

The
Constitution and By-Laws
of
Crossroads Evangelical Free Church
Plymouth, Indiana

November 13, 2022

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Preamble

We, the members of Crossroads Evangelical Free Church, having the mission to love, connect, and serve on the journey with Christ, adopt this Constitution and By-Laws in order to promote the work of Jesus Christ and His Body in our local community and around the world. Together in simple unity we seek to glorify God through times of worship, to edify the body through teaching and fellowship, and to share the love of Christ with the world through evangelism and service.

Evangelical Free Church Association Affiliation

Crossroads Evangelical Free Church affirms its membership in the Evangelical Free Church Association since October 1995 and our adoption of the Evangelical Free Church Association's Statement of Faith as Crossroads' Statement of Faith.

EFCA Statement of Faith

Adopted by the Conference on June 2019

The Evangelical Free Church of America is an association of autonomous churches united around these theological convictions:

God

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory. (Genesis 1:1-2; Matthew 1:22-23; John 1:1; 5:17-18; 10:30; 14:15-26; 16:7-15)

The Bible

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises. (2 Timothy 3:16-17; 2 Peter 1:20-21; Matthew 5:18)

The Human Condition

3. We believe that God created Adam and Eve in His image (Genesis 1:27), but they sinned when tempted by Satan (Genesis 3). In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath (Romans 5:12-21). Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed (John 3:5-8).

Jesus Christ

4. We believe that Jesus Christ is God incarnate, fully God (John 1:1) and fully man (Hebrews 2:14), one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary (Luke 1:34-35). He lived a sinless life, was crucified under Pontius Pilate (1 Corinthians 15:3; Hebrews 7:27), arose bodily from the dead (John 20:24-29), ascended into heaven (Acts 1:1-9) and sits at the right hand of God the Father (Colossians 3:1) as our High Priest and Advocate (Hebrews 7:25-26; 1 John 2:1).

The Work of Christ

5. We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins (Hebrews 9:22-28, Romans 4:25). His atoning death and victorious resurrection constitute the only ground for salvation (John 1:10-13; 6:37-40; Ephesians 1:13-14).

The Holy Spirit

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt (John 16:7-15). He regenerates sinners (John 3:5-8), and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells (1 Corinthians 12:13), illuminates, guides (John 14:26), equips and empowers believers for Christ-like living and service (Ephesians 5:18-21).

The Church

7. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head (Colossians 1:18-22). The true church is manifest in local churches, whose membership should be composed only of believers (1 Corinthians 1:2; Acts 2:47b). The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel (Matthew 28:19-20, 1 Corinthians 11:23-26). Though they are not the means of salvation (Ephesians 2:8), when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

Christian Living

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose (Ephesians. 2:10). God commands us to love Him supremely and others sacrificially (Mark 12:30-31), and to live out our faith with care for one another (1 Thessalonians 5:11, 15), compassion toward the poor (James 1:27) and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name (Ephesians 6:10-18), we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people (Matthew 28:19), always bearing witness to the gospel (Acts 1:8) in word and deed (Matthew 5:13-16).

Christ's Return

9. We believe in the personal (Acts 1:11), bodily and glorious (II Thessalonians 1:10; Titus 2:13) return of our Lord Jesus Christ. The coming of Christ (Mark 13:33-37; Revelation 22:20), at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission (Titus 2:11-14).

Response and Eternal Destiny

10. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world (Revelation 20:7-15), assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord (1 Corinthians 15:51-53; 1 Thessalonians 4:13-18) in the new heaven and the new earth, to the praise of His glorious grace. Amen.

Article I. Name

The name of this organization shall be Crossroads Evangelical Free Church of Plymouth, Indiana.

Article II. Organizational Structure

We recognize Jesus Christ to be the head of Crossroads Evangelical Free Church. Crossroads shall be Elder Team led, staff managed.

Article III. Membership

Section 3.01 Qualification

- (a) Any person of at least eighteen (18) years of age who knows the Lord Jesus Christ as his/her Savior, indicates a desire to be obedient to His Word, embraces the views of faith and practice held by this church, and will commit to care for this body by attendance, service, use of their gifts, prayers and financial support may become a Member. Church membership is valuable in that it promotes commitment to the local body and allows us to govern ourselves.

Section 3.02 Admission

- (a) All persons expressing a desire to become a Member will be strongly encouraged to participate in our Connecting on the Journey class. Each person will be asked to: (1) submit a written membership application & affirm their commitment to the Crossroads Membership Covenant; (2) meet with at least one (1) Elder or Pastor where they will ~~and~~ share their testimony as part of a membership interview.
- (b) Approval of each candidate must be by unanimous vote of the Elder Team and the absence of any Scripturally-based objection by the congregation.

Section 3.03 Conduct

- (a) Members are to conduct themselves in a manner worthy of the Lord Jesus Christ by being an example, both to those in the church and those who do not yet know Christ, in their speech and conduct. Members are expected to be growing in the likeness of the character qualities of Christ in thought, attitude, speech, and action, and abstain from all appearance of evil in word and deed. Members shall be expected to lovingly respect and cooperate with the pastors and Elders of the church for the advancement of the work, to faithfully exercise their gifts, and to attend the services of the church. Likewise, they are expected to agree with and abide by the Statement of Faith and the Constitution and By-Laws of the church.
- (b) A Member who lives contrary to the Scriptures shall be personally sought out and lovingly admonished according to Article XVII: Discipline.

Section 3.04 Transfer and Removal from Membership

- (a) Any Member who wishes to withdraw their membership or transfer their membership to another church shall request a letter from the Pastor stating the Member's desire to transfer or be removed.
- (b) Any Member absent for twelve (12) months or more will receive a letter from a Pastor or Elder concerning his spiritual life and desire to continue in the Lord's work within this body. If there is no communication from the Member in response to this letter, the Member may be dropped from the membership. The Member shall be informed of this action.

Section 3.05 Voting

- (a) See Section 13.04 - Voting.

Article IV. Trustees

Section 4.01 Responsibilities

- (a) The Trustees shall be responsible on behalf of the church for signing legal documents, entering financial obligations and the purchase and sale of real estate. Any such transaction shall require the signature of two (2) trustees.

Section 4.02 Number & Appointment

- (a) The Elder Team shall annually self-appoint three (3) Elders from the Elder Team to serve as trustees.

Section 4.03 Team Composition

- (a) The trustee positions shall be President, Treasurer, and Secretary.

Article V. Elder Team

Section 5.01 Purpose & Responsibilities

- (a) Elder: “overseer, bishop”
- (b) The Elder Team is responsible for assisting the pastoral staff in the spiritual duties of the church, primarily in matters such as spiritual advice, leadership accountability, church discipline, making disciples, shepherding the flock, setting the vision and direction of the church, and overseeing church doctrine.
- (c) The Elder Team is to oversee the spiritual life of the church. This means they are to regularly oversee and give counsel to all current and future ministries of this church and to oversee its administrative affairs and the welfare of its pastors and their families.

Section 5.02 Qualifications

- (a) An Elder shall be a male Member of this church who has attended regularly for a minimum of three (3) years in good standing and must be a person full of the Spirit and wisdom and able to lead in the operations of the church.
- (b) His character must be consistent with the ideals given in scripture (1 Timothy 3:1-7, Titus 1:6-9 and 1 Peter 5:1-11):
 - (i) Above reproach
 - (ii) Husband of one wife
 - (iii) Temperate
 - (iv) Self-controlled
 - (v) Respectable
 - (vi) Hospitable
 - (vii) Able to teach
 - (viii) Not given to drunkenness
 - (ix) Not quarrelsome
 - (x) Not a lover of money
 - (xi) Not violent but gentle
 - (xii) Must manage his own family well

- (xiii) Children obey him with proper respect
- (xiv) Not a recent convert
- (xv) Must have a good reputation with outsiders
- (xvi) Blameless
- (xvii) Not overbearing
- (xviii) Not quick-tempered
- (xix) Not pursuing dishonest gain

Section 5.03 Functions

- (a) Work under the authority of Christ
- (b) Be devoted to prayer and ministry of the Word (Acts 6:4)
- (c) Pray for the congregation
- (d) Hire the Senior Pastor
- (e) Conduct Senior Pastor reviews
- (f) Approve the application of new Members
- (g) Approve the hiring and dismissal of staff
- (h) Shepherd the congregation
- (i) Make disciples (Matt 28:19-20)
- (j) Administer church discipline
- (k) Maintain unity and peace
- (l) Uphold and protect church doctrine
- (m) Adhere to the Constitution & By-Laws
- (n) In conjunction with appropriate Pastoral Staff, oversee Ministry Teams and Leadership Development
- (o) Oversee preparation of the church budget and submit it to the congregation for approval
- (p) Oversee Congregational Meetings as necessary
- (q) Oversee the taking of communion

- (r) Serve the congregational needs
- (s) Teach

Section 5.04 Elder Team Structure

- (a) The Elder Team shall consist of a minimum of five (5) active Elders including the Senior Pastor.
- (b) The Elder Team shall have no more than twelve (12) active Elders.
- (c) An active Elder cannot also be paid staff, with exception of the Senior Pastor.
- (d) The Elder Team shall annually elect a Lead Elder from among the active Elders. The Senior Pastor may not serve as Lead Elder.

Section 5.05 Terms

- (a) An Elder's term of office shall be for three (3) years after which he may not serve as an Elder for one (1) year. There shall be no limit to the number of terms an Elder may serve; however, each term shall be established in accordance with Section 5.06 in its entirety. The Senior Pastor shall be excluded from the provisions of this entire paragraph.
- (b) Elders' terms shall be staggered so that no more than half (50%) expire in any one (1) year.
- (c) Terms begin January 1.

Section 5.06 How Added

- (a) The Elder Team shall work together to develop a list of Elder candidates.
- (b) Each individual candidate shall be asked if he desires to be an Elder. If he does not desire, the process of selection stops immediately without coercing.
- (c) The Elder Team shall nominate a candidate and submit the nominee's name to the congregation for consideration. Each nominee shall be voted on individually with a "yes" or "no" vote.
- (d) A minimum of two (2) weeks shall be given to hold a Congregational Meeting to vote on the person being an Elder. During that period, anyone knowing a biblical reason that the nominee should not be an Elder should bring those reasons to the Elder Team.
- (e) Absent any valid reason to the contrary, the person shall be voted on at a Congregational Meeting and seated based on at least three-fourths (75%) affirmative vote. Voting shall be by Members only. Members present at the meeting shall vote by secret ballot. Absentee votes cast prior to the meeting shall also be accepted.

Section 5.07 Removal

- (a) An Elder may voluntarily resign from Eldership at any time.
- (b) Anytime an Elder is found to be unqualified, he shall immediately resign and work on the area of disqualification.
- (c) A member of the congregation who believes an Elder is not Biblically qualified shall submit his concern to the Elder Team. The Elder Team shall take the concern under advisement and review.
- (d) No accusation shall be entertained against an Elder unless confirmed by two or more witnesses (1 Timothy 5:19).
- (e) An Elder who persists in sin shall be rebuked and admonished in the presence of all, so that the rest may be warned and stand in wholesome awe and fear (1 Timothy 5:20).
- (f) An Elder may be removed from service due to:
 - (i) Character traits inconsistent with the position (1 Timothy 3:1-7; Titus 1:5-9).
 - (ii) False teaching (Galatians 1:6-9; Titus 1:9-11; Jude).
 - (iii) Rebellious or uncooperative spirit or unwillingness to adequately perform assigned task.
- (g) An Elder shall be removed from service by two-thirds vote (66%) of the Elder Team.

Section 5.08 Voting

- (a) Decisions made by the Elder Team are to be by consensus or, when required, by majority vote.

Section 5.09 Meetings

- (a) The Elder Team shall meet a minimum of once per month to discuss ministry and health of the body.
- (b) Minutes shall be kept for all business meetings.
- (c) When a conflict of interest exists, an Elder shall recuse himself from the vote and remove himself from the room while discussion occurs.
- (d) Staff members may attend Elder Team meetings as non-voting members at the invitation of the Senior Pastor and Elder Team.

Article VI. Senior Pastor

Section 6.01 Purpose

- (a) This individual must function as a humble servant of Christ in our body. He should be a living demonstration of the reality of Christ, with a growing heart for God, a growing love for people, Godly character and a firm commitment to the Scriptures. He should also fully embrace our philosophy of ministry and values, be willing and available to serve as a Pastor and must be in agreement with the Crossroads Evangelical Free Church's Statement of Faith.
- (b) The Pastor shall be an example to the flock of God by keeping himself free from all worldly entanglements and above reproach in all matters of conduct and finance. It shall be his duty to preach the Word, exercise prayerful and diligent oversight of the church, watch for the souls thereof as one that must give account, and to earnestly seek the salvation of the lost, that in all things he may be approved unto God. The Pastor shall be recognized as head of the local church and shall be responsible for the public services and general promotion of the church activities.

Section 6.02 Qualifications

- (a) Meet the qualifications of Elder (See Section 5.02 - Elder Qualifications).
- (b) Conform to the qualities set forth in 1 Timothy 4:7-16, 2 Timothy 2:14-15, and 2 Timothy 4:2.
- (c) Possess spiritual maturity and Christian character as evidenced according to Galatians 5:22-23.
- (d) Have the ability to lead and have a servant spirit which enables him to submit to the authority of God while lovingly exercising that authority as he ministers to the people of God (John 13:1-17; 1 Corinthians 4:1-2; Philippians 2:1-11).

Section 6.03 Roles

- (a) Preach and teach the Word of God. Shepherd, guide, advise, and provide spiritual leadership to the Elders and Church Body.
- (b) Be jointly responsible with the Elder Team for the functions of ministry.
- (c) Oversee the daily operations of the Church.
- (d) Perform all functions related to the office of Pastor and see that they are performed per job description.
- (e) He or his designee shall hold each member of the pastoral staff accountable for his or her assigned ministry. Be ultimately responsible for the overall supervision, direction, counseling and job performance evaluations of the members of the pastoral, administrative and other Support Staff in the discharge of their individual and collective duties.

- (f) He or his designee shall employ and dismiss Church Staff members with the consultation of the Elder Team.

Section 6.04 Term

- (a) The term of Senior Pastor shall be for an indefinite period of time.
- (b) In the absence of a Senior Pastor, all responsibilities will revert to the Elder Team or an interim Pastor determined by the Elders.

Section 6.05 How Added

- (a) In accordance with Article XVI, a Senior Pastor Search Team shall conduct a search and recommend a Senior Pastor candidate to the Elder Team.
- (b) The Elder Team shall determine by consensus whether to accept the Pastoral Search Team's recommendation. The Elder Team shall then bring the Senior Pastor candidate before the congregation in a properly-noticed Congregational Meeting.
- (c) Only one (1) Senior Pastor Candidate shall be presented to the congregation at one time.
- (d) The congregation shall accept the recommendation for Senior Pastor by at least three-fourths (75%) affirmative vote. Voting shall be by Members only. Members present at the meeting shall vote by secret ballot. Absentee votes cast prior to the meeting shall also be accepted.

Section 6.06 Removal/Resignation

- (a) The Senior Pastor may resign at any time and for any reason by giving written notification and sixty (60) days notice of such intention.
- (b) The Senior Pastor may be removed from service due to:
 - (i) Character traits inconsistent with the position (1 Timothy 3:1-7; Titus 1:5-9).
 - (ii) False teaching (Galatians 1:6-9; Titus 1:9-11; Jude 1:3).
 - (iii) Rebellious or uncooperative spirit, unwillingness to adequately perform assigned task.
 - (iv) Long term incapacity to perform.
- (c) No accusation shall be entertained against the Senior Pastor unless confirmed by two or more witnesses (1 Timothy 5:19). A Pastor who persists in sin shall be rebuked and admonished in the presence of all, so that the rest may be warned and stand in wholesome awe and fear (1 Timothy 5:20).

- (d) A Pastor will be deemed unfit to serve by a three-fourths (75%) vote of the Elder Team. The Senior Pastor shall be entitled to thirty (30) days notice, with pay, upon his dismissal. In the event of immorality or false teaching, the Elder Team may rescind the thirty (30) days notice, at which time employment will be terminated without pay.

Section 6.07 Automatic Membership

- (a) The Senior Pastor shall serve as a voting Elder and a Member of the Church.
- (b) The Senior Pastor shall be an ex-officio member of all church teams but will not have voting rights on these teams. He may attend the meetings at his discretion.

Section 6.08 Responsible To

- (a) The Senior Pastor shall regularly report to, be accountable to, and serve alongside the Elder Team.

Article VII. Associate Pastor

Section 7.01 Qualifications

- (a) Meet the qualifications of Elder (See Section 5.02 - Elder Qualifications).
- (b) Additional qualifications may be determined by the Senior Pastor and approved by the Elder Team.

Section 7.02 Roles

- (a) Support the ministries of the Church as determined by the Senior Pastor and approved by the Elder Team.

Section 7.03 Term

- (a) The term of an Associate Pastor shall be for an indefinite period of time.

Section 7.04 How Added

- (a) The Senior Pastor shall be responsible for the process of selecting and recommending his preferred Associate Pastor candidate to the Elder Team.
- (b) The Elder Team shall determine by consensus whether to accept the Senior Pastor's recommendation and appoint the new Associate Pastor.

Section 7.05 Removal/Resignation

- (a) The relationship between an Associate Pastor and this church may be changed by resignation, mutual agreement, or removal by the Senior Pastor with consent of the Elder Team. It is understood that dismissal of an Associate Pastor is not subject to church Member action or review.
- (b) No accusation shall be entertained against an Associate Pastor unless confirmed by two (2) or more witnesses (1 Timothy 5:19). A Pastor who persists in sin shall be rebuked and admonished in the presence of all, so that the rest may be warned and stand in wholesome awe and fear (1 Timothy 5:20).

Section 7.06 Responsible To

- (a) Each Associate Pastor shall be accountable for their ministry to the Senior Pastor or his designee.
- (b) A job performance review shall be conducted at least once per year by the Senior Pastor or his designee.

Article VIII. Ministry Staff

Section 8.01 Definition

- (a) The Church Staff shall consist of the paid positions of Senior Pastor, other pastors, and ministry staff deemed necessary to effectively carry out the ministry of the church.
- (b) The relationship of all ministry staff within this church shall be determined by the Senior Pastor and Elder Team and put into writing as a job description before any position is filled. This job description may be changed by mutual agreement of the staff person and the Elder Team.

Section 8.02 Qualifications

- (a) Ministry staff shall have at least the same qualifications of deacon or deaconess (1 Timothy 3:8-12).
- (b) Ministry staff shall submit and be accountable to the membership requirements, and preferentially become a church member, as part of the hiring process.

Section 8.03 Term

- (a) The ministry staff member's tenure will be for an indefinite period of time, or as defined by employment agreement.

Section 8.04 How Added

- (a) All ministry staff members will be hired and dismissed by the Senior Pastor with the consent of the Elder Team.

Section 8.05 Removal

- (a) The relationship between the staff member and this church may be changed by resignation, mutual agreement, or removal by the Senior Pastor with consent of the Elder Team. It is understood that dismissal of a ministry staff member is not subject to church Member action or review.

Section 8.06 Paid Position

- (a) Ministry staff shall include male and female paid staff who are directly involved in specific ministry such as children's ministry, youth ministry, worship, etc.

Section 8.07 Responsible To

- (a) All ministry staff will be responsible and report to the Senior Pastor or his designee.
- (b) A job performance review shall be conducted at least once per year by the Senior Pastor or his designee.
- (c) Upon the direction and approval of the Elder Team, the Senior Pastor may appoint another Pastor to directly oversee all or some of the Church Staff.

Article IX. Support Staff

Section 9.01 Definition

- (a) The Senior Pastor and Elder Team may deem it necessary to hire one or more non-leadership Support Staff positions to perform the day-to-day operations of the church. Such positions may include, but are not limited to, administrative assistant, bookkeeper, and custodial positions.
- (b) The relationship of the Support Staff with this church will be determined by the Senior Pastor and Elder Team and put into writing as a job description before the person fills the position. This job description may be changed by mutual agreement between the staff person, Senior Pastor, and the Elder Team.

Section 9.02 Qualifications

- (a) Ministry staff shall submit and be accountable to the membership requirements, and preferentially become a church member, as part of the hiring process.

Section 9.03 Term

- (a) The tenure of Support Staff will be for an indefinite period of time, or as defined by employment agreement.

Section 9.04 How Added

- (a) Support Staff will be hired by the Senior Pastor or his designee with the consent of the Elder Team.

Section 9.05 Removal

- (a) The relationship between the staff and this church may be changed by resignation, mutual agreement, or removal by the Senior Pastor with the consent of the Elder Team.
- (b) Dismissal of Support Staff is not subject to church Member action or review.

Section 9.06 Responsible To

- (a) The Support Staff will be responsible and report to the Senior Pastor or a person duly appointed by the Senior Pastor.
- (b) A job performance review shall be conducted at least once per year by the Senior Pastor or his designee.

Article X. Ministry Team Leaders

Section 10.01 Roles & Responsibilities

- (a) Oversee the fulfillment of the Ministry Team's responsibilities.
- (b) Provide status reports to the Elder Team or their designee as requested.

Section 10.02 Term

- (a) Terms shall be for one (1) year and begin January 1.
- (b) There is no limit to the number of consecutive terms a Ministry Team Leader may serve as Team Leader.
- (c) An individual may serve as a Ministry Team Leader for multiple Ministry Teams.

Section 10.03 Qualifications

- (a) Ministry Team Leaders shall have at least the same qualifications of deacon or deaconess (1 Timothy 3:8-12).
- (b) They shall be gifted/skilled in the Ministry Team's area of responsibility.
- (c) They shall be a church Member and have attended regularly for at least one (1) year before becoming a Ministry Team Leader.

Section 10.04 How Added

- (a) The Elder Team shall work together with the current Ministry Team Leader and appropriate staff to develop a list of Ministry Team Leader candidates for each particular Ministry Team.
- (b) One (1) appointee per Ministry Team shall be presented to the congregation at a called Congregational Meeting.
- (c) The congregation shall have the opportunity to raise Biblical concerns about the appointed Ministry Team Leader with the Elders. The Elders shall evaluate Biblical disqualifications brought forth and upon finding a valid disqualification, terminate said Ministry Team Leader's appointment.

Section 10.05 Removal

- (a) A Ministry Team Leader may be removed from their position by:
 - (i) Resignation.
 - (ii) Determination of the Elder Team.

Section 10.06 Responsible To

- (a) Ministry Team Leader shall report to an assigned Elder on the Elder Team or a designee of the Elder Team . In the case a Ministry Team Leader is also a member of Staff, this paragraph shall not apply and the Staff member shall report according to Section 8.07.

Section 10.07 Meetings

- (a) All Ministry Team Leaders shall be part of the Leadership Community.

Article XI. Ministry Teams

Section 11.01 Purpose & Responsibilities

- (a) The purpose of a ministry team shall be to carry out specific ministries or tasks as determined by the Elder Team.
- (b) The Elder Team may establish or discontinue Ministry Teams as they deem necessary. The Elder Team or their designee shall define the team's responsibilities.
- (c) Each Ministry Team shall:
 - (i) When called upon, create and maintain a manual of policies and procedures which shall be approved by the Elder Team.
 - (ii) Prepare a proposed annual budget for the Ministry Team and present it to the the person in charge of finance for incorporation into the overall church budget.

Section 11.02 Structure

- (a) Each Ministry Team shall be led by one Ministry Team Leader.

Article XII. Leadership Community

Section 12.01 Structure

- (a) The Leadership Community shall consist of Pastoral Staff, Elders, Ministry Staff, and Ministry Team Leaders.

Section 12.02 Meetings

- (a) The Leadership Community shall meet together at least semi-annually.

Article XIII. Congregational Meetings

Section 13.01 Purpose

- (a) The purpose of Congregational Meetings shall be to enhance the body life of the church by providing the congregation a forum for input and feedback to the leadership.
- (b) At the annual Congregational Meeting the Elders shall present the annual budget and any other business requiring a vote of affirmation.

Section 13.02 Time

- (a) An annual Congregational Meeting shall be held on or before the second Sunday of November. This meeting shall be noticed, at minimum, two (2) weeks prior to the meeting.
- (b) Other Congregational Meetings may be held when determined necessary and shall be noticed at minimum two (2) weeks prior to the meeting.

Section 13.03 Required Notice

- (a) All Congregational Meetings shall be announced from the pulpit and via the church bulletin at minimum. Such notice shall be made prior to the meeting date each of the weeks required for proper notice.

Section 13.04 Voting

- (a) Each Member shall have one (1) vote on matters requiring voting by the Members of the church.
- (b) Votes of affirmation shall be taken on certain issues and shall require at least three-fourths (75%) affirmative vote of Members present at the meeting, or of Members present and Members casting an absentee vote in the case absentee voting is permitted.
- (c) Voting may be carried out by a vocal call of the congregation unless a secret ballot is required by the Constitution and By-Laws. If a vocal vote of the congregation has a significant number of negative votes the Elders may require a secret ballot at their discretion.
- (d) Absentee voting shall not be permitted unless explicitly stated otherwise in the Constitution and By-Laws.
- (e) Proxy voting shall not be permitted.
- (f) Congregational approval by three-fourths (75%) affirmative vote of the Members is required for borrowing money or purchase and disposal of real property.

Article XIV. Budget

Section 14.01 Fiscal Year

- (a) The church's fiscal year shall be January 1 to December 31.

Section 14.02 Preparation and Distribution

- (a) The timeline and process for preparation of the church budget shall be consistent with the policies outlined in the Finance Ministry Team's Policy and Procedures Manual.
- (b) The proposed church budget shall be distributed to the congregation at least two weeks prior to it being brought to vote.

Section 14.03 Voting

- (a) The initial vote on the church budget shall be no later than the annual Congregational Meeting held in November of each year.
- (b) A minimum of three-fourths (75%) affirmative vote of the Members of the congregation is required to approve the church budget. The vote shall be conducted by secret ballot.
- (c) In the event the church budget is not passed on first attempt, further votes shall be taken at properly-noticed Congregational Meetings.
- (d) The church budget shall be adopted no later than December 31 of the preceding year. In the event a budget is not adopted by December 31, the prior year's budget will be implemented via continuing resolution until such time as a new budget is adopted.

Article XV. Property

- (a) In case there is an irreconcilable division within this church which threatens its unity or existence (from which we pray God by His mercy to preserve us), the Great Lakes District of the Evangelical Free Church Superintendent along with the Great Lakes District Board shall intervene to mediate the situation. The Great Lakes District Board shall have the authority in such case to decide which group will remain as Crossroads Evangelical Free Church and therefore retain title to all rights and assets which the church owns. If a Great Lakes District Board member has been a regular attender of Crossroads, then that member shall recuse himself from any decisions of the Great Lakes District Board regarding mediation of the dispute.

- (b) In case of dissolution of this church organization, the property shall be assigned to the Great Lakes District Conference of the Evangelical Free Church to enable said conference to renew the work or use the values thereof for further Gospel enterprises. The church shall be considered dissolved if so decided by the organization.

Article XVI. Senior Pastor Search Team

Section 16.01 Purpose & Responsibilities

- (a) When the Senior Pastor vacancy occurs, the Elder Team shall first approve a description of the responsibilities of the new Senior Pastor.
- (b) A Pastoral Search Team shall then be formed to search out prospective candidates. The Pastoral Search Team shall make use of Evangelical Free Church of America (EFCA) resources and other organizations and contacts.
- (c) Upon successfully completing a search for a Senior Pastor, the Pastoral Search Team shall recommend a suitable candidate to the Elder Team.

Section 16.02 Search Team Qualifications

The following qualifications should be sought for members of the team:

- (a) Active Member of the local congregation.
- (b) Known for prayer and spiritual maturity.
- (c) Respected by the congregation.
- (d) Will commit self to the time and energy necessary to complete the task.

Section 16.03 Organization

- (a) A Pastoral Search Team shall be made up of at least one (1) Elder, one (1) Pastor, if applicable, and a minimum of four (4) Members of the Church as appointed by the Elder Team.
- (b) The team shall have a minimum of five (5) and maximum of nine (9) members and have an odd number.
- (c) In the case of an Elder's term of office expiring during the search process, he shall retain membership on the Pastoral Search Team.
- (d) In the event a member of the Pastoral Search Team resigns, the Team may request replacement of the member.

Article XVII. Discipline

The New Testament clearly teaches that the church is to be a community of support, nurture, service, and also discipline. Admonishing one another is an important component of Christian love as depicted in the Bible. We believe that admonition based on nothing more than personal opinion is presumptuous and arrogant. However, with the Word of God, we have a basis for correcting each other, and such correction, when practiced in a spirit of grace and acceptance, has life-transforming power. Thus, Paul says, “And concerning you, my brethren, I myself also am convinced that you yourselves are full of goodness, filled with all knowledge, and able also to admonish one another” (Romans 15:14).

Discipline shall be exercised in accordance with the principles stated in Matthew 18:15-20, Titus 3:10-11, and 1 Corinthians 5:1-13. It will be exercised for the purpose of maintaining the purity of the church both doctrinally and morally. This is to be done with the intent of restoring a fallen brother or sister (Galatians 6:1). Biblical discipline as outlined in Matthew 18:16 derives from the Old Testament principles found in Deuteronomy 19:15-20. To that end, church discipline must be careful to adhere to those principles. Evidence of sinful behavior must be established by two or three witnesses. After the allegations are brought to the Elder Team, it is the responsibility of the Elders to make a thorough investigation and determination of the facts. If the allegations are found to be untrue, then the Elders shall seek repentance from the accusers. If the accusers are not repentant of their actions and decline to make appropriate reparations as determined by the Elders, then the church discipline process shall be administered with those persons.

When a person is in need of restoration, it can be painful and overwhelming. Crossroads Evangelical Free Church has chosen to come alongside those suffering the consequences of their sin by offering support and guidance through a carefully guided process of restoration. It is our intent that through this restoration process a person may find renewal and restoration to God, family, and the body of Christ. It ensures that the person seeking renewal, the restoration team and the church as a whole share a mutual understanding of what is to take place. We serve and trust in a God who has repeatedly shown He is capable of redeeming the most difficult and desperate of situations. It is with confidence in God’s ability and obedience to God’s will that through restoration we will be able to see the Lord’s finished work and rejoice in renewal through Christ (*source: Ben Cachiaras, Mountain Christian Church, Joppa, Maryland*).

*Who Does It?*¹

- It begins with a Christian who cares (Matthew 18:15-20).
- It calls for Christian leaders who are spiritually mature (Galatians 6:1-5; Hebrews 13:17; 2 Timothy 4:1-5).

A team of three (3) people consisting of at least one Pastor or Elder shall constitute a restoration team. If any Member shall conduct himself in a manner which is not in harmony with Scriptural principles, they shall be interviewed and counseled by the group as indicated in the Word of God (Matthew 18:15-17;

¹ Sections contain material from Dr. Don Green, Ph. D. Used with permission.

Galatians 6:1). Love will be the sole motivating force in these interviews with restoration of the member being the ideal goal.

If, however, the Member should choose to continue their unrepentant condition, the restoration team shall recommend to the Elder Team that the Member be deprived of their membership. Should the Elder Team agree, that Member will be dropped from the membership.

- It demands a congregation that has a conscience about sin and a concern for souls. “Where Christians live together, the time must inevitably come when in some crisis one person will have to declare God’s Word and will to another....The basis upon which Christians can speak to one another is that one knows the other as a sinner, who, with all his human dignity is lonely and lost if he is not given help” (source: *Dietrich Bonhoeffer, Life Together, 105*).

Who Requires It?

- The immoral Member who refuses to repent (1 Corinthians 5:1-11).
- The self-seeking Member who causes division (Romans 16:17-18; Titus 3:10-11).
- The deceptive Member who teaches false doctrine (2 John 7:11; 1 Timothy 1:18-20).
- The idle Member who does not obey apostolic authority (2 Thessalonians 3:6-15).

Why Is It Necessary?

- Our love for Christ requires that we preserve the moral integrity of the Christian community.
- Our love for the church requires that we recognize the effects of sin and refuse to condone it for the sake of our witness before a watching world.
- Our love for the erring Christian requires that we seek the redemption of the offender by confronting them with the need for repentance and complete surrender to Christ’s lordship.

“There is no such thing in a church of Christ as freedom to say and do those things which are not in harmony with the will of Christ or with the guidance of the Holy Spirit revealed in the Scriptures” (source: *James DeForest Murch, The Free Church, 65*).

Why Is It So Difficult?

- It is done in a cultural context of individualism, independence, and isolation that are substitutes for the intimacy of true Christian community.
- It demands that we hold in tension the love of God and the holiness of God; grace and truth; the readiness of God’s people to accept the way of holiness and the reluctance to confront unholiness in others at the risk of happiness.

How Should It Be Carried Out?

- The attitude should reflect our desire always to save never to sever; to be redemptive not destructive (1 Corinthians 5:5; James 5:19-20).
- The approach should reflect our desire to keep a matter as private as possible for as long as possible and our persistence to leave nothing untried to lead one to repentance for the purpose of restoration not retribution (Matthew 18:15-17).
 - The sinning person should be first confronted privately, without other consultation.
 - Confrontation must be very clear, with clearly state goals.
 - The circle of informed persons is enlarged only for the sake of redemption.
- The action taken should fit the offense (private or public) and merely confirm what the offender has done by their actions (Matthew 18:17-20).
 - A spirit of gentleness must prevail.
 - While working for restoration, intentional alienation may be necessary.
 - Repentance is a source of joy for all, with restoration to be as complete as possible.

What's Next?

- The church must be ready to restore the repentant (2 Corinthians 2:5-11; 7:8-13)
 - “Forgive them.”
 - “Comfort him.”
 - “Reaffirm your love to him.”

Article XVIII. Positional Statements

Section 18.01 Policy on Marriage and Human Sexuality

Introduction

This is a policy statement on the beliefs of Crossroads Evangelical Free Church regarding religious beliefs concerning marriage and human sexuality and our policies based upon the necessary application of our faith to life and practice.

What We Believe About Marriage and Human Sexuality

We believe, based on the teaching of the Scriptures in both the Old and New Testaments, that marriage is an institution ordained by God from the foundation of the world, and intended as a lifelong union of one man and one woman. This idea is supported by the account of creation in Genesis chapters 1 and 2. Genesis 1:26-28 provides that God created man in His own image, both male and female. The passage implies that a unity of one man and one woman is in some way necessary to fully represent the image of God in mankind.

Genesis chapter 2 provides a more detailed account in which God created the first man, Adam, and decided that it was not good for him to be alone. (Genesis 2:18). God indicated that He would make “a suitable helper for him.” God brought all of the animals to Adam, but none of them was a suitable helper for him, so God then created Eve, the first woman, from part of Adam himself. God did not create a second man to be Adam’s helpmate, or an assortment of multiple women, but rather one woman. Together they were man and wife and had “no shame” or sin in their union with each other. (Genesis 2:15-25).

Jesus, the fully divine and fully human incarnation of God, the Second Person of the Trinity, reaffirmed the teaching of the Old Testament when He said, as recorded in Matthew 19:4-6, *“Haven’t you read, he replied, that at the beginning the creator made them male and female and said for this reason a man will leave his father and mother and be united to his wife and the two will become one flesh. So they are no longer two, but one. Therefore what God has joined together, let not man separate.”*

The Apostle Paul, writing authoritatively under the inspiration of the Holy Spirit, states in Ephesians 5:22-32 that marriage is not merely a human institution, but is a special divine metaphor that is supposed to illustrate the union of Christ and the Church. For this reason also, only a union between a man and a woman can be a proper marriage because a union between two men, two women, or one man and multiple women or any collection of people could not properly illustrate the relationship between Christ and His church.

I Corinthians 6:9-11 condemns a variety of lifestyles including those associated with adultery, prostitution, and homosexuality. The Bible condemns all forms of sexual immorality and encourages Christians to flee from it because of its destructive effects, and because the body of the Christian is the temple of the Holy Spirit. (I Corinthians 3:16 & 6:12-20).

Romans 1:18-32 makes it clear that it is not only sinful to engage in homosexual unions, but also to approve of such sins in others or encourage their practice. Therefore, same sex attraction (whether

believed that one is born with these desires or they have developed over time due to experience) is viewed as a matter of the heart and understood to be a distortion of sexuality as God created it. As a result, in order to maintain our consistent Christian witness, we cannot sanction, approve, or promote in any way adultery, fornication (a sexual relationship between an unmarried man and woman; i.e. "living together"), pornography, pedophilia, polyamory, polygamy, bestiality, or homosexual unions. This is made clear also by countless other verses throughout the Old Testament as well as by these and other passages in the New Testament.

Our church follows what the Bible reveals as the "sure foundation" of the teachings of Jesus Christ and his apostles (Matthew 7:24-29 and I Corinthians 14:37). The church is called to teach and practice these teachings and is not at liberty to depart from them for a different authority if it is to authentically bear the name "Christian." Though we strive to live peaceably with all people and to obey legitimate government authority, in instances involving matters as foundational as marriage we must ultimately obey God rather than man if the two come into conflict (Acts 4:18-22).

Sexual activities outside of marriage, including but not limited to fornication, adultery, incest, homosexuality, pedophilia, polyamory and bestiality are inconsistent with the teachings of the Bible and the church. Lewd conduct, transgender behavior and the creation, distribution or viewing of pornography are incompatible with God's intention. God's intention is clear in Hebrews 13:4, *"Let marriage be held in honor among all, and let the marriage bed be undefiled, for God will judge the sexually immoral and adulterous."*

Our Faith Based Policy on Marriage and Human Sexuality

As a result of these above described religious beliefs and our belief in the need for a practice of fidelity to these beliefs, it is our policy that the facilities of this church may not be used for any ceremony that in any way approves of, solemnizes, supports or allows a same-sex union or a polygamist or any union which, in the judgment of the Elder Team, in some way constitutes child abuse. It is also the policy of the church that no pastor or member of the church staff shall officiate at any ceremony designed to solemnize, promote, create, or approve of such a union. Nor may any member of the church enter into such a union without being subject to church discipline.

A civil government's sanction of a union will be recognized as a legitimate marriage by the church only to the extent that it is consistent with the definition of marriage found in this Policy Statement.

CROSSROADS POLICY REGARDING SEXUALITY

Recognizing that we all struggle with sin, Crossroads Church will provide an environment that welcomes people who struggle with sexual sin. We will seek to love all people in Jesus' name, pointing them towards Christ's power to forgive and heal. The Bible teaches that those who engage in sexual sin, sin against their own body. We also recognize that sexual sin is not characterized in Scripture as being more severe than other forms of sin. We will seek God to discern ways that we can directly and indirectly minister and share God's love with those who struggle with every kind of sin. We also recognize that there is a difference between temptation and behavior and while temptation is sometimes unavoidable we are responsible for our behavior. (March 2014)

Church Practices Derived from This Policy

Clergy

1. Ordained clergy or licensed ministers² employed by the church shall affirm the Policy on Marriage and Human Sexuality adopted by this church.
2. Only ordained or duly licensed clergy approved by this church shall officiate at marriage ceremonies conducted on church property.
3. Clergy employed by the church shall be subject to dismissal and/or loss of ordination for violating this statement of faith on marriage and human sexuality or by officiating at a marriage ceremony that violates the letter or the spirit of this policy.

Applicants for weddings performed by church staff:

1. Applicants wishing to have a ceremony performed by a member of the clergy employed or clergy or judiciary approved by the church or to use the church facilities for their wedding shall affirm the Policy on Marriage and Human Sexuality and shall conduct themselves in a manner that is consistent therewith.
2. Applicants shall participate in premarital counseling by clergy or counselors employed by this church or other persons who, in the sole opinion of the pastoral staff of the church have the appropriate training, experience, and spiritual understanding to provide such counseling. All pastoral staff, counselors or other persons providing premarital counseling shall affirm the Policy on Marriage and Human Sexuality.

Use of Facilities:

1. Any marriage performed on church premises shall be officiated by an ordained or duly licensed member of the clergy. Any officiant not employed by Crossroads Church shall serve at the discretion of the Senior Pastor or Elder Team.
2. Clergy officiating marriage ceremonies on church premises, whether or not employed by the church, shall affirm their agreement with the Policy on Marriage and Human Sexuality adopted by this church and conduct themselves in a manner that is consistent therewith.
3. Clergy and staff assigned by the church to implement the procedures contained in this marriage policy may, in his or her discretion, decline to provide church facilities for, and/or decline to officiate at a ceremony when in his or her judgment, there are significant concerns that one or both of the applicants may not be qualified to enter into the sacred bond of marriage for theological, doctrinal, moral or legal reasons.

Membership, Leadership and Staff:

1. Every pastor or employee hired by the church shall affirm their agreement with Crossroads' Policy on Marriage and Human Sexuality and conduct themselves in a manner that is consistent therewith.
2. Each Elder Team member will be asked to affirm their agreement with this Policy on Marriage and Human Sexuality and shall conduct themselves in a manner that is consistent therewith.
3. Ministry Team Leaders, small group leaders and members are expected to affirm, teach and live in a manner that is consistent with this Policy on Marriage and Human Sexuality.

² Clergy as used in this document means ordained clergy and licensed ministers. An ordination or ministerial license not issued by the Evangelical Free Church of America must be specifically approved by the Elder Team of Crossroads Church to be considered as valid by this church.

Article XIX.Document Conflicts

- (a) In case of conflict with other documents, except only Scripture, this Constitution and By-Laws shall prevail.

Article XX. Amendments

- (a) The Elder Team or a team designated by the Elder Team shall periodically review the Constitution and By-Laws.
- (b) The Elder Team shall bring any proposed amendments to the Constitution and By-Laws before the Church Members at a called Congregational Meeting for a vote of approval.
- (c) If multiple amendments are presented to the Church Members for a vote, a motion may be made to vote on all the amendments in a single vote. If the motion is approved, then a single vote on all the amendments may occur. If the motion is not approved, or the vote to make multiple amendments fails to pass, then each amendment shall be voted on separately.
- (d) A minimum of three-fourths (75%) affirmative vote of the Members is required to approve any amendments.