

This constitution amends, restates and supersedes all previous constitutions including the revision from 2006.

PART II

ARTICLE I - MISSION, VISION & DOCTRINE

The mission of Crossroads Church is to proclaim the life-changing message of Jesus Christ to a lost world and to strengthen Christians to grow in wisdom of God, knowledge of Scripture and love for the Lord and others.

The vision of Crossroads Church is to serve people toward and anchor people to Jesus.

The doctrine of Crossroads Church:

(1) The Scriptures of the Old and the New Testaments are inspired and the inerrant Word of God in original writings, as God's complete revelation of His will for salvation. We believe they are the final authority in all matters to which they speak.

— 2 Timothy 3:16-17

(2) The Trinity is one God eternally existing in three persons: Father, Son and Holy Spirit. These three are equal in divine perfection and perform distinct but harmonious roles. — Matthew 28:19

(3) God the Father is an infinite, personal Spirit, perfect in holiness, wisdom, power, and love. He is concerned personally with the affairs of all humanity, hears and answers prayer and saves people from sin and eternal death when they come to Him through Jesus Christ. — Acts 17:24-28

(4) God the Son is Jesus Christ who has precisely the same nature, attributes and perfections as God the Father and God the Holy Spirit. He is true God and true man conceived by the Holy Spirit and born of the virgin Mary. We believe in His sinless life, substitutionary atonement, bodily resurrection, ascension into heaven, priestly intercession on behalf of His people and in His personal, visible return from heaven in the last days. — John 1:1-3

(5) God the Holy Spirit is equal with God the Father and God the Son. He works in regeneration, sanctification and preservation. His work is to implement Christ's work of redeeming the lost and empowering the believer for godly living and service. — 1

Corinthians 2:10-11

(6) Salvation is a gift of God given by grace through faith in Jesus Christ. Salvation is based upon the sovereign grace of God, was purchased by Christ on the cross, and is received through faith apart from any human merit, works, or ritual. Salvation is characterized by righteous living, good works and proper social action and concern. — Ephesians 2:4-5

(7) The Church is the spiritual body of Christ. Christ is the head of this body composed of all persons who, through saving faith in Jesus Christ, have been regenerated by the Holy Spirit. Local assemblies make up the visible church whose members have been immersed upon a credible confession of faith and gather regularly for worship, instruction, evangelism and service. The two ordinances of Crossroads Church are believer's baptism by immersion and the Lord's Supper. — 1 Corinthians 12:12-13

(8) Christian conduct is shaped by the transforming work of Jesus Christ in the believers as they submit to His supremacy. We believe Christian conduct is a reflection of and reaction to the redeeming grace of Christ. As such, Christians live lives of dedication to the Gospel for their good and God's glory. This includes: being good stewards of money, resources and possessions; defending life (from conception to natural death), the orphaned, the needy, the abused and the helpless; encouraging sexual expression between a man and a woman in the context of marriage and sexual abstinence and purity for everybody else; striving for lives of selflessness and generosity, aiming to treat all people with grace while serving them in the spirit of Jesus' love that reflects the Kingdom of God and His righteousness. - Bible (if you want more specific Col 3:5-17)

(9) The coming of Christ is eminent and is the bodily resurrection of the saved and lost, the eternal existence of all people in either heaven or hell, in divine judgment, rewards and punishments. — Matthew 24:36-39

ARTICLE II - AFFILIATIONS

This church shall be affiliated with and actively support the American Baptist Churches of the Rocky Mountains and The American Baptist Churches of the U.S.A.

ARTICLE III - MEMBERSHIP

The membership of this church shall consist of baptized believers in Christ who have followed the membership requirements identified by Church Council.

At Crossroads Church membership is synonymous with involvement. The Apostle Paul uses the metaphor of a body to describe the church: “For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ” (1 Cor. 12:12). It is our goal to have an active, involved membership.

As an organization, Crossroads is congregationally governed. As such there are certain voting responsibilities members have in the following areas: the selection of the senior pastor; dismissal of the senior pastor; the selection of leadership (Church Council, Trustees, Diaconate); the approval of incurring capital debt; the approval of the yearly budget; the approval and dismissal of members; the amending of the constitution and bylaws; supporting the church financially and prayerfully; attending quarterly meetings. It is important to us as a congregationally governed church that membership is made up of faithful people making prayerful and wise decisions concerning these issues.

The process of acquiring, approving, and revoking memberships will be determined by the senior pastor and approved by the Church Council. Membership is terminated at death; suspended by conduct contrary to Scripture after due notice and a hearing before Church Council; or suspended by 6 months of inactivity, evidenced by lack of participation.

CHURCH LEADERSHIP

This outline is intended to specify the general qualifications and duties of those officers and board members elected by the church. The quorum requirement of the constitution shall apply. No person shall serve at any one time in more than one of the following offices: moderator, chairperson of the Diaconate Board or chairperson of the Board of Trustees.

This constitution shall be given to all those newly elected to these various offices. It shall be the responsibility of each elected officer and board member to become familiar with and assume their various responsibilities as outlined.

ARTICLE IV- PASTOR, OFFICER, BOARDS, COMMITTEES

Section 1A. Senior Pastor:

The senior pastor of Crossroads Church will be theologically trained with a Masters of Divinity degree or greater from a trusted and recognized seminary. His role is summarized as “Shepherd” and described in four categories:

1. Teacher/Preacher. The senior pastor preaches and teaches God’s word in a competent, skilled and relevant manner. He guards the integrity of Scripture as God’s inspired, inerrant, infallible word.
2. Leader. He leads the church into spiritual growth and into the future. He is the primary visionary for the direction Jesus wants Crossroads Church to go.
3. Counselor. He gives biblical counsel to boards and committees to which he is an ex-officio member. He depends on the Holy Spirit through active prayer.
4. Overseer. He oversees the operations of Crossroads Church and the equipping of the body of Christ for the work of ministry. The senior pastor has the authority to hire any staff with the understanding that the campus Diaconate approves the nominated candidate for campus pastor. The senior pastor has the authority to terminate any staff.

The senior pastor is accountable to the Church Council.

I Peter 5:1-4, Ephesians 4:11-12, Acts 20:28-32

Section 1B. Campus Pastor:

A campus pastor at Crossroads Church will be nominated by the senior pastor and they will have theological training and/or equivalent ministry experience to lead a Crossroads Campus. The Diaconate Board may approve or disapprove the candidate. campus pastors are the active shepherd of their campus whose role is:

1. Leader. They lead their campus staff, volunteers and worship services.
2. Overseer. They oversee their campus operations, outreach, ministry and strategies.
3. Relationship Builder. They are the shepherd of their campus. They invest time, counsel, serving and prayer into the lives of the people at their campus.

Campus pastors are accountable to the senior pastor.

Section 2A. Moderator:

The moderator's role is to facilitate the alignment of objectives, resources, programs, and priorities between Crossroads staff and the congregation; and to moderate disputes between these areas when they arise. The moderator will serve this role by creating clear and consistent communication between Crossroads staff and the congregation, including but not limited to leading the quarterly meeting. The moderator is to be a member of the church. The church moderator is an elected officer of the church, voted on annually by the congregation.

Section 3A. Church Council:

The church council consists of nine, eleven, or thirteen members: the senior pastor, the church moderator and those they appoint to be approved by the church annually. At no time may the church council be composed of more than 50% staff.

The church council functions primarily as overseers for the entire church. They are not expected to oversee specific projects or ministry areas in their capacity as council members. The council members evaluate the effectiveness and direction of the church according to three criteria: (1) The mission and vision, (2) the church's resources, (3) the church's doctrine.

The council is responsible for evaluating programming based on its appropriateness and effectiveness in furthering the overall mission and vision of Crossroads Church. The Church Council does not determine programming. This responsibility falls to the respective staff.

The Church Council has final say in any and all matters concerning the overall direction of the church, except as determined by congregational vote.

There are four decisions that the church council may not make without membership approval at a church quarterly meeting.

(1) The Church Council may not terminate or appoint a new senior pastor. (2) The Church council may not approve capital debt for the church (3) The Church Council cannot change or establish the denominational affiliation of Crossroads Church. (4) The Church Council may not change the constitution.

The Church Council periodically approves and reviews the senior pastor's succession

plan. When the position of senior pastor is vacated, the Church Council will take appropriate action to enact the succession plan by recommending the candidate to the membership for two consecutive weekends prior to special succession vote. Approval by the membership requires a minimum participation of 25 percent of the total membership of all Crossroads Church campuses. This will constitute a succession quorum. A majority vote of members present and voting by written ballot is sufficient for a succession vote.

Church Council handles any complaints or concerns regarding the Senior Pastor. The Church Council has the authority to call for the dismissal of the senior pastor. The termination shall come before the church at a meeting of the voting members of the church. Such meeting must be presented to the membership for two consecutive weekends prior to date. There must be in attendance at the meeting 25% percent of total membership of all Crossroads Church campuses. A majority vote of members present and voting by written ballot is sufficient for termination.

Church Council members are required to be members of Crossroads Church and meet the qualifications of 1 Tim 3:1-11 and Titus 1:5-9. Members serve three-year terms.

Section 3B. Trustee Board:

The trustees' primary function is to ensure the financial health of the church as an advisory board to the Church Counsel. The senior pastor or his appointee will attend all trustee meetings.

The trustees consist of no less than nine and no more than twelve members. The existing members of the trustees select new board members. New members will be approved by the church annually.

Trustee members are required to be members of Crossroads Church and have the professional skills necessary to perform their assigned tasks. Members serve three-year terms.

Section 3C. The Diaconate Board:

The diaconate is an internally focused board that assists in the spiritual and hospitality needs of Crossroads Church along with the licensing of pastors for ministry. Each

diaconate team is campus specific.

The campus diaconate team is led by a campus captain and accountable to the campus pastor. The campus captain in concert with their campus pastor, is responsible for recruiting, assigning, overseeing and encouraging their respective teams in serving the specific needs of their campus.

Diaconate team members are required to be members of Crossroads Church. Members serve one year terms. To provide cohesiveness at each campus, the campus captain is encouraged to serve in this specific capacity for at least two years. New members will be approval by the church annually.

Section 4 - Committees

All committees at Crossroads Church are provisional. The Church Council shall appoint committees as necessary to assist in the overall vision, mission, and ministry of Crossroads Church.

All committees are accountable to the Church Council in all matters. The way they are organized and conduct business is at the discretion of the committee in agreement with Church Council.

Committees are created and decommissioned by Church Council.

Section 5 – Election Rules

(1) If the moderator leaves before their term expires, the church shall hold an election to replace that person at the next quarterly meeting.

(2) If a member of a board leaves before their term expires, or if a chairperson steps down, that board elects a temporary replacement member to fill that term.

(3) Any complaints or concerns regarding a board member should be directed to and handled by the chairperson or associated staff of that board.

(4) No person shall be a voting member of more than one board at the same time.

ARTICLE V – MEETINGS, REPORTS, QUORUMS & HISTORY

Section 1 - Meetings

Quarterly meetings shall be held in January, April, July and October or a specially called meeting as determined by the Church Council and moderator. The moderator shall set the meeting dates, which shall be announced to the congregation for two consecutive weekends.

Section 2 - Quarterly Reports

Quarterly reports shall be in writing from the senior pastor and his appointed. Reports must be available to the congregation for two weekends before the quarterly meeting.

Section 3 – Quorum

The attendance at quarterly meetings must be a minimum of 50 active members or 5% of current membership, whichever is less.

Section 4 - History

The church shall maintain historical records of all campuses.

ARTICLE VI – PARLIAMENTARY PROCEDURE

Meeting procedures will be governed by the leader of the meeting based on the needs of the attendees and purpose of the meeting.

Roberts Rules of Order will be used conditionally in quarterly meetings when deemed necessary by the moderator.

Written voting procedures will be used when deemed necessary by the Church Council.

The moderator will facilitate conflict resolution through appropriate means.

ARTICLE VII – AMENDMENTS

This Constitution may be amended at any quarterly meeting of the church body, providing that any proposed change has been made available and publicly announced on two consecutive weekends prior to the meeting.

ARTICLE VIII - DISSOLUTION

The Church Council may recommend to cease corporate activities of Crossroads Church and dissolve and liquidate the corporation by a three-fourths vote. The dissolution shall come before the church at a meeting of the voting members of the church. Such meeting will be presented to the membership for two consecutive weekends prior to the meeting. There must be in attendance at the meeting 25% percent of total membership of all Crossroads Church campuses. A majority vote of members present and voting by written ballot is sufficient for dissolution.

Upon dissolution of the corporation, the Trustee Board shall pay or make provision for the payment of all of the liabilities and debts of the corporation, and shall thereafter dispose of all of the assets of the corporation exclusively for religious purposes.