, this church will participate, through duly elected messengers, in their deliberate assemblies, and will also support the missionary, benevolent, and educational programs of each as the church decides.

5. Preclusion of Control of Outside Associations or Conventions. No changes in the documents or bylaws of any association, state or national convention, or of any authority of any religious entity shall be binding on this church or in any manner control the actions, officers or property of this church, other than the right of the other entities to determine their willingness to allow this church to participate in their activities or missions.

6. Preclusion of Establishment of Property Trust Claim. The church's property is held for the use and benefit of this local church, in the fulfillment of its ministries, and is not held in trust for any denomination, association, state or national convention of churches. No change in such association or convention's governing documents or documents setting forth the terms of the relationship between this church and any such entity, can be modified in a way that subjects the control of this church's property to that entity. No other entity may impose a trust on this church's property.

7. Compliance with Bylaws & Governing Documents. All ministerial staff members, employees, officers, and members of teams and committees are responsible to comply with the bylaws. The Bylaws Team shall have primary responsibility to determine if the Church is complying with the bylaws in its ministerial operations. The Bylaws Team shall meet once a year to review the Certificate of Incorporation and bylaws and to affirm their sufficiency or the need to amend them. The Bylaws Team shall also insure that a proper church registered agent is registered with the Oklahoma Secretary of State.

**UPON AUTHORIZATION OF THE MEMBERS** properly meeting and voting to affirm the acceptance of the same, above and foregoing Bylaws of Crossroads Baptist Church are hereby officially executed and enacted to be the official Bylaws of Crossroads Baptist Church on this \_\_\_\_ day of \_\_\_\_\_, 2012.

## **CROSSROADS BAPTIST CHURCH**

\_\_\_\_\_  
**By: Travis Markes, Pastor**

### **CERTIFICATE OF SECRETARY**

Acting as the Secretary of Crossroads Baptist Church, I verify and affirm that Travis Markes, as Pastor of Crossroads Baptist Church, signed this official set of the church's bylaws, consisting of sixteen (16) pages, as adopted by a vote of the members of the Church on this \_\_\_\_\_ day of \_\_\_\_\_, 2012

\_\_\_\_\_  
Karen Noland, Church Secretary

**CERTIFICATE OF CONFORMITY**

This is to certify that the foregoing document is a true and correct copy of the Certificate of Incorporation, Amended and Restated of Crossroads Baptist Church, an Oklahoma church incorporated as a Nonprofit Religious Corporation, as adopted in amended and restated form at a meeting of the members of Crossroads Baptist Church, Inc., on the \_\_\_\_ day of \_\_\_\_\_, 2012, after proper notice and at which a proper quorum of members was present.

The meeting was duly held in accordance with law and articles of incorporation and the bylaws of the church.

It is further certified that the forgoing Articles of Incorporation are in full force and effect and have not been amended or modified subsequent to the date of its adoption, endorsement and filing in the office of the Secretary of State of Oklahoma.

It is further certified that the foregoing document is a conformed copy that agrees with the original document and that all amendments are original.

**CROSSROADS BAPTIST CHURCH**

\_\_\_\_\_  
**By: Travis Markes, Pastor**

**Certified and Witnessed:**

\_\_\_\_\_  
Karen Noland, Church Secretary