

CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

CONSTITUTION AND BYLAWS  
OF  
*CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC.*

**PREAMBLE**

WHEREAS, God has in these last days founded His Church upon Christ Jesus (Ephesians 2:20; I Corinthians 3:11); built it through His people (I Corinthians 12:14), given it power and authority (Matthew 16:19), and unified it with internal structure (I Corinthians 12:28) and the Holy Ghost as the guide (John 16:13), that we, as the body of Christ (Ephesians 1:22-23), might present His Gospel (Mark 16:15) by assisting in the implementation of the vision for this local church with the following constitution and bylaws of the church.

We, whose names appear as covenant fellowship partners of the Board of Elders, in order to establish and maintain a place for the worship of Almighty God, our Heavenly Father, do hereby, recognize ourselves as a sovereign local church. We desire to provide for Christian fellowship for those of like precious faith, where the Holy Spirit may be honored according to our distinctive testimony; to assume our share of responsibility and the privilege of propagating the Gospel of Jesus Christ by all available means, both at home and in foreign lands; and for this purpose we do adopt the constitution and bylaws of the church this 12<sup>th</sup> day of November, 2004 and submit ourselves to be governed by them.

**CONSTITUTION**

**ARTICLE I – NAME**

**The corporate name of this assembly shall be Crossroads Evangelical Community Church, of the Township of Shamong, the County of Burlington and the State of New Jersey.**

**ARTICLE II - COVENANT FELLOWSHIP PARTNERSHIP/FELLOWSHIP**

CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. is committed to the concept of “covenant fellowship”, that any individual who accepts the inspiration of the Scriptures in theory and in practice, and who successfully completes the “Crossroads Fellowship Partners” classes is then considered in covenant fellowship with the Body of Christ at CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC.

Covenant fellowship partnership/fellowship in the Body of Christ is achieved by means of the new birth. One of the most important things any believer can do is get rooted and grounded in a local church where the Word of God is taught, believed and acted upon. Covenant fellowship partnership/fellowship is offered as a means of enabling one to become involved with the church as we labor together in His ministry.

Covenant fellowship partnership/fellowship will cause one to be able to draw on all the resources of the ministry without reservation. It will also provide one with an opportunity to give as well as receive. There are many areas of ministry where one can use the talents and abilities the Lord has given him/her. This can be accomplished as all are joined together in unity and love to accomplish God’s will.

The expected responsibilities and duties of partners are outlined in Article IV of the Bylaws.

**ARTICLE III – PREROGATIVES**

**Section 1**

This church shall have the right to govern itself according to the standards of the New Testament Scriptures, ‘I...endeavoring to keep the unity of the Spirit in the bond of peace . . . till we all come in the unity of the faith and of the knowledge of the Son of God, unto a perfect man, unto the measure of the stature of the fullness of Christ’ (Ephesians 4: 1-13).

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### **Section 2**

This church shall implement its New Testament Christianity commissioned by the further prerogatives.

- a. To administer the regular ordinance of a New Testament church (Matthew 28:19; I Corinthians 11:20; 12: 13; Colossians 3:16);
- b. To establish and maintain such departments, institutions and services for the propagation of the Gospel and its work embraced by the purposes of this corporation; music ministries (Deuteronomy 6:5-7; Proverbs 2:6; 22:6; Colossians 2:8; I Timothy 6:20-21);
- c. To examine candidates for the ministry, and to license and ordain those who shall have been approved for the Christian ministry by the Preaching Elder/Pastor according to standards set forth by the New Testament as accepted by this church (Titus 1:5; I Corinthians 7:17; Acts 14:23);
- d. To examine candidates and appoint missionaries and to endorse and support missionary programs according to standards set forth by the New Testament (Mark 16:15-16; Acts 4:29-30; 13:47; 14:21, 24-28; 15:22-29, 36-39; 18:23);
- e. To establish other churches, church schools, missions, Christian camps, Christian centers, radio and television programs and stations, both at home and abroad, and Christian academic institutions, to standards set forth by the New Testament (Acts 15:41; 16:5; Proverbs 8:10; 13:1; II Timothy 3:16; John 14:26; I Peter 4:6; I Chronicles 16:23-24; Psalms 68:4; Revelation 14:2);
- f. To designate its own officers, to appoint committees, to arrange for its own meetings, and to govern itself in accordance with these bylaws;
- g. To uncompromisingly minister the Word of God to the faithful (Deuteronomy 4:1-2; 12:32; Proverbs 30:5-6; II Corinthians 7:14; 13:8; Ephesians 4:15; Colossians 1:5-6; I Thessalonians 2:13; I Timothy 2:7; 6:1-3; II Timothy 2:1-2, 24-26; Revelation 22:18-19);
- h. To conduct a local church by the direction of the Lord Jesus Christ and under the leadership of the Holy Spirit in accordance with all the provisions as set forth in the Holy Bible.
- i. To establish a religious order (one or more) to provide the present day equivalent of the Levitical and deaconate ministries of the Old and New Testaments, respectively (Numbers 3 and 7; I Chronicles 9, 23-28; Ezekiel 44; Acts 6; I Timothy 2:7; 6:1-3; II Timothy 2:1-2, 24-26; Revelation 22:18-19);
- j. The elders of this church shall have the right to determine who may attend church meetings and functions, but the final decision is made by the President and Preaching Elder/Pastor, because this church is not a public institution and its property is not a public place (Acts 20:28-31; II Peter 2:1-3; I Timothy 1:20, 6:5; I Corinthians 5:1-13; II Thessalonians 3:6-15; II John 9-11; II Timothy 3:1-5; Titus 3:10-11; Romans 16:17);
- k. The church maintains that it has a divine mandate to practice its religion as dictated by God. Scripture states explicitly that Jesus Christ is the head of the church. (Ephesians 5:23; Colossians 1:18). "There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in Christ Jesus." (Galatians 3:28) In Christ all ethnic, social and cultural distinctions blend together harmoniously to enrich His love in this church. We therefore will extend our Christian love to "whosoever will" (Revelation 22:17). Therefore, we categorically reject any and all claims by the state (civil government) to headship or sovereignty over the church. (Exodus 8,9 & 10; Daniel 3 & 6) When earthy governments overstep their boundaries by seeking to restrict, hamper, or limit the church's obedience to Christ, we must and will obey God rather than man (Acts 4: 19; 5:29);
- l. Scripture teaches that all tithes and offerings "belong to the Lord" and are "holy to the Lord" (Leviticus 27:30). Therefore, the church is tax immune. Attempts by civil government to tax the church or its property, or to tax the gifts of God's people to God or to claim the right to grant a revocable tax exemption are attempts by the state to usurp the sovereignty of Christ. The civil government that seeks to tax the church or gifts to the church is literally and specifically robbing that which has been "rendered unto God." Such taxation violates the

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parameter of the authority of civil government as outlined in Scripture (Romans 13:1-7; I Timothy 2:1-6; I Peter 2:13-17; Mark 12:13-17);

- m. Scripture teaches that the responsibility for education of children rests with the parents of that child (Deuteronomy 6:5-8; 11:19; 18:19; Leviticus 10:11; Nehemiah 8:9; Isaiah 48:17; Jeremiah 10:2) and not the state. The church recognizes that right and duty of the parents to educate their children by and through the church school or Christian academy under the covering of the local church as the parents need to oversee and be involved in the education of their children (Galatians 4:1-2; Luke 6:40; Deuteronomy 6:5-8; Psalm 78:4-6; Ephesians 6:4);
- n. The authority of the church as established by God (set ministry and those placed by set ministry) has the responsibility to oversee the finances of the church, both income and expenses; to maintain a list of those who are in covenant fellowship partnership/fellowship with the church and to maintain all records of the church (Numbers 18:8-32; Nehemiah 10:37-39; Malachi 3:8-12; Hebrews 7:4-5; II Kings 12:4-16);
- o. Scripture teaches that the responsibility for the operation of the finances of the church is left in the hands of the church authority and they alone are responsible for the spending of the same without the need to report to the people (II Kings 12:11-15; II Kings 22:5-7);
- p. Those who attend this church or contribute to the finances are not necessarily entitled to see any of the records of the church as the authority of the church is responsible to God alone for the conduct of the affairs of the church including how God's money is spent. The sheep of the flock have no biblical right to access to any of the church records as the authority has no accountability to them. The authority shall decide whether to make such records available to the people and under what conditions they may be viewed. All who give tithes, offerings and alms do so at the direction of the Lord to whom it belongs and as such it is a gift to the Lord and no longer the property of or the concern of the giver (Psalms 50:7-14; Nehemiah 13:10-14; II Chronicles 31:1-4; I Chronicles 26:20-28; II Kings 20:12-19; 24:12-16, 20; John 12:5-8; Mark 14:4-9).

### **Section 3**

In connection therewith, or incidental thereto, the church shall have the right to purchase or acquire by gifts, bequest or otherwise, either directly or as trustees, and to own, hold in trust, use sell, convey, mortgage, lease or otherwise dispose of any real estate or chattels as may be necessary for the furtherance of its purposes; all in accordance with these bylaws or as the same may be hereafter modified or amended.

### **Section 4**

The vision of CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. is encompassed in the following:

- a. As a church composed of a body of believers, to be a soul-saving station and outreach center to the world. (Mark 16:15-16; Hebrews 10:39; Romans 10:13; I Corinthians 10:33; I Timothy 4:12) As individual believers, to be faithful to the soul winning vision (Acts 1:8; Matthew 28:18-20).
- b. To have a body ministry fellowship, allowing and encouraging believers to flow with the anointing of the Holy Spirit in order to grow and develop the call of God on their lives (I Corinthians 12; 14:1-5; Mark 16:18; James 5:14; I John 4:1; Romans 12:4-8).
- c. To feed and clothe the truly poor by having a soup kitchen, food pantry, clothes closet (Leviticus 25:35; Matthew 25:34-40; Galatians 6:10; Psalms 142:7; 146:7; Luke 4:18; I Peter 3:19), and whatever other means the Lord may tell the Preaching Elder/Pastor to fulfill this vision (Habakkuk 2:2; Isaiah 30:8) including providing a home for the homeless and runaways (Proverbs 19:17; Luke 3:11; II Corinthians 8:14-15).
- d. To raise up preachers with a similar vision to reach the lost and poor. (I Chronicles 9:22-23; Titus 1:5; Acts 14:23) To send them out with the guidance and help of this church to start other churches (Acts 15:41; 16:5).
- e. To implement a Bible training program with the future goal of developing a full time, live-in Bible school, designed to operate under the full anointing of the Holy Spirit in order to train men and women to function in the five-fold ministry of Ephesians 4 and I Corinthians 12. Our conviction is that in exalting the Scriptures, we

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are exalting Jesus Christ who is the Living Word. The Bible training program and Bible school will also provide teaching and development to those who would be led of the Holy Spirit to build Holy Spirit anointed churches with a vision to save those who are lost and without Christ (Psalms 40:9-10; John 14:26; 1 Peter 4:6).

### ARTICLE IV – MISSION AND PURPOSES

It shall be the mission of Crossroads Evangelical Community Church to put the **Kingdom** of God first, offering **Christ** to all of our **Community** by the **Command** of our Lord through our **Commitment** to God and **Covenant** with each other.

It shall be the purpose of CROSSROADS EVANGELICAL CHURCH, INC. to spread the Gospel of Jesus Christ through the preaching and teaching of the Bible, to bring the unsaved to Christ; and to build up the saved in Christian grace and living and to have a vital part in missions.

The organization is organized exclusively for charitable, religious and educational purposes under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

We are united in one accord for the following purposes:

1. To praise and worship God.
2. To proclaim the full Gospel.
3. To proclaim the Kingdom message.
4. To present salvation unto the lost.
5. To edify and unify the Body of Christ.
6. To perpetrate all the above to the subsequent generations.

Since CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. is under the law and commandments of God, the covenant fellowship partners are constituted to obey the guidance and leadership of the Holy Spirit. In connection therewith or incidental thereto, this church shall have the right to do any and all things necessary for the furtherance of its purpose, all in accordance with its bylaws as the same may hereafter be modified or amended.

### ARTICLE V - MANAGEMENT OF CORPORATE AFFAIRS

The affairs of CROSSROADS EVANGELICAL CHURCH, INC. shall be guided by the Holy Spirit of God. The Board of Elders is authorized to administer final judgment on all matters concerning the organization as a whole. The Board of Elders reserves the right to act in the best interest of the organization.

### ARTICLE VI – AFFILIATION

While maintaining its inherent rights to sovereignty in the conduct of its own affairs, this local church shall seek to be trans-denominational and to maintain voluntarily cooperative fellowship with other churches, fellowships, church ministries, and groups that are deemed mutually benevolent and beneficial to the vision and purpose of this local church.

### ARTICLE VII - STATEMENT OF FUNDAMENTAL TRUTHS

CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. embraces the following statements concerning the truth. The Bible is our all-sufficient rule for faith and practice. This Statement of Fundamental Truths is intended simply as a basis of fellowship among us (i.e., that we all speak the same thing, I Corinthians 1:10; Acts 2:42). No claim is made that it contains all biblical truth, only that it covers our need as to these fundamental doctrines. We do not presume to say the phraseology employed in this Statement of Fundamental Truths is inspired or that it is the final work on Bible truth. However, we are persuaded it is proper and consistent with the Holy Scriptures to “set forth in order a declaration of those things which are most surely believed among us” (Luke 1:1).

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- a. **That the Holy Scriptures**, both Old and New Testaments were written by holy men inspired by the Holy Spirit and are God's revealed word to man. They are the sufficient, infallible rule and guide to salvation and all Christian worship and service (II Peter 1:20-21; II Timothy 3:15-17; I Thessalonians 2:13). The Bible is the inspired Word of God, equally in all parts and in the whole is totally inerrant in the original manuscripts. It is the supreme revelation from God and of God, superior to conscience and reason, though not contrary to them; and it is therefore our infallible rule in all manners. All the Scriptures center about the Lord Jesus Christ and hence that no portion is properly read nor understood until it leads to Him.
- b. **That Scripture teaches that there is one and only one true and living God**, Who is self-existent, and the eternal "I AM," the creator of heaven and earth and the redeemer of mankind. That He has chosen to reveal Himself as Father, Son, and Holy Ghost, the same in essence, though distinct in personality (Deuteronomy 6:4; Isaiah 43:10-11; Matthew 28:18-19; Luke 3:22). These three are one God, having the same nature, attributes, and perfection and are worthy of the same homage and obedience (Mark 12:29; John 1:14; Acts 5:3,4; II Corinthians 13:14; Revelation 1:4-6). The mode of His existence, however, is a subject far above the understanding of man. He is the fountain of all perfection and happiness. He is glorified by the whole of creation and is worthy to be loved and served by all intelligence. He, therefore, is the only proper object of worship (Jeremiah 10:10; Exodus 3:14; Psalms 90:2; Matthew 28:19, 20; Job 11:7; Psalms 19:1, 2; 145:10; 150:6; Exodus 34:14).
- c. **Creation**
1. **Of the World**  
  
God spoke into existence the world and all things that it contains, for His own pleasure, and the enjoyment of His creatures (Revelation 4:11; I Timothy 6:17).
  2. **Of Man**  
  
God created man in His image according to Genesis 1:26 as a triune being consisting of spirit, soul (which is made of the mind, will and emotions), and a body.
  3. **Primitive Man and His Fall**  
  
Our first parents, in their original state, were upright. They naturally preferred and desired to obey their creator, and had no preference or desire to transgress His will until they were influenced and inclined by Satan to disobey God's commands. Previous to this, the only tendency of their nature was to do righteousness. In consequence of their first transgression, the state under which the posterity of Adam came into the world is so different from that of Adam that they have not that righteousness and purity which Adam had before the fall; they are not willing to obey God but are inclined to do evil. Hence, none, by virtue of any natural goodness and mere work of their own, can become the children of God (Genesis 1:26-31; 3:1-7; Ecclesiastes 7:29; Psalms 51:5; John 6:44; Romans 5:12-21; I Corinthians 2:14).
- d. **That Jesus Christ**, the Son of God and the son of Man, was born miraculously of the Virgin Mary (Matthew 1:23; Luke 1:31, 35). He lived a sinless life (Hebrews 7:26; I Peter 2:22). That He came into the world to save men from the guilt and condemnation of sin (John 3:16), offering His blood as an atonement (I Corinthians 15:3; II Corinthians 5:21) and making it available to all who exercise faith in Him. His bodily resurrection from the dead (Matthew 28:6; Luke 24:39; I Corinthians 15:4). His exaltation to the right hand of God (Acts 1:9, 11; 2:33; Philippians 2:9-11; Hebrews 1-3). Also that His divinity is proved from His titles, His attributes, and His works (John 1:14; Luke 1:26-35; Acts 4:12; Acts 16:31). That He is presently seated at the right hand of God the Father, interceding for His redeemed. We also acknowledge Jesus Christ as Lord over all things in Heaven, and in Earth, and under the Earth (John 1:12-14; I Timothy 3:16; Acts 7:37-38; Philippians 2:9-10; Hebrews 7:25).
- e. **The Holy Spirit**
1. The Scriptures ascribe to the Holy Spirit the acts and attributes of an intelligent being. He guides, knows, moves, gives information, commands, forbids, sends forth, reproves, as the instrumental

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segment of the God Head in the liberal dispersion of spiritual gifts, and can be sinned against (John 16:13; I Corinthians 2:11; Genesis 1:2; Acts 10:19; 13:2; 16:6; 13:4; John 16:8; Mark 3:29; Acts 7:51; Ephesians 4:30; I Corinthians 12).

2. The works of God are ascribed to the Holy Spirit; creation; inspiration, giving of life, and sanctification (Job 33:4; II Peter 1:21; I Peter 3:18; I Corinthians 6:11).
3. Of Sanctification: That sanctification is the process by which, according to the will of God, we become partakers of His holiness; that it is begun at regeneration; and that it is carried on in the hearts of believers by the presence and power of the Holy Spirit in the continual use of the appointed means especially the Word of God, self-examination, self-denial, watchfulness, and prayer (I Thessalonians 4:3; I John 2:29; Romans 8:5; Philippians 2:12-13).

- f. **The Salvation of Man.** Man's only hope of redemption is through the shed blood of Jesus Christ, the only Son of God. Salvation is received through repentance toward God and faith toward the Lord Jesus Christ. By the washing of regeneration and renewing of the Holy Spirit, being justified by Grace through faith, man becomes an heir of God according to the hope of eternal life. The inward evidence of salvation is direct witness of the Spirit and the outward evidence to all men Of a life of righteousness and true holiness (Luke 24:47; John 3:3; Romans 10:13-15; Ephesians 2:8; Titus 2:11; 3:5-7; Romans 8:16; Ephesians 4:24; Titus 2:12).

Salvation is an inclusive word which gathers into itself all the redemptive acts and processes, i.e., justification, redemption, deliverance, imputation, sanctification, glorification, etc. The Hebrew and Greek words for salvation imply the ideas of deliverance, safety, preservation, healing, and soundness. Salvation is by grace through faith, is a free gift, and wholly without human works (Romans 3:27-28, 4:1-8, 6:23, Ephesians 2:8). Salvation is in these three tenses: Condition of Salvation - The grace of God, which brings salvation, hath appeared to all men, through the preaching of repentance toward God and faith toward the Lord Jesus Christ; man is saved by the washing of regeneration and renewing of the Holy Ghost, and, being justified by grace through faith, he becomes an heir of God according to the hope of eternal life (Romans 10:13-15; Luke 24:47; Titus 2:11; 3:5-7; Ephesians 2:8-9).

Evidences of Salvation - The inward evidence, to the believer, of his salvation, is the direct witness of the Spirit (Romans 8:16). The outward evidence to all men is a life of unconditional love, righteousness, and true holiness, demonstrated by the fruit of the Spirit (John 13:35; Galatians 5:22-23; Ephesians 4:24).

Final Result of Salvation - The spirit of the believer who dies in Christ immediately goes to be with the Lord (Ecclesiastes 12:7; Luke 23:42-43; II Corinthians 5:8).

- g. **The Doctrine of Baptism.** Baptism by water is an outward confession and testimony of the believer's relationship to Christ and separation from the world. We advocate immersion in running water but believe the mode is not as essential as the fact. Candidates may be baptized through immersion, pouring or sprinkling. Candidates are to be baptized in the name of the Father, the Son and the Holy Spirit. (Matthew 28:19, I Corinthians 1:13-17)
- h. **The Promise of the Father.** All believers are entitled to, and should ardently expect and earnestly seek the Promise of the Father, the baptism in the Holy Ghost and fire, according to the command of our Lord Jesus Christ. This was the normal experience in the early Christian church. With it comes the endowment of power for life and service, and the bestowment of the gifts and their uses in the work of the ministry (Luke 24:49; Acts 1:4-5; I Corinthians 12:1-31). This wonderful experience is distinct from and subsequent to the experience of the new birth (Acts 2:38; 10:44-46; 11:14-16; 15:7-8).
- i. **Sanctification.** Sanctification is an act of separation from that which is evil, and of a dedication unto God (Romans 12:1-2; I Thessalonians 5:23; Hebrews 13:12). The Scriptures teach a life of "holiness without which no man shall see the Lord" (Hebrews 12:14). By the power of the Holy Ghost we are able to obey the command: "Be ye Holy, for I am Holy" (I Peter 1:15, 16). Sanctification is realized in the believer by recognizing his identification with Christ in His death and resurrection and by faith reckoning daily upon that fact of that union, and by offering every faculty continually to the dominion of the Holy Spirit (Romans 6: 1-1 1,13; 8: 1-2,13; Galatians 2:20; Philippians 12:12-1 3; I Peter 15).
- j. **The Church and the Ministry.** We believe that all who are united by the new birth to Jesus Christ are covenant fellowship partners of the Universal Church, the Body of Christ. We also believe that the local congregation of

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Christian believers is divinely instituted and is the chosen instrument of God for the furtherance of God's work here on Earth. While appreciating the work of para-church groups, we believe that the local church is God's chosen vehicle for world evangelization and the nurture of Christians. We further believe in the spiritual unity of all believers and in working together with others who believe in salvation through the shed blood of Jesus Christ for the causes of evangelism, missions and benevolence (Matthew 16:16-18; John 17:21; Ephesians 1:20-23; 4:3-10; Colossians 3:14-15). The church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of her great commission and purpose. Each believer, born of the Spirit, is an integral part of the church of the firstborn, whose name is written in heaven. As such, the Bible reveals that we are covenant fellowship partners one of another and the basis of our fellowship is in Christ in the power of the Spirit (Ephesians 1:22; 2:19-22; Hebrews 12:23). A divinely called and scripturally ordained ministry has been provided by our Lord for the three-fold purpose of leading the Church in: (1) Evangelization of the world, (2) Worship of God, (3) Building a body of saints being perfected in the image of His Son (I Chronicles 16:29; Matthew 28:19-20; Mark 16:15-20; Luke 14:23; John 4:23-24; Ephesians 4:11-16; Colossians 1:28).

- k. **Responsibility of the Believer.** We believe that it is essential that each believer lay a foundation of biblical truth and experience upon which he/she builds his/her life. These foundation stones are: repentance from dead works, faith toward God, doctrine of baptisms, laying on of hands, resurrection of the dead, and eternal judgment, all of which are prerequisites to going on to perfection (spiritual maturity) (Hebrews 6:1-2).

We believe each Christian is called and chosen in God to be a priest unto God to offer up the sacrifice of praise (the fruit of the lips), to give of his time, strength, and material possessions to the service of the Lord. All believers have been purchased with the blood of Jesus Christ and are no longer their own, but belong to the Father to be used for His glory; and as possessions of the Lord, must give themselves to serving Him, finding their place in the church, His body, and making themselves available by being present when the church comes together, that they might be able to minister their gifts and talents for the building up of the Body of Christ (John 15:16; Ephesians 1:4-5; I Corinthians 6:20; 12:18; Hebrews 13:15; I Peter 2:5,9). We believe that the whole purpose of man is to glorify God and to enjoy Him forever. Therefore, we believe in the act of praising and worshipping God with one's total being as set forth in the Holy Scriptures. We also believe that praising God is a form of spiritual warfare (Psalms 149; 150; Mark 12:29-31; Ephesians 5:18-21).

- l. **Five-Fold Ministry.** The church is to be taught and led by the apostles, prophets, evangelists, Preaching Elder/Pastors and teachers for the purpose of every believer seeing and exercising their priestly and kingly ministry as outlined in I Peter 2:5,9 and Revelation 16. The five-fold ministry is to teach and train its people to do the work of the ministry with maturity and unity in mind. Working with these ministries will be elders, deacons, and the gifted men and women of the church (Romans 12:3-8; I Corinthians 12:2; Ephesians 4:11-13; I Timothy 3:2-12; Titus 2:15).

- m. **Levitical Ministry and Distribution.** The Bible relates that covenant fellowship partners of the Levitical order were to be paid from the tithes and offerings presented (Numbers 18:21-24; Deuteronomy 12:19; 18:1-2) by the people to the men of God at the church. The church believes that the Word of God sets forth that the sacerdotal functions to be performed by the Levites are:(a) The care of the sanctuary (Numbers 1:49-53; 18:2-4; I Chronicles 6:48; 23:27-32); (b) The ushers in the temple (I Chronicles 9:17-27, 26:12-19); (c) Treasurers (I Chronicles 26:26-28); (d) Singers (I Chronicles 9:33-34); (e) Instructors in the Law (Leviticus 10:10; Ezekiel 44:24); (f) Assistants to the Priests (Numbers 3:9; I Chronicles 23:28-32); (g) Secretaries (I Chronicles 2:55; II Chronicles 34:13); (h) Overseers of building and repairing temple (I Chronicles 23:2-4; Ezra 3:8-9); (i) Inquirers of God (Exodus 28:30, Numbers 27:21, Ezra 2:63, Nehemiah 7:65); (j) Ministers before the ark (I Chronicles 16:4); (k) Musicians (I Chronicles 15:16, 16:42); (l) Protectors of the tabernacle (Numbers 1:53); (m) Ministers of God (Numbers 3:12, 39-49); (n) Prayer (II Chronicles 30:27; I Chronicles 23:30); (o) Teachers (II Chronicles 35:3, Nehemiah 8:9); (p) Praise (II Chronicles 8:14); (q) Providers of music for worship (II Chronicles 5:12; 7:6; 29:30; 30:15-27).

Therefore all persons participating in the above functions of the Levites in the church shall be candidates for commissioning into the ministry and shall be eligible for receipt of the Levitical distribution from the church. The amount of such distribution shall be determined by the Preaching Elder/Pastor.

- n. **Ordination.** The Bible relates that those who are chosen by God to a specific work should be recognized by appointment and ordination to the work (Mark 3:13-15; I Chronicles 9:22; II Chronicles 11:15; 23:18; I Corinthians 7:17; Titus 1:5; I Timothy 2:7) Thus are those to be set in order in their function as Levites for the ministry of the work and so those in the church might know and receive those who have a position in the work of the ministry.

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- o. **The Total Sufficiency of God.** We believe that the Gospel of the kingdom is God's absolute answer to man's total need NOW:
1. Spiritually - John 3:3,11; II Corinthians 5:17-21; Romans 10:9-10
  2. Mentally - II Timothy 1:7; Romans 12:2; Isaiah 26:3
  3. Physically - Isaiah 53:4-5; Matthew 8:17; I Peter 2:24
  4. Financially - 3 John 2; Malachi 3:10-11; Luke 6:38; II Corinthians 9:6-10; Deuteronomy 28:1-14
  5. Socially - Proverbs 3:4; I Samuel 2:26; Romans 14:18; II Corinthians 8:21
- p. **The Blessed Hope.** The resurrection of those who have fallen asleep in Christ and their translation together with those who are alive and remain unto the coming of the Lord is the imminent and the blessed hope of the church (I Thessalonians 4:16-17; Romans 8:23; Titus 2:13; I Corinthians 15:51).
- q. **Laying on of Hands.** A simple belief that power or anointing of any other necessary quality can be transmitted from one person touching another. First practiced by the Levitical priesthood (Numbers 8:10-11, 27:22-23). Jesus practiced it as a blessing, Mark 10:13-16, and it has been used by Him and others for healing (Mark 5:22-23; 16:18; Acts 14:3; 19:11-12; 28:8; Luke 4:40), conferring office (Acts 8:16-18), receiving anointing (I Timothy 4:14) and for ordination (I Timothy 4:14).

We believe in the doctrine of the laying on of hands for:

1. The confirming of believers to commitment and ministry in the local church.
2. The confirming of one's call by God to special ministry in the local church (Acts 13:1-3).
3. The imparting of spiritual gifts (I Timothy 4:14; II Timothy 1:6).
4. The experiencing of the baptism of the Holy Spirit (Acts 8:17-18).
5. The ministry of healing of the sick through the Lord Jesus Christ (Mark 16:16).
6. The blessing and dedicating of children to the Lord (Mark 10:16).

We further believe that, in obedience to the Holy Scriptures, we should lay hands on no man suddenly, but that the laying on of hands confirms a ministry which is already observable and has been proven (I Timothy 5:22).

- r. **Deliverance.** The need for deliverance is manifested by an inability to be free from bondage: e.g. mental (emotional), physical or spiritual normally associated with demon activity. It is God's desire to bring deliverance to his people (Job 5:19; Psalms 91:3; II Timothy 4:18; Hebrews 2:15; II Peter 2:9). We have been granted the authority in the name of Jesus to bring deliverance to others (Mark 16:17; John 14:12; I Corinthians 12:8-11). We must understand that our warfare is with the forces of evil (Ephesians 6:12), our weapon is the Word of God, our authority and power is from Jesus Himself (Mark 16:17; Acts 1:8) and that the battlefield is first of all in the spiritual realms (Ephesians 6: 10-18; II Corinthians 10:3-5; Romans 8:9; Galatians 5:22-23).
- s. **The Final Judgment and Eternal State.** We believe that at death the spirits and souls of those who have trusted in the Lord Jesus Christ pass immediately into His presence and there remain in conscious bliss until the resurrection of the glorified body, when Jesus Christ comes for His own. Whereupon soul and body reunited shall be with Him forever in glory; but the spirits and souls of the unbelieving remain after death conscious of condemnation and in misery until the final judgment of the Great White Throne when soul and body reunited shall be cast into the lake of fire, not to be annihilated but to be punished with everlasting destruction from the presence of the Lord and from the glory of His power (Luke 16:19-26; 23:42; II Corinthians 5:8; Philippians 1:23; II Thessalonians 1:7-8; Jude 6, 7; Revelation 20:11-15).

There will be a final judgment in which the wicked dead will be raised and judged according to their works. Whosoever is not found written in the Book of Life, together with the devil and his angels, the beast and the false prophet, will be consigned to everlasting punishment in the lake which burneth with fire and brimstone, which is the second death (Matthew 25:46; Mark 9:43-48; Revelation 19:20; 20:11-15; 21:8).

- t. **The New Heavens and the New Earth.** "We, according to His promise, look for new heavens and a new earth wherein dwelleth righteousness" (II Peter 3:13; Revelation 21:22).

## CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

- u. **Tithing, Offerings and Alms.** Both the Old and New Testament Scriptures teach tithing as God's financial plan for the support of His work. These are to be practices continually by all believers and are outward expressions of the unity of the church, the Body of Christ, as it joins together in support of the work of the Lord (Malachi 3:8-10; I Corinthians 16:2; Genesis 28:22; Matthew 23:23; Deuteronomy 26; 14:28-29; 15:7-11; Numbers 18:8-11; Ezekiel 44; Proverbs 14:21; 29:7; Luke 11:41; 12:33).
- v. **Death.** As a result of original sin, all mankind is subject to the death of the body. The soul does not die with the body, but immediately after death enters into a conscious state of happiness or misery according to the character here possessed either by rejection or acceptance of the Savior (Romans 5:12; Ecclesiastes 12:7; Philippians 1:23).
- w. **Of the World to Come.** We believe that the end of this age is rapidly approaching (I Peter 4:7). We believe in "That Blessed Hope" -the personal, imminent return of our Lord and Savior Jesus Christ (Acts 1:11; I Thessalonians 4:13-18). We believe in the bodily resurrection of the just and of the unjust, the everlasting blessedness of the saved, and the everlasting punishment of the lost without Christ (Acts 24:15; Matthew 24:31-46; Revelation 22:11).
- x. **Help of the Poor.** We believe that it is the intent of our Lord and Savior Jesus Christ to feed the hungry (Matthew 25:34-40; Isaiah 58:7-8); to care for the poor (Matthew 19:21; Psalm 112:9; II Corinthians 9:6-9); and to care for the widows and orphans (James 1:27). We further believe that such ministry should be toward His name to both saints and unbelievers (Hebrews 6:10).

## ARTICLE VIII - ORDINANCES AND PRACTICES

We hold that the following sacraments (ordinances and practices) are in harmony with the Scriptures and are to be observed by the church. These sacraments are to be administered by those scripturally qualified (I Timothy 3:1-11; Titus 1:5-6).

### **Section 1**

Baptism by immersion shall be observed as commanded in the Scriptures by all who have repented of their sins and have believed on the Lord Jesus Christ to the saving of their souls and who give clear evidence of their salvation (Matthew 28:19; Acts 2:38; Romans 6:3-5; Colossians 2:12). Those who have partakers of Christ by faith in His shed blood are commanded to be water baptized into Christ. In this act of faith we participate in Christ's burial and resurrection and receive a circumcision of the heart (Genesis 17:1-4; John 3:1-6; Romans 2:28-29; I Peter 3:18-22; I John 5:8). Covenant Fellowship Partners who wish to make a visible sign and declaration of their faith, acknowledge their child as a gift from God to be returned to God (1 Samuel 1:21-28) and who seek the assistance of the Church with raising their child in the Christian faith may ask the Preaching Elder/Pastor for permission to have their child dedicated through Crossroads Evangelical Community Church. The decision on how or when to dedicate the child is the sole decision of the Preaching Elder/Pastor.

### **Section 2**

The Lord's Supper is a memorial of the covenant made with God through the blood of Christ. It is a continuation of the Passover feast which God commanded His covenant people to observe. Those who have made covenant with God through the blood of Christ and have been water baptized are instructed to participate. The Church participates in the Lord's Supper as a body or family, with each covenant fellowship partner in fellowship adding to the blessedness of the experience (Exodus 11, 12; Mark 14:24; Luke 22:19-20; I Corinthians 10:16; 11:23-26).

### **Section 3**

The dedication of children is the presentation of a child to God, and therefore establishes a covenant between God and parents. God promises blessing and protection to the child whose parents are faithful to rear him/her in the services of the Lord. Such a child is made holy and is part of the covenant family of God by the faith of his parents until he reaches the age of accountability, whereupon he becomes responsible as an individual before God and is commanded to repent (Psalms 34:11; Isaiah 54:13; Matthew 19:14; Mark 10:13-16; Luke 18:15-16; I Corinthians 7:14).

### **Section 4**

## CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

Anointing oil is administered for healing. If there have been sins committed against Christ or His Body they are to be confessed. The anointing oil is then administered for both physical and spiritual restoration with the laying on of hands when required (Mark 16:18; James 5:14).

### **Section 5**

Marriage is a covenant made between man, woman, and God. The marriage covenant requires the married parties to be faithful, loving and helpful to each other as long as they both shall live. Christians are not to marry unbelievers, and are not to be divorced except for adultery or abandonment. Those who God has directed to be joined together shall, after counseling with the Preaching Elder/Pastor concerning what God requires of them, be joined in Christian marriage (Malachi 2:13-16; Matthew 5:32; 19:5-6,9; Romans 7:2-3; I Corinthians 7:10-11, 15; II Corinthians 6:14; Ephesians 5:22-23).

### **Section 6**

Confirmation is administered by the laying on of hands of the Board of Elders to confirm the believer in the faith and service of Christ. This is done after the believer has been instructed and established in the doctrines of Christ (John 7:17; II John 9; Acts 8:17; 14:21-23; 15:32, 41; 19:6; Galatians 2:9, I Timothy 5:24).

## **ARTICLE IX - OFFICERS AND BOARD OF ELDERS**

The officers of the church shall be: Preaching Elder/Pastor/President of the Board, 2 Vice-Presidents, the Secretary, the Treasurer and Sergeant-At-Arms. Officers other than the Founding Pastor are elected by the Board of Elders. Any Elder may also hold office. Officers do not have vote as Elders but may be present for Elders meetings at the discretion of the Preaching Elder/Pastor.

## **ARTICLE X - COVENANT FELLOWSHIP PARTNERSHIP, FAITH, AND PRACTICE**

### **Section 1**

The covenant fellowship partnership/fellowship of this church family shall consist of persons who have accepted Jesus Christ as Savior and Lord and who have obeyed Him in the scriptural ordinance of baptism. Covenant fellowship partners are expected to confirm a firm and continuing commitment through:

- a. Public and private affirmation of the Statement of Fundamental Truths set forth in this constitution;
- b. Regular attendance at all services of the church;
- c. Attendance at all congregational meetings;
- d. Participation in times of prayer and fasting when called by the Preaching Elder/Pastor;
- e. Payment of tithes and the giving of offerings to accomplish the work of Christ through the church;
- f. Recognition of a personal function in the Body of Christ and pursuit of the fulfillment of that function.

### **Section 2**

The standard of faith and practice shall be that as set forth in the New Testament and incorporated in the articles of faith and the church constitution as adopted by this church.

### **Section 3**

Meetings for public worship shall be on each Lord's Day and during the week as may be provided for under the direction of the Preaching Elder/Pastor and Board of Elders.

### **Section 4**

There shall be no less and no more than seven (7) covenant fellowship partners of the Board of Elders including the Preaching Elder/Pastor; all other than the Preaching Elder/Pastor shall be selected for a term of three years, with two director terms expiring each year. The initial Elders shall be selected by the founding Preaching Elder/Pastor for terms of one, two or three years. There is no confirming vote for charter Elders. These covenant

## CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

fellowship partners shall be known as Elders and shall work together with the Preaching Elder/Pastor to constitute the Board of Elders.

### **Section 5**

The Elders shall be nominated by the Preaching Elder/Pastor with the majority approval of the Board of Elders. The Board of Elders shall display evident and consistent adherence to the Statement of Fundamental Truths and the as set forth in this constitution. In the event that a position of the Board of Elders becomes vacant, the Preaching Elder/Pastor may, with a majority vote of the Board of Elders, appoint a successor to serve the remainder of the term.

## **ARTICLE XI - FINANCES**

The church shall be financed according to the scriptural method by the tithes and offerings of the covenant fellowship partners and friends of the church (Malachi 3:10; Matthew 23:23; Hebrews 7:4-9; Deuteronomy 14:28-29; 15:7-11). Additional fund-raising activities may be approved by the president. These gifts when given to the church divest the donor of all interest in the donated funds and property. The disposition of those funds shall be left to the Preaching Elder/Pastor and Board of Elders of the church (Acts 4:34-37).

## **ARTICLE XII - PROPERTY**

1. All property, real or chattel, shall be taken, held, sold, transferred, or conveyed in the name of CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC.
2. No real *or* chattel property of the church shall be sold, leased, mortgaged, or otherwise alienated without the same being authorized by at least two-thirds majority vote of the Elders.
3. The Preaching Elder/Pastor and secretary of the Elders shall certify in such conveyance, lease or mortgage that the same has been duly authorized by the vote of the Board of Elders. Such certificate shall be held to be conclusive evidence thereof.
4. Upon the dissolution of this organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to the state or local government, for a public purpose.

## **ARTICLE XIII - AMENDMENTS**

Amendments to the constitution may be made by a majority vote of the voting covenant fellowship partners of the Board of Elders and the affirmative vote of the Preaching Elder/Pastor.

CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

**BYLAWS**

**ARTICLE I – GOVERNMENT**

1. The government shall be vested in the Preaching Elder/Pastor who the Holy Ghost has made overseer of the flock (set man) (Acts 20:28; I Peter 5:1-4).
2. This church recognizes the privileges of the communion of fellowship and cooperation in word and spirit of other churches of like precious faith, for the furtherance of the Gospel at home and abroad.
3. To perpetually protect this local church organization in its ownership and control of its property and in its sovereignty under Christ, all ecclesiastical power and authority relative to this church and its property shall be exercised by this Board of Elders and the decisions thus made are subject to no reversal or amendment by any other ecclesiastical body whatsoever.
4. Therefore, any action or effort on the part of any covenant fellowship partners or officers of this local church organization to cause it to become a covenant fellowship partner of any church organization other than such a fellowship of churches as shall constitutionally guarantee that no covenant fellowship partner church shall in any way be amenable to that organization is hereby strictly forbidden and any such action shall be a breach against the foundation and intent of this local church organization, and any record made of any such action shall have no binding power upon this church but shall merely be a record of misconduct of those participating in such action.

**A. ELDERS**

1. The affairs of CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC, shall be guided by the Holy Spirit of God. The Board of Elders is responsible for the operation of the organization as a whole.
2. There shall be seven (7) Elders. Each Elder shall serve the organization as long as duty is performed consistent with the organization's bylaws. An Elder may resign at any time or be removed with or without cause by the Preaching Elder/Pastor. Any resignation or removal shall be in writing and shall become a part of the records of the organization.
3. A meeting of the Board of Elders will be held. All costs from these meetings will be paid by the church treasury. It is expected the Elders hold at least one off site, overnight planning meeting each year.
4. Notice of the time and place of Elders meetings, shall be posted at least one week prior in the principle place of worship and/or on the church's web site.
5. The Preaching Elder/Pastor shall hold such other meetings as may be necessary from time to time. Only three (3) days notice shall be required for such special meeting. All voting rights as to officers are vested solely in the Board of Elders.
6. A majority of the Board of Elders shall constitute a quorum for the transaction of business at any meeting of the Board of Elders. If less than majority of the Board of Elders are present at said meeting, a majority of the Board of Elders present may adjourn the meeting to another time without further notice.
7. Any agreement, resolution, decision passed by a majority of the Board of Elders present at a meeting at which a quorum is present shall be the act of the Board of Elders, providing the majority includes the vote of the Preaching Elder/Pastor and unless the act of a greater number is required by these bylaws or the articles of incorporation.
8. Any vacancies of existing Board of Elders or additional Board of Elders to be added to increase the number of Board of Elders shall be filled by appointment of the Preaching Elder/Pastor.
9. Elders, with the exception of the Preaching Elder/Pastor, shall not receive any stated salaries for their services, but by resolution of the Board of Elders a fixed sum and expenses of attendance, if any, may be allowed for each regular or special meeting of the Board of Elders, provided that nothing herein contained shall be construed to preclude any Elder from serving the church in any other capacity and receiving reasonable compensation therefore.
10. The Board of Elders may, by resolution, adopt numerical limitations as to covenant fellowship partners that are not inconsistent with these bylaws.

## CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

### **B. OFFICERS - QUALIFICATIONS AND DUTIES**

#### **Section 1**

##### **Preaching Elder/Pastor (President)**

- a. **Qualifications:** The Preaching Elder/Pastor shall be a man of mature experience, spiritually endowed and possessed of abilities commensurate with his office (I Timothy 3:1-7; Titus 1:5-9; I Peter 5:1-4).
- b. **Duties:** The Preaching Elder/Pastor shall be considered the spiritual overseer of the church and shall direct all of its activities. He shall provide for the various services of the church, and arrange for all special meetings, conventions or revival campaigns. No person shall be invited to speak or preach in the church or any of its departments without his approval. He shall administer the ordinances of the church and perform all other functions pertinent to his office. It shall be his responsibility to assign portfolios to all officers. As president of the corporation, he shall serve as chairman of all the business meetings of the church and of the Board of Elders, board of advisors, board of deacons, and Board of Elders, execute all deeds and documents as approved by the Board of Elders and shall be an ex-officio covenant fellowship partner of all departments and committees. No church or board meetings shall be held in his absence without his prior approval.
- c. **The Preaching Elder/Pastor is required by God to feed the flock** (John 21:15-17); to take the oversight of the church (I Peter 5:2-3); The Preaching Elder/Pastor shall act as chairman at the business meetings of the church and the Board of Elders and shall be ex-officio covenant fellowship partner of all committees or departments, shall provide for the services of the Body and shall arrange for all special meetings, conventions, crusades or revival campaigns (Acts 21:17-18; 15:13-21). No person shall be invited to preach or speak in the church without the Preaching Elder/Pastor's approval; the Preaching Elder/Pastor (presiding chairman) alone can call a special meeting, as long as his life is in harmony with the Scriptures and as long as he faithfully fulfills his office according to God's Word (Acts 6:2); The Preaching Elder/Pastor has the power to appoint any church officer to act as chairman of the board meeting and church business meeting in the event of his absence. The Preaching Elder/Pastor shall have the authority to appoint any person to all scriptural positions of authority within CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. The Preaching Elder/Pastor shall be the executive head of the church and the president of the Board of Elders and his tenure of office shall be indefinite. He shall be in charge of the business and affairs of the corporation and shall see that the resolutions and directives of the Board of Elders are carried into effect except in those instances in which that responsibility is assigned to some other person by the Board of Elders; and in general, shall discharge all duties incident to the office of president and such other duties as may be prescribed by the Board of Elders. He shall preside at all meetings of the Board of Elders.
- d. **In his absence,** the Preaching Elder/Pastor will designate the Executive Pastor or President of the Board of Elders to act in his place on the performance of such as may be necessary to carry on the work of the church. In the event of death, resignation or inability of the Preaching Elder/Pastor to fulfill his duties, the President of the Board of Elders shall report the fact to the church and follow with the advisory method of Preaching Elder/Pastor replacement in article III of the bylaws.

#### **Section 2**

##### **Executive Pastor and Other Pastors**

- a. **Qualifications:** He shall have the same qualifications as those of the Preaching Elder/Pastor.
- b. **Duties:** He shall assist the Preaching Elder/Pastor in the various services of the church, in the administration of the ordinances, and in the discipline of the church covenant fellowship partners/those in covenant fellowship. He shall perform all other duties as assigned by the Preaching Elder/Pastor. In the absence of the Preaching Elder/Pastor, the ministerial staff shall act in his stead.
- c. **Appointment:** The ministerial staff shall be appointed by the Preaching Elder/Pastor and shall be ratified by the Board of Elders. Vacancies as they occur shall be filled in the same manner.

#### **Section 3**

##### **Deacons**

## CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

- a. **Qualifications:** Deacons shall be composed of persons who meet the spiritual qualifications as given in Acts 6:3; I Timothy 3:8-13.
- b. **Duties:** Deacons shall assist in the administration of the ordinances, such as the serving of communion, and in the discipline of the church, such as in ushering duties. They shall visit the sick, the aged and the poor, and those covenant fellowship partners who have absented themselves from the regular services of the church. They shall also visit visitors to the church. Deacons shall assist in the maintenance of the church building and grounds, and in general shall be responsible for attending and serving those duties both in the natural and spiritual realms as requested by the Preaching Elder/Pastor.
- c. **Appointment:** Deacons shall be appointed by the Preaching Elder/Pastor and ratified by the church Board of Elders. Vacancies, as they occur, shall be filled in the same manner.

### Section 4

#### The Church Secretary

- a. **Qualifications:** The church Secretary shall be a person possessed of mature judgment, Christian character, and with abilities to perform such clerical duties as the office requires.
- b. **Duties:** The church Secretary shall keep the minutes of all the annual and special business meetings of the church, the Board of Elders, the Board of Advisors and of any other meetings of church councils, boards, and committees when requested by the Preaching Elder/Pastor. He shall maintain a register of the church Covenant Fellowship Partnership, serve as corresponding secretary, under the direction of the Preaching Elder/Pastor, and perform any other clerical work necessary to the proper discharge of his duties. He shall be the custodian of all legal documents of the church. He shall sign for the church any and all necessary legal papers. When a new secretary is selected, all papers and documents shall be transferred to him by his predecessor.
- c. **Appointment:** The Secretary shall be appointed by the Preaching Elder/Pastor and ratified by the church Board of Elders. Vacancies, as they occur, shall be filled in the same manner.

### Section 5

#### The Corporate Secretary

- a. **Qualifications:** The Corporate Secretary shall be a person possessed of mature judgment, Christian character, and with abilities to perform such clerical duties as the office requires. The Corporate Secretary does not have to be a Covenant Fellowship Partner of CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC.
- b. **Duties:** The corporate secretary shall keep, or cause to be kept, a book of minutes at the principal office or such other place as the Board of Elders may order, of all meetings of Board of Elders with the time and place of holding whether regular or special, and if special, how authorized, the notice thereof given, the names of those present at meetings of the Board of Elders and the proceedings thereof. The corporate secretary shall give or cause to be given, notice of all meetings of the Board of Elders required by these Bylaws or by law to be given, and shall keep the seal of the Corporation in safe custody, and shall have other powers and perform such other duties as may be prescribed by the Board of Elders, or by these Bylaws.
- c. **Appointment:** The Corporate Secretary shall be appointed by the Preaching Elder/Pastor.

### Section 6

#### The Treasurer

- a. **Qualifications:** The Treasurer shall be a person possessing mature judgment, of Christian character, and with abilities to perform the duties required of the office.

## CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

- b. **Duties:** The Treasurer shall be entrusted with all the finances of the church. The treasurers of the various departments and groups shall deposit with him all monies received. He shall deposit all funds committed to his keeping in such banks as the Board of Elders may designate in the name of the church, and disburse the same as authorized by the Preaching Elder/Pastor and Board of Elders. The Treasurer shall keep a true and accurate records of all monies received and disbursed and render an itemized report of his accounts at the annual business meeting of the church and at the regular monthly meeting of the Board of Elders and at such other times as may be requested by the Preaching Elder/Pastor and/or the Board of Elders. These accounts shall be audited every other year under the direction of the Preaching Elder/Pastor and the Board of Elders of Elders by an outside auditor (Acts 6: 1-4, I Timothy 3:8-13).
- c. **Appointment:** The Treasurer shall be appointed by the Preaching Elder/Pastor from among the Covenant Fellowship Partnership of the congregation.

### Section 7

#### Other Eligibility Requirements

- a. Preferably, and insofar as possible, all offices shall be filled by Covenant Fellowship Partners.
- b. All office holders shall have been Covenant Fellowship Partners of this church or Covenant Fellowship Partnership with the church for at least one year with the exception of the Preaching Elder/Pastor who shall be automatically a Covenant Fellowship Partner upon assuming the leadership of the church.

#### C. BOARD OF ELDERS

- a. **Qualifications.** A Board of Elders shall be made up of such qualified men/ministers as the Preaching Elder/Pastor shall appoint to serve on such Board. They will be an extension of the Preaching Elder/Pastor in the spiritual guidance of the church.
  - 1. Elders must qualify in accordance to I Timothy 3: 1-7; Titus 1:6-9; I Corinthians 6:19-20, 10:33; II Corinthians 6:17-and as in the book of Acts, Chapter 13, Verse 2, "...after much prayer and seeking of guidance from God...," the Elders shall be appointed by the Preaching Elder/Pastor. If a vacancy occurs on the Board of Elders, it shall be filled by appointment by the Preaching Elder/Pastor.
  - 2. They must be involved in the full time ministerial duties. They shall assist the Preaching Elder/Pastor who is the "Chief Elder" in all spiritual matters concerning the oversight of the church (Acts 20:17, 28, 35); to visit the sick and pray for them (James 5: 14-1 5); and shall conduct and perform the routine business and administration of the church.
  - 3. Each Elder shall be given by the Preaching Elder/Pastor a specific portfolio of responsibility to be carried out by each Elder. The Elder shall be accountable to the Preaching Elder/Pastor for his work under such portfolio. These areas are:
    - a. Worship
    - b. Congregational Care
    - c. Missions/Outreach
    - d. Physical Plant/Trustee Concerns
    - e. Finance
    - f. Christian Education/Youth
- b. **Duties.** The overall spiritual oversight of the church shall be implemented by the Elders under the direction of the Preaching Elder/Pastor. They shall be available to assist the Preaching Elder/Pastor and serve the congregation in any of the multiple tasks which comprise spiritual oversight and ministry of the church; said tasks to be assigned by the Preaching Elder/Pastor and representing an extension of the Preaching Elder/Pastor's own spiritual responsibilities.

## CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

1. The Board of Elders shall meet at any time deemed necessary by the Preaching Elder/Pastor or by a majority of the Board of Elders Covenant requesting such a meeting. Due notice shall be given to each Covenant Fellowship Partner of the Board of Elders either by public announcement in the church or notification by the Board of Elders Secretary.
2. The Board of Elders of CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. is expected to serve faithfully in their respective responsibilities. They must seek to be examples to the flock in worship, attendance, purity, love, unity, loyalty, generous giving and all other spiritual virtues.
3. Elders shall serve in an advisory capacity with the Preaching Elder/Pastor in all matters pertaining to the church in its spiritual life. They are not a legislative body, but are for counsel and mutual assistance in the administration of spiritual affairs of the fellowship. They shall act in the administration of the discipline of the fellowship.
4. The Preaching Elder/Pastor may place certain families under the care and oversight of the Elders. They shall visit and pray for the family under their oversight.
5. The Elders shall serve on the CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. Board of Elders if appointed thereto by the Preaching Elder/Pastor and attend all monthly and special meetings. He shall further dedicate daily time to prayer and Bible Study.
6. An Elder's Wife shall consider herself as a part of her husbands' ministry and shall be in loving submission to her own husband.

### **D. DEACON BOARD**

A person may become a Covenant Fellowship Partner of this order through an appointment by the Preaching Elder/Pastor after meeting the qualifications and subscribing to the following vows:

1. Chastity;
2. Obedience to God in all things and to the local Board of Elders in respect to the duties of their ministry;
3. Recognition of the high call of their office and its scriptural significance;
4. Devotion to service in the performance of the duties of their ministry.

Covenant Fellowship Partnership in this order may be dissolved by termination of ministry, personal request or by the Preaching Elder/Pastor. Covenant Fellowship Partnership in this order must conform to the following rules of the order:

1. All Covenant Fellowship Partners of this order must be in covenant fellowship with this church or a church of like faith which is approved by the Preaching Elder/Pastor.
2. All Covenant Fellowship Partners must be at least sixteen (16) years of age before being elected.
3. All Covenant Fellowship Partners will be commissioned and are authorized to teach the gospel as well as to assist ordained ministry in baptism, marriages and administering the sacraments of the church, in addition to any other duties assigned them as Covenant Fellowship Partners of the order.
4. All Covenant Fellowship Partners must be persons of mature Christian character who are known for his/her devotion.
5. Completion of a probationary period of not less than 90 days nor more than one year. No employment outside the order shall be allowed that will interfere with the duties of this ministry.

### **E. BOARD OF COUNSELORS**

## CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

The Board of Counselors shall be professional men from the community and from the congregation of the church chosen by the Preaching Elder/Pastor for the purpose of seeking counsel as to many secular matters in which the church may be involved: i.e. insurance, real estate purchases, mortgage financing, etc. They shall meet when called into session by the Preaching Elder/Pastor (I Chronicles 12:32; Proverbs 11: 14; 15:22; 20: 18; 24:6).

### **F. AUTHORITY**

#### **Section 1 - The Preaching Elder/Senior Pastor**

This church is set in order under the authority of the Bible and at the request of a company of believers in the Lord Jesus Christ, on the following principles: it is to be scripturally independent as to its faith and government (Hebrews 6: 12; Ephesians 4: 1 1-1 2; I Corinthians 12: 18-20); and in accord with the twelfth, thirteenth and fourteenth chapters of I Corinthians as to its conduct and practice; and in cooperative fellowship with other bodies of believers who are “earnestly contending for the faith that was once delivered unto the saints” (Jude 3).

The government of the church is in the hands of the Preaching Elder/Pastor, who has ultimate authority under Christ. He shall act as chairman of all meetings of the church, except that he has the right to delegate that function to any other person.

No person shall be invited to speak, preach, perform, or otherwise minister in the church without the consent of the Preaching Elder/Pastor.

The Preaching Elder/Pastor may at any time call for a non-binding vote of confidence in order to determine the will and desire of the fellowship partners in relation to his leadership.

In general, the Preaching Elder/Pastor is expected to exercise his authority in conjunction with other ministers and/or Board of Elders of the church. Authority in the church is neither autocratic, nor oligarchic, nor democratic, but theocratic. The church has only one prevailing task: to find the will of God, and to do it.

#### **Section 2 - Church Government**

1. We recognize four kinds of authority in the church:

- a. **The Absolute Authority of Christ.** Christ alone can be and must be the Chief Shepherd of the flock of God.
- b. **The Delegated Authority of the Under-Shepherd.** Christ chooses to express his authority through men and women who are his gift to the church (Philippians 1:1; Hebrews 13: 17; Matthew 18: 18; Acts 20:28; I Corinthians 16: 16; Ephesians 4:11-12; I Thessalonians 5:12-1 3; etc.). The people are expected to yield to the authority of their bishop / minister / Preaching Elder/Pastor / elder / presbyter / overseer (these terms are nearly synonymous in the New Testament). In the church we choose to call the person who occupies the office of bishop or chief overseer, the “Preaching Elder/Pastor”. The authority given to the Preaching Elder/Pastor in scripture is forceful, and in all matters, relevant to the spiritual life of the church, to its mission and growth, its discipline and order, his rule (when properly exercised in the scriptures) should be obeyed (Hebrews 13:7,17; Acts 20:26,28).
- c. **The Advisory Authority of the Board of Elders.** Since authority vested in one man alone may easily become tyranny when the man does not follow God (I Peter 5:3), and since scripture commends the wisdom found in a multitude of counselors (Proverbs 11: 14, 24:6) and since there are diverse gifts and ministers in the body of Christ (I Corinthians 12: 14- 27), the Preaching Elder/Pastor is expected to work with a team of dedicated people (these may be called the presbyters, elders, deacons, counselors, etc.). The New Testament clearly indicates that the full oversight of a local church should be vested in such plural eldership, or team ministry (Philippians 1: 1, Acts 20:28, Titus 1:5). This collective leadership (headed by the Senior Preaching Elder/Pastor) creates a source of immense spiritual power (Matthew 18: 18-20). In this church, the above principles will be implemented by the setting up of a Board of Elders which will consist of the Senior Preaching Elder/Pastor and appointed Elders. This Board of Elders will meet or at such times as the Preaching Elder/Pastor shall determine, and shall be responsible for the proper conduct of the affairs of the church, except that final authority shall remain in the Preaching Elder/Pastor in accordance with the Bylaws herein.

## CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

- d. **The Priestly Authority of the People.** The Preaching Elder/Pastor and Board of Elders must recognize the priesthood of each believer (I Peter 2:9, Revelation 1:6, 5: 10, 20:6, Hebrews 10: 19-23, 4: 16, Romans 5: 1-5). This priesthood means that the people need no intermediary save Christ to represent them before God. Hence God may speak to the church at any time through the humblest saint - he is not bound to **speak** only through official channels. Hence, each Covenant Fellowship Partner must be allowed to voice the move of the Holy Spirit within them, and Godly leaders will always be attentive to the voice of the Spirit and willing to obey at once if God's Word should come to the church from that source. Yet the final decision must remain with oversight, and ultimately with the Preaching Elder/Pastor, who is responsible under God for the welfare of the church and accountable for the church and flock given to him.
2. The Church must function as a theocracy.

In any growing congregation, there will be people at all stages of spiritual growth and maturity. For that reason, it is usually not proper to submit the affairs of the church to a democratic vote as the same is not God's way, for the purpose of the church is not to do the will of the majority, but the will of God.

### **G. MINISTERIAL STAFF**

1. All Covenant Fellowship Partners of the ministerial staff shall be selected by the Preaching Elder/Pastor with the counsel of the Board of Elders and the Board of Elders.
2. The Preaching Elder/Pastor shall direct and evaluate the ministry performance of all Covenant Fellowship Partners of the ministerial staff.
3. The service of the Covenant Fellowship Partners of the ministerial staff shall continue or terminate at the discretion of the Preaching Elder/Pastor.
4. The Board of Elders shall determine all salaries. The Preaching Elder/Pastor and staff shall be given regular and adequate financial support, the amount and manner of which shall be determined by the Board of Elders.

### **H. OTHER**

1. This church recognizes the privileges of the communion of fellowship and cooperation in word and spirit of other churches of like precious faith for the furtherance of the Gospel at home and abroad.
2. The Board of Elders, by resolution adopted by a majority of the Board, may designate one or more committees, which committees, to the extent provided in said resolution and not restricted by law, shall have and exercise the authority of the Board of Elders in the management of the corporation; but the designation of such committees and the delegation thereto of authority shall not operate to relieve the Board of Elders, or any individual Board Covenant Fellowship Partner, of any responsibility imposed upon it or him by law. Each committee will be assigned a responsible Elder who will assist and report the work of this group to the Board of Elders.
3. To perpetually protect this local church organization in its ownership and control of its property and in its sovereignty under Christ, all ecclesiastical power and authority relative to this church and its property shall be exercised by this church and the decisions thus made are subject to no reversal or amendment by any other ecclesiastical body whatsoever. Therefore, any action or effort on the part of any Covenant Fellowship Partners or officers of this local church organization to cause it to become a Covenant Fellowship Partner of any church organization other than such fellowship of churches as shall constitutionally guarantee that no Covenant Fellowship Partner church shall in any way be amendable to that organization is hereby strictly forbidden and any such action shall be a breach against the foundation and intent of this local church organization, and any record made of any such action shall have no binding power upon this church but shall merely be a record of misconduct of those participating in such action.

## **ARTICLE II - PREACHING ELDER/PASTORAL REPLACEMENT**

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The Founding Preaching Elder/Pastor may not be removed by action of the Board of Elders. The Founding Preaching Elder/Pastor shall have vote on the Board of Elders for life. For the purposes of this document, Rev. James E. Schroeder III shall be considered the Founding Preaching Elder/Pastor.

### **ARTICLE III - ELECTIONS AND VACANCIES**

#### **Section one--Selection of the Preaching Elder/ Senior Pastor**

1. In the event the Founding Preaching Elder/Pastor dies or resigns his position as Preaching Elder/Pastor, he shall name his successor who will be charged with the responsibility to spiritually lead the congregation.
2. All other elections shall take place as follows:
  - A. The person shall be nominated by the Founding Preaching Elder/Pastor if possible. If not able, nominations can be made by a member of the Board of Elders.
  - B. The initial election shall be for a term of one year, subsequent elections of the same person may be for any term as decided by the Board of Elders.
  - C. Selection shall be by secret ballot. A majority vote of the Board of Elders shall be required to constitute an election of a Preaching Elder/Pastor.

#### **Section Two – Selection of Board of Elders**

1. Six (6) additional elders shall be selected who meet the criteria set forth in Article I. The Preaching Elder/Senior Pastor will appoint the founding elders for terms of one (1), two (2) or three (3) years.
2. After this initial formation, nominations will be made by the Board of Elders prior to the annual meeting and nominations will also be accepted from the floor of the Annual Business Meeting. Election will be by secret ballot at the annual meeting, with all covenant fellowship partners present in person at the time of the vote being eligible to cast vote. The sitting Board of Elders are responsible to count or appoint a counting committee to record the vote. The President of the Board of Elders will announce election results at the meeting.

#### **Section Three—Vacancies**

1. If at any time there occurs a vacancy in the position of Secretary or Treasurer or any Covenant Fellowship Partner of the Board of Elders, the Preaching Elder/Pastor shall immediately select a replacement for the individual whose office is vacated and such appointed individual shall serve until such time as the vacancy occurs or if his office is an elected office, until the next annual business meeting for the election of such office.
2. Any officer appointed by the Preaching Elder/Pastor may be removed by the Preaching Elder/Pastor whenever, the best interests of the church would be served thereby, but such removal shall be without prejudice to the contract rights, if any, of the person so removed. Grounds for such action shall be: (1) unscriptural conduct, (2) doctrinal departure from the tenets of faith, (3) incompetence in office, (4) for what the Preaching Elder/Pastor deems the good of the church.

### **ARTICLE IV - COVENANT FELLOWSHIP PARTNERSHIP/FELLOWSHIP**

A person is eligible for Covenant Fellowship Partnership/fellowship in this church who gives evidence of his faith in the Lord Jesus Christ, who voluntarily subscribes to the Statement of Fundamental Truths and who agrees to be governed by its By-Laws as herein set forth.

CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. is a fellowship of believers participating in the labors of the Holy Spirit in this community. Union in this fellowship results when a believer understands and acknowledges the Principles of Fellowship and purposes to submit his/her life to the working of the Holy Spirit through the local body.

#### **D. THE STANDARDS OF COVENANT FELLOWSHIP PARTNERSHIP/FELLOWSHIP**

The standard of Covenant Fellowship Partnership/fellowship of this church shall be: (1) Evidence of a genuine experience of regeneration (new birth), John 1:12-14; John 3:3-8; and I Peter 1:12-25; (2) Evidence of a consistent Christian life, Romans 6:4; 8: 1-4; 13: 13-14; Ephesians 4: 1-2,15,17-32; 5: 1,2,15; and I John 1:6,7; (3) Baptism in water by immersion (Matthew 28: 19-20; Acts 10:47-48; Romans 6:3-12; Colossians 2: 1-12); (4) Full subscription to

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the tenets of faith as set forth in the By-Laws adopted by the church; (5) Willingness to contribute regularly to the support of the church according to his or her ability through tithes and offerings (Malachi 3:10; Matthew 23:23; Hebrews 7:4-g); and, (6) Support the church with regular attendance at services (Hebrews 10:25).

### **E. RECEPTION OF COVENANT FELLOWSHIP PARTNERS/THOSE IN FELLOWSHIP**

Persons desiring to become Covenant Fellowship Partners/in fellowship with the church shall make the fact known to the Preaching Elder/Pastor, who shall examine the applicant according to the Principles of Fellowship.

Any person professing faith in the Lord Jesus Christ as his personal Savior and giving evidence of having been born again and evidence of water baptism, having completed the newcomer classes, by making a request to the Preaching Elder/Pastor or Board of Elders and upon their recommendation, acquire Covenant Fellowship Partnership/fellowship in this church in the following manner:

The Preaching Elder/Pastor shall present the names of those who apply for Covenant Fellowship Partnership to the Board of Elders, who shall act upon said recommendation. All persons who shall meet the Covenant Fellowship Partnership requirement and have been passed on favorably shall be received into the church publicly at any of the regular services and their names inscribed on the roster.

A Charter Covenant Fellowship Partners will be welcomed into the fellowship on a date to be determined by the Board of Elders. There are no additional considerations extended to Charter Covenant Fellowship Partners.

### **F. PROHIBITED CONDUCT OF COVENANT FELLOWSHIP PARTNERS/THOSE IN COVENANT FELLOWSHIP**

Any Covenant Fellowship Partner or those who are in covenant fellowship with the church found guilty of any of the following offenses shall be subject to removal from the church Covenant Fellowship Partnership/Fellowship:

1. In any way sowing discord among the brethren, including but not limited to rumor mongering, tale bearing and bearing false witnesses (Proverbs 6: 16-19, I Corinthians 1: 10, 12:25, Galatians 5:20-21, Ephesians 4:2-3).
2. Propagation of doctrines and practices contrary to the Statements of Fundamental Truths which causes discord, dissention and division in the church (Romans 1:21-32; Galatians 1:8-9; Titus 3:9-11; 2 Thessalonians 3:6).
3. Living any kind of sexually immoral lifestyle (Romans 1:21-32, I Corinthians 5: 1-5,9-13, Galatians 5:16-21, Ephesians 5:1-12, I Thessalonians 4:1-7).
4. Persisting in believing or propagating some pernicious, false, contrary doctrine (Romans 16: 17-18, I Timothy 4: 1, II Timothy 4:3-4, Titus 3: 10- 11, II Peter 2: 1-3). Involvement in any form of occult practices (Deuteronomy 18:9-14, Acts 19: 18-19, Galatians 5:20, Revelation 21:8).
5. Publicly wearing apparel which is indecent or sensual (I Timothy 2:9-10, 4: 1 I- 12).
6. Repeated offenses of civil laws that are not consistent with the Word of God (Ecclesiastes 8:2-4, Romans 13:1-7, I Peter 2:13-17).

### **G. DISCIPLINE**

1. This church is committed to Biblical discipline in order to prepare a spotless bride for the Lord Jesus Christ's return, to maintain holiness as a way of life, to restore the sinning person to a right relationship with the Lord, and to expose sin so that it will not become a polluting influence in the rest of the church (Ephesians 5:1-11, I Peter 1:15-16, I Corinthians 5:6-7, Joshua 7:1-26).
2. Divisive persons shall be confronted according to the pattern outlined in Titus 3:9-11. At least two elders or those whom they designate shall meet with the divisive person and warn him/her to repent. If the person does not repent, at least two elders, or those whom they designate, shall meet with him/her again and warn him/her a second time. If the person still refuses to repent of his/her sin divisiveness, the Board of Elders at either regular or special meeting may excommunicate him/her (Romans 16:17-19).

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3. If a believer observes a sin in another believer's life, he is to confront the person according to the pattern outlined in Matthew 18: 15-17, by first going to him/her in private. If the sinning person does not listen and repent, the believer is to take one or two other believers and confront him/her again. If he/she stays unrepentant, he/she shall be brought before the Board of Elders. The Board of Elders shall do everything necessary to restore the sinning brother/sister. If after everything has been done Biblically to restore the sinning brother/sister and the person refuse to repent, then the Board of Elders shall excommunicate him/her at a regular or special meeting.
4. All believers are encouraged to consult with one of the elders when confronting another believer about sin in his/her life (Matthew 18:15-17). In both the above cases, the elder shall determine the appropriate time between steps and everyone involved shall, to the best of their ability, carry out this discipline in the spirit of love, humility, and meekness (Galatians 6: 1-2).
5. In the event of a serious difference arising between Covenant Fellowship Partners of the assembly, if reconciliation cannot be effected by the parties involved, they shall have the right to appeal to the Board of Elders. No charges of misconduct shall be considered by the Board of Elders unless they are made in writing. When formal charges have been laid against a Covenant Fellowship Partner, and the Preaching Elder/Pastor decides that disciplinary action must be taken, the Covenant Fellowship Partner so charged shall be advised in writing and a date set for a hearing before the Board of Elders in the presence of the one laying the charge, at which time the evidence shall be considered and a verdict shall be determined by secret ballot. If guilt is established and contrition, sorrow and repentance are not evident on the part of the offender, suspension of Covenant Fellowship Partnership shall be considered as disciplinary action. However, unless his attendance at church would be cause for scandal, he should be permitted to attend church services in the hope that he would be reconciled to the Lord. Every effort shall be made to restore such a one to Covenant Fellowship Partnership upon evidence of repentance (Matthew 18:15-17, 35).

### **H. TERMINATION OF COVENANT FELLOWSHIP PARTNERSHIP/FELLOWSHIP**

1. Revision of Covenant Fellowship Partnership/Fellowship Roll. The Preaching Elder/Pastor and Board of Elders shall be authorized to revise the Covenant Fellowship Partnership roll of the corporation and the Preaching Elder/Pastor and Board of Elders shall be authorized to revise the Covenant Fellowship Partnership/fellowship roll of the church at least once a year, and to remove from the list of active Covenant Fellowship Partners/ those in fellowship under the following categories:
  - a. Issuance of Letter of Transfer.
  - b. Voluntary withdrawal from Covenant Fellowship Partnership.
  - c. Deceased during the year.
  - d. Propagation of doctrines and practices contrary to the Tenets of Faith which cause discord, dissension and division in the church (Romans 16:17,18; Galatians 1:8,9; Titus 3:9-11; II Thessalonians 3:6).
  - e. Those who are living in sin and whose lives are inconsistent with Biblical standards of holiness (I Corinthians 5:11; Galatians 5:19-21; Hebrews 12: 14).
  - f. Those under discipline.
  - g. Those who have not contributed regularly to the financial support of the church within their ability.
  - h. The church may also terminate the Covenant Fellowship Partnership/fellowship of any individual who is absent from the church services for a period of three (3) months without reasonable excuse.
  - i. Any Covenant Fellowship Partner/one in fellowship absent from the services without reasonable excuse for a period of three (3) months shall be placed upon the inactive roll.

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- j. It is understood that those whose Covenant Fellowship Partnership/fellowship is terminated for bad reasons (4-8); the purpose is to discipline them and to win them back, not to condemn them and forget them (I Corinthians 5:1-2; II Corinthians 2:6-11).
2. Procedure to determine capability under sub-points 4 and 5 of point a. shall follow that outline under Discipline.
3. Any person who may have been terminated as a church Covenant Fellowship Partner/one in fellowship shall be notified of this action in writing by the church Secretary and shall have the right to appeal to the Board of Elders for reconsideration of said action.
4. The Board of Elders may restore to Covenant Fellowship Partnership/fellowship any person previously excluded, upon request of the exclusion of the excluded person, and upon evidence of the excluded person's repentance and reformation. This should be done in the Spirit of forgiveness and love (II Corinthians 2:6-8).

### **I. DUTY OF CHURCH COVENANT FELLOWSHIP PARTNERS IN FELLOWSHIP**

1. To contribute financially for the support of the church and its ministries in tithes and offerings in accordance with the Scriptures as God may prosper them, for the support of its various missionary works, home and foreign.
2. By a Godly and Christian life each Covenant Fellowship Partner/one in fellowship shall cooperate with the church, its Preaching Elder/Pastor, Board of Elders and Deacons in their various efforts to attain to a scriptural church life.
3. Covenant Fellowship Partners/Those in fellowship shall regularly attend all church services, and special meetings as called by the Preaching Elder/Pastor.
4. The duties of the Covenant Fellowship Partners to themselves are: the acquisition of a scriptural knowledge, constant progress in spirituality, and consistency of external conduct.
5. Each Covenant Fellowship Partner/one in fellowship must consent to be in subjection to church discipline and order as directed in a Scriptural manner by the Preaching Elder/Pastor and Board of Elders. It is the duty of the Covenant Fellowship Partners/those in fellowship to honor and esteem their Preaching Elder/Pastor; to pray for him fervently and daily; to attend constantly upon his ministration; to manifest a tender regard for his reputation. He shall publicly be referred to as Preaching Elder/Pastor.
6. It is the duty of each Covenant Fellowship Partner/one in fellowship to cultivate and cherish brotherly love for all Covenant Fellowship Partners of the Body of Christ.
7. It shall be understood that matters discussed among the Covenant Fellowship Partnership/fellowship shall remain confidential within the Covenant Fellowship Partnership/fellowship.
8. Covenant Fellowship Partnership/Fellowship in the local church shall terminate by voluntary transfer of Covenant Fellowship Partnership to another church. It shall also terminate by excommunication of an unruly Covenant Fellowship Partner according to Matthew 18: 15- 17.
9. Covenant Fellowship Partnership/fellowship certificates of the church shall be required.

### **J. DUTIES OF CORPORATE COVENANT FELLOWSHIP PARTNERS**

All voting rights as to officers, Board of Elders and the Preaching Elder/Pastor are vested solely in the corporate Covenant Fellowship Partnership.

### **K. LIMITATION OF CORPORATE COVENANT FELLOWSHIP PARTNERSHIP**

Covenant Fellowship Partnership in the corporation CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. is limited. It shall be conferred by the Board of Elders and Preaching Elder/Pastor and shall be for a fixed period.

## CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

The general qualifications for corporate Covenant Fellowship Partnership are a firm and consistent adherence to the Statement of Fundamental Truths and the Principles of Fellowship of CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC.

In addition, the specific qualifications for corporate Covenant Fellowship Partnership shall consist of the present and evident ability to meet the current needs of the church as perceived by the Board of Elders and the Preaching Elder/Pastor.

### **ARTICLE V - LOANS TO ELDERS OR OFFICERS**

This corporation shall not make, directly or indirectly, any loan of money or fixed property to or guarantee or otherwise secure the obligation of any person, corporation, partnership or associations. Neither a sale on credit in the ordinary course of business nor a life insurance policy loan shall be subject to the restrictions of this By-Law.

### **ARTICLE VI - STATEMENT OF CONTINUING SUPPORT**

The Covenant Fellowship Partners and officers of CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. shall be governed by and subject to the policies and vision of Rev. James E. Schroeder III affirming and supporting the GOD-given ministry given unto Rev. James E. Schroeder III as founder of CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. in accordance with the Word of God. In regard thereto, it shall be ever understood Rev. James E. Schroeder III shall be a voting Covenant Fellowship Partner for life, President of the Board of Elders for life, and Preaching Elder/Pastor of CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. for life. Any attempt by the Board Covenant Fellowship Partners or officers to remove Rev. James E. Schroeder III as a voting Covenant Fellowship Partner, President of the Board of Elders, or as Preaching Elder/Pastor shall be void. This Statement of Support is not intended to limit in any way whatsoever the normal function of any Board Covenant Fellowship Partner or officer of CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC., but to point out that Rev. James E. Schroeder III is the Shepherd of CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. and that CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. shall be operated under the special GOD-given ministry and vision of Rev. James E. Schroeder III in accordance with the Word of God. Upon the retirement of Rev. James E. Schroeder III as Preaching Elder/Pastor, he shall appoint his successor.

### **ARTICLE VII – MEETINGS**

#### **Section 1 - Regular Meetings**

The church shall appoint services for public worship on each Lord's Day and such other meetings as may be deemed profitable and necessary.

#### **Section 2 - Annual Meeting**

The annual meeting and installation of officers shall be held on a day in January of each year. It shall be the duty of all officers and heads of departments to make full and complete reports of the years' activities at this meeting. Also, at this meeting, the officers for the coming year shall be installed.

#### **Section 3 - Special Meetings**

Special meetings may be called by the Preaching Elder/Pastor of the church and the notice of such meetings be publicly given in the church on the Lord's Day proceeding. Any so called meeting of this church shall constitute a meeting capable of dealing with current items of business relative to the operation of the church.

#### **Section 4 - Notice of Meetings**

Written notice of the date and place of the Annual Meeting shall be posted in or near the principle worship area.

#### **Section 5 – Quorum**

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No record of any regular or special business meeting of the assembly shall be made unless one-third or more active members are present to constitute a quorum. No record of any regular or special business meeting of the assembly shall be made unless the Pastor/Preaching Elder is in attendance. Exception to this shall take place with the selection of the Pastor (Governed by Article III Section 1), in the event of a vacancy or with written permission of the Pastor/Preaching Elder (Section 3) at which only the business issues specified may be decided.

In an emergency situation, where all attempts to contact the Pastor prove futile, the Board of Elders may meet in emergency session, to transact the necessary business of the assembly. In each case, it shall be understood that a verbal report, along with a copy of the official minutes of this meeting, shall be rendered to the Pastor upon his location.

### **Section 6 - Order of Business for the Annual Meeting**

Preaching Elder/Pastoral Report: The Preaching Elder/Pastoral Report shall be a "State of the church" address.

Financial Report: The Financial Report shall present summary information about the financial affairs of CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC.

Elections: The Reading of the Nominations for the Board of Elders shall be followed by open nominations and a secret ballot election. The Results will be announced prior to the close of the meeting.

Ministry Report: The Ministry Report shall present the functions of the various ministries.

### **Section 7 - Order of Business for the Board of Elders Meeting**

The Holy Bible shall govern all business meetings of the church as to matters **not** concerned by this Constitution or Bylaws.

Order of Business shall be determined by the Chair but should follow basic parliamentary procedure. All business meetings of this assembly shall be governed by parliamentary procedure, in keeping with the spirit of Christian love and fellowship.

## **ARTICLE VIII - CARE OF PREACHING ELDER/PASTOR AND PREACHING ELDER/PASTORS FAMILIES**

The Board of Elders shall have the authority to set standards of care for the families of the Preaching Elder/Pastor and Associate Preaching Elder/Pastor(s) in the event that the Preaching Elder/Pastor or Associate Preaching Elder/Pastor(s) shall die while in those positions in the church. They shall have the right to establish an insurance program as well as an established salary schedule for the care of the family for a period of no longer than twelve (12) months after the death of the Associate Preaching Elder/Pastor(s) and no longer than twenty-four (24) months after the death of the Senior Preaching Elder/Pastor. Further, appropriate retirement should be established for those who have done the work of the Lord (Numbers 18:2-3) and who have charge of the tabernacle.(Numbers 8:23-26) The retirement shall be sure to cover the Preaching Elder/Pastors who have labored faithfully in the fields and cared for the flock. (I Corinthians 9:7-14; I Timothy 5: 17-18) One who has given all for the kingdom should be cared for and not end up as Proverbs 21:20. This church will not let that happen to their Preaching Elder/Pastors (Deuteronomy 12:19, 14:29).

## **ARTICLE IX – LICENSING AND ORDINATION**

All candidates for licensing or ordination must be of the necessary experience and qualifications, and shall have demonstrated their ability to undertake the responsibilities of the Full Gospel ministry. No minister shall be licensed or ordained until he/she shall have been engaged in the active work of the ministry, exhibiting a teachable spirit. Credentials shall be valid only when sealed by the church Seal, and shall be renewed annually.

## CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

Ordination shall be in order for local ministries within the fellowship as a means of establishment, under girding, and as a display of support. This type of ordination serves to recognize the calling to labor within and for the church. The Board of Elders shall establish various offices of ministers who shall minister in the church and congregation in the following manner:

- A. Ordained Minister - those called and anointed of God to minister to the Body of Christ as recognized and confirmed by the public laying on of hands by the Board of Elders.
- B. Licensed Minister - Those called and anointed of God to minister to the Body of Christ who are in training under the authority of those who have been ordained.
- C. Commissioned Minister - those who have recognized the call and anointing of God on their lives but who have just entered into the ministry and will, if such anointing and call is confirmed, work their way to licensing and ordination.
- D. Covenant Fellowship Partners of the Five Fold Ministry - those who have a recognized and confirmed call of God to fulfill the commission of Ephesians 4:8-16 and therefore are sent out to the Body of Christ from the church.
- E. Missionary – One who is set apart for full or part time service in a recognized extension ministry of the church.

CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC. shall have authority to examine all candidates. An application shall be filled out properly and to the prescribed person. A confidential questionnaire may also be required. Each candidate may be required to take a written examination. Each candidate may be requested to appear in person before a prescribed committee to respond to any matter relating to the ministry.

Credentials may be terminated by the removal of the minister from the authority of this fellowship or by discipline as set forth with regard to those in fellowship.

## ARTICLE X - DEPARTMENTS/COMMITTEES

The Preaching Elder/Pastor and the Board of Elders shall have the authority to establish committees, home and foreign missionary committees, or any other departments, committees, or boards, as the needs of the work may require. These boards, committees and departments shall be subordinate to the Covenant Fellowship Partnership and shall contribute to the harmony and development of the whole. They shall be under the general supervision of the Board of Elders. The Preaching Elder/Pastor and Board of Elders shall create or dissolve as many ministries or departments as they deem necessary for the ministry of the church.

## ARTICLE XI – FINANCES

Funds for the maintenance of the church shall be provided by the voluntary contributions or the tithes and offerings of the Covenant Fellowship Partners and friends of the church. Offerings shall be accepted by the Board of Elders at such times and such ways as directed by the Preaching Elder/Pastor and shall be administered by the Treasurer of the church. The Treasurer at all times shall maintain records evidencing the property owned by the church and its disbursements as well as provide that the records shall always be open for inspection by any of the Board Covenant Fellowship Partners. Since the organization is a non-profit corporation, any and all contributions by the church shall be secured as deductible by any of its Covenant Fellowship Partners via the church through whatever action, if any, the church would need to take to seek such approval from the Internal Revenue Service.

The Preaching Elder/Pastor, any and all ministerial staff which shall be appointed or elected to those positions shall be qualified to receive from the church salaries, housing allowances, auto expenses and clothes cleaning and /or benefits as established by the Board of Elders.

The Board of Elders shall establish an annual budget. The annual budget shall be presented at the annual business meeting. Each committee and ministry will conduct its own financial affairs. No department shall obligate itself in any indebtedness without the board of director's approval. Any major appropriation of church finances shall be approved by the Board of Elders. These gifts including tithes, offerings, and alms, when given, become the sole

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property of the church and the disposition of those funds is no longer subject to inquiry of the Board of Elders, its Preaching Elder/Pastor and its Board of Elders (Acts 4:34-37).

### ARTICLE XII - CONTRACTS, CHECKS, DEPOSITS AND FUNDS

#### **Section 1**

**Contracts:** The Board of Elders may authorize any office or officers, agent or agents of the corporation, in addition to the officers so authorized by these By-Laws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation and such authority may be general or confined to specific instances.

#### **Section 2**

**Checks, Drafts, Etc.:** All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the corporation, shall be signed by such officer or officers, agent or agents of the corporation and in such manner as shall from time to time be determined by resolution of the Board of Elders.

#### **Section 3**

**Deposits:** All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies, or other depositories as the Board of Elders may select.

#### **Section 4**

**Gifts:** The Board of Elders may accept on behalf of the corporation any contribution, gifts, bequest or devise for the general purposes or for any special purpose of the corporation.

### ARTICLE XIII – CONFLICT OF INTERESTS

#### **1. Duty to Disclose**

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

#### **2. Determining Whether a Conflict of Interest Exists**

After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

#### **3. Procedures for Addressing the Conflict of Interest**

- a.** An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
- b.** The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- c.** After exercising due diligence, the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- d.** If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

#### **4. Violations of the Conflicts of Interest Policy**

- a.** If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.

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b. If, after hearing the member's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

### ARTICLE XIV - BOOKS AND RECORDS

The corporation shall keep correct and complete records of account and shall also keep minutes of the proceedings of its Board of Elders, and committees having any of the authority of the Board of Elders. All books and records of the corporation may be inspected by any Board Covenant Fellowship Partner, or his agent or attorney for any proper purpose at any reasonable time.

### ARTICLE XV - FISCAL YEAR

The fiscal year of the church shall begin on January 1 and shall end on December 31 of each year.

### ARTICLE XVI – OFFICES

The church shall maintain in the State of New Jersey, a registered office and a registered agent, as such office and may have other offices within or without the state.

### ARTICLE XVII – SEAL

The corporate seal shall have inscribed thereon the name of the corporation and the words, "CROSSROADS EVANGELICAL COMMUNITY CHURCH INC., STATE OF NEW JERSEY."

### ARTICLE XVIII - WAIVER OF NOTICE

Whenever any notice is required to be given under the provisions of the New Jersey law or under the provisions of the Charter of Incorporation or the By-Laws of the corporation, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

### ARTICLE XIX – PROPERTY

All property of the church shall be deeded to the CROSSROADS EVANGELICAL COMMUNITY CHURCH, INC., of Shamong, New Jersey and held in its name or held in trust. Any property which should be sold, leased, mortgaged or otherwise disposed of shall be valid only if signed by the church acting through the President. Any transfer signed in this manner shall, in all respects, bind the church as fully and completely as if such transaction had been authorized by a specific vote of the Board of Elders and any person, firm, or corporation to whom a copy of this Article shall be certified by the President and Secretary and shall be entitled to rely thereon until notified of its repeal. The President and Secretary of the church shall certify in such conveyance, lease or mortgage, that the same is in proper form according to the By-Laws and such certification shall be held to be conclusive thereof.

### ARTICLE XX - AUXILIARY ORGANIZATIONS

The church shall have such auxiliary organizations as shall from time to time be authorized and appointed by the Board of Elders inclusive but not limited to:

- a. To send forth home and foreign missionaries to the spreading of the Gospel and in extending the Gospel of God throughout the world (Mark 16: 15-16; Acts 13:47, 4:29-30).
- b. To print, publish, and distribute and sell books, magazines and other literature in connection with the purposes of this corporation; to sell, record and reproduce tapes, radio, and television programs in connection with the purposes of this corporation to produce and distribute radio and television programs (Deuteronomy 3 1: 19; I Chronicles 16:23-24; Psalm 68:4; Revelation 14:2).

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- c. To provide a prayer ministry to assist those in the church and those in need who need agreement in receiving a touch from the Lord. (Acts 12:5, 14:23, 16:9, 8:22; Isaiah 53: 12; Romans 8:27,34; I Timothy 2:1-4)
- d. To establish and raise up satellite churches and Preaching Elder/Pastors to lead them; establish auxiliaries, clubs, and societies of a religious nature and to promote and encourage Christian fellowship between its Covenant Fellowship Partners (Acts 15~41, 16:5).
- e. To establish and raise up churches and Preaching Elder/Pastors to lead them; to provide spiritual oversight to those churches and Preaching Elder/Pastors who desire the oversight and to provide spiritual accountability for the conduct of independent churches and ministers. (Acts 15:6, 15:22-29, 15:41, 16:5)
- f. To ordain ministers and Christian workers to the edification and the unity of the Body of Christ (I Chronicles 9:22-23; Titus 1:5; I Corinthians 7:17; Acts 14:23).
- g. To carry on charitable work for:
  - 1. The poor and lost (Leviticus 25:35; Matthew 25:34-40; Galatians 6:10; Mark 14:7) Feed the Hungry Soup Kitchen, Food Pantry, Clothes Closet (Matthew 25:35; Psalm 146:7; Luke 3: 11, 4: 18)
  - 2. Prison Ministry (Psalm 142:7; I Peter 3: 19)
  - 3. After-care Center for Released Prisoners (Job 3:18; Psalm 69:33; Isaiah 49:9-10)
  - 4. Sick and Shut-in Ministry (James 5: 14-15; Mark 16: 18)
  - 5. Unwed Mother's Home (Luke 1:39-40,56)
  - 6. Abused Wives and Children's Home (Exodus 22:22-24; Deuteronomy IO:1 8; Acts 6:1; I Timothy 5:3-1 2,16)
  - 7. Housing for the Homeless and Runaways (Leviticus 25:35; Proverbs 19:17; Luke 3:11; II Corinthians 8: 14-15)
  - 8. Care for and assist handicapped individuals (Leviticus 19:32; Isaiah 35:5; Mark 7:37; Luke 7:32,14: 13-1 4)
  - 9. To provide ministry to homosexuals and prostitutes, so they may be taught the Gospel of Jesus Christ (I Corinthians 1:27-3 1,6:9-1 1; Hebrews 10:22; Luke 14: 12-24; Matthew 22:2-10, John 8:1-1 1).
  - 10. To provide child placement services and adoptive services (Psalm 127:3; Isaiah 54:1; Mark 10:14; Numbers 3:13).
  - 11. To establish a credit union for Covenant Fellowship Partners of the church (Psalm 72:4, 1 12:5; Malachi 3:10; Deuteronomy 15:7-1 1, 28:12, 44; Matthew 5:42; Proverbs 3:9; Nehemiah 1 1:38).
  - 12. Housing for those with addictive behavior (Luke 4:118).
  - 13. Drug and Alcohol Program (Isaiah 5: 1 1, 19: 14,20; Habakkuk 2: 15; Joel 2:32; Matthew 9: 12; Psalm 121:2).
  - 14. The mentally disturbed (Matthew 4:24, 17: 15).
  - 15. To establish and maintain an educational institution and not for pecuniary gain; for the establishment, maintenance and support of a private Christian elementary and secondary schools (Christian Academy) at which both charity and pay students shall be received; for the establishment, maintenance, and support of a private Christian day care center and nursery school (Mark IO:1 4; Luke 18:16-1 7) at which both charity and pay 'students shall be received.

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16. To establish and maintain a theological college of higher education and training in the Bible, Biblical languages, Christian theology and literature and such training in the mathematics, history, science, languages and scripture as are needful and appropriate to the education and training of ministers of the Gospel and missionaries in foreign and home fields, Bible teachers, and other Christian workers in various lines of religious, benevolent and philanthropic work. The institution shall grant appropriate degrees and provide for the proper regulation and control of its students. The institution shall offer admittance and equal advantages to all students who possess the requisite literary, moral and other qualifications, irrespective of their particular denomination or religious profession and both charity and pay students shall be used to extend the charity work, but no part of the income shall be received, wherein the income from the pay students shall be used to extend the charity work, but not part of the income shall ever be paid or distributed to its Covenant Fellowship Partners, Elders or officers, other than reasonable compensation for services rendered. Such institutions within the church shall have a racially nondiscriminatory policy towards students and shall not discriminate against applicants and students on the basis of race, color and national or ethnic origin. (Psalms 40:9-10; John 14:26; I Peter 4:6; II Timothy 2:2,24-25; I Corinthians 14:12).
17. To establish and maintain a Christian bookstore for the benefit of the students and Covenant Fellowship Partners of the church and their guests (Psalm 68:11; Acts 13:39).
18. To operate under the name as set forth in Article I above; to adopt and assumed names in the furtherance of its nonprofit, tax-exempt purposes (Genesis 17:5, 32:28; Acts 13:9; Matthew 1:23; Revelation 2:17); to exercise such other and incidental powers as may reasonably be necessary to carry out the purposes for which the church is established, provided that such incidental powers shall be exercised in a manner consistent with its tax exempt status as a religious organization as set forth in Section 501 (c)(3) of the internal Revenue Code of 1986 as amended, of the United States of America.

The several clauses contained in this Article shall be constructed both as purposes and powers and the statements contained in each clause, shall except where otherwise expressed, be in no wise limited or restricted by reference to or inference from the terms of any other clauses, but shall be regarded as independent purposes and powers.

19. To join, merge or unite with any other church or religious society having the same ideals, aims and purposes of this church; to associate and cooperate freely with other churches and with missionary organizations and branches as a free and independent fellowship body in accord with its own conscience and the wisdom of God, as the church perceives it to be, but in every case and in every act and in practice or association does and shall do so as a free church, always retaining its sovereignty and independence, and in no case whatsoever as an act of subjection nor precedent or amenability nor as an active or passive or implied affiliation nor in any as relinquishing its perpetual legal independence and sovereignty as a church. (Acts 5:12-14; I Corinthians 1:10, 6:17; Ephesians 4:16)
20. To employ qualified counsel and other necessary personnel to carry out the purposes of this church. (Titus 3:13; James 5:4)
21. To further all religious and charitable work and for such purposes to adopt and establish By-Laws, rules, regulations in accordance with the law and not inconsistent with this Articles of Incorporation. (Joshua 1:7-B; Habakkuk 2:2-3; Romans 7:12, 10:4)
22. To do all those things allowed and permitted to be done under.
23. The activities of such auxiliary organizations shall always be conducted in such a manner as will advance the best interests of the church, The By-Laws and other regulations of all auxiliary organizations shall be consistent with this Constitution and By-Laws and with the objects of the church. In the event of any conflict of opinion or ruling between the Board of Elders and any auxiliary organization, the Preaching Elder/Pastor shall have the power to overrule and take precedence over any such organization, and withdraw the churches approval of same. Upon revocation of approval, such auxiliary organization shall immediately cease representing, by name or otherwise, that it is connected with this church and of all property of the organization shall belong to the church.

CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

**ARTICLE XXI - INDEMNIFICATION OF TRUSTEES, OFFICERS, ELDERS,  
AND EMPLOYEES**

The church shall indemnify the Board of Elders, Trustees, officer or employee, or former Elders, Trustees, officer or employee of the church against expenses actually and necessarily incurred by him/her in connection with the defense of any action, suit or proceeding in which he/she is made a party by reason of being or having been such Elders, Trustees, officer or employee, except in relation to matters as to which he shall be adjudged in such action, suit or proceeding to be liable for negligence or misconduct in the performance of duty.

**ARTICLE XXII - EXEMPT STATUS AND DISSOLUTION**

This corporation is organized exclusively for religious purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under Section 501 (c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law).

No part of the net earning of the corporation shall inure to the benefit, or be distributable to its Covenant Fellowship Partners, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of its purposes. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

Notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under section 501 (c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future federal tax code or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code of 1986 or any other corresponding provision of any future federal tax code.

Upon the dissolution of the corporation, the Board of Elders shall after paying or making provisions for the payment of all the liabilities of the corporation, dispose of all of the assets of the corporation exclusively for the purpose of the corporation, or for one or more other exempt purposes, in such manner, or to one or more organizations described in Sections 501 (c)(3) and 170(c)(2) of the Internal Revenue Code of 1986, operated exclusively for charitable, educational, religious or scientific purposes as shall at the time qualify as an exempt organization or organizations under section 501 (c)(3) of the Internal Revenue Code of 1986 (or corresponding provision of any future federal tax code), as the Board of Elders shall determine. Any of such assets not so disposed of shall be disposed of by a court of appropriate jurisdiction exclusively for such purposes or to such organization or organizations, as said court shall determine which are organized and operated exclusively for such purposes.

**ARTICLE XXIII - GENDER**

In referring to elders, trustees, officers, chairmen, Covenant Fellowship Partners, deacons, incorporators or assistants within these By Laws, words of any gender shall be deemed to include any other gender, and a reference to the singular shall include the plural, and vice versa, unless the context indicates that such reading would be inappropriate.

CONSTITUTION AND BYLAWS OF CROSSROADS EVANGELICAL COMMUNITY CHURCH

**ARTICLE XXIV - ORDER OF BUSINESS**

Business meetings shall be governed by the accepted rules of parliamentary procedure, and should be conducted in the Spirit of Christ, and in brotherly counsel. The regular order of business for the annual meeting of the Board of Elders shall be as follows:

1. Devotional
2. Reading of Minutes
3. Report of Secretary
4. Report of Treasurer
5. Reports of Committees
6. Unfinished Business
7. Ratification of Officers
8. New Business
9. Adjournment

**ARTICLE XXV – AMENDMENTS**

A majority of the Covenant Fellowship Partners having voting rights shall have the power to amend the By-Laws or adopt new By-Laws provided that the By-Laws at no time shall contain any provisions inconsistent with the Articles of Incorporation and these changes are ratified by the affirmative vote of the Founding Preaching Elder/Pastor.

Authorized Signatures:

\_\_\_\_\_  
Rev. James E. Schroeder III  
Preaching Elder/Pastor

\_\_\_\_\_  
Mr. Kenneth Long  
Board of Trustees

\_\_\_\_\_  
Mr. Brian Gardner  
Board of Trustees

\_\_\_\_\_  
Mr. Brian Stahre  
Board of Trustees