

CONSTITUTION

THE CONSTITUTION OF CROSSROADS AMERICAN BAPTIST CHURCH 10451 Huron Street
Northglenn, Colorado 80234

Revised November 7, 2021

PART I

AFFIDAVIT OF INCORPORATION OF THE CROSSROADS AMERICAN BAPTIST CHURCH.

Know all men by these present, that we, Bill Glissman, Rik Hansen, Dariel Case, F.S. Tom Allison, Mary Carl, citizens of the United States and residents of Colorado, have associated ourselves together to establish a corporation under and pursuant to the general corporation laws of the State of Colorado, for the purposes hereinafter set forth, and we hereby certify as follows:

State of Colorado)

) ss

City and County of Denver)

I, the undersigned, a Notary Public in and for the City and County of Denver, State of Colorado, do hereby certify that Bill Glissman, Rik Hansen, Dariel Case, F.S. Tom Allison, Mary Carl, who are personally known to me to be the same persons whose names are subscribed to the foregoing instrument, appeared before me this day in person and acknowledge that they signed, sealed and delivered said instrument in writing as their free and voluntary act for the uses and purposes therein set forth.

Given under my hand and notarial seal this 25th day of April, 1962.

my commission expires April 24, 1965.

Notary Public

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

PART II

ARTICLE I - MISSION & DOCTRINE

The mission of Crossroads Church is to serve people toward and connect 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 and Trustees); 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.

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 "Spiritual Leader" and described in four categories:

1. Primary Spiritual Leader. The pastor's spiritual leadership is most often manifested in the function of teacher. This does not mean Crossroads Church shouldn't have a teaching team, just that the senior pastor is the leader of that team. The senior pastor should be the driver of teaching in the church, and in this way, lead the church forward into spiritual growth.
2. Primary Leader of Leaders. This role has two functions: leading up and leading around. The senior pastor should provide leadership for the board and elders above them along with his own leadership staff.
3. Primary Vision-Caster. The senior pastor does not have to develop the vision on his own. The body of Christ, represented by Church Council, should work together to discern where God is calling the church to go. However, the senior pastor must be the lead communicator of this vision. He is the main voice and advocate for the future of where God is calling the church.
4. Primary Champion of Culture. Culture must start at the top. If the senior leadership team is preaching and teaching values and practices that the senior pastor does not exhibit, there will be disconnect and tension. It is the senior pastor's responsibility to set the tone for his team and lead the church by example.

The senior pastor is accountable to the Church Council.

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

Section 2A. Moderator:

The moderator of Crossroads serves as the chair of Church Council 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; not 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 annually approves and reviews the senior pastor's emergency succession plan and/or retirement succession recommendation. 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. 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 a 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. 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 but no more than two consecutive terms in a row.

Section 3B. Trustee Board:

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

The trustees consist of no less than five and no more than nine 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 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 the Church Council.

Committees are created and decommissioned by Church Council.

Section 5 – Election Rules

(1) If the moderator leaves before his or her 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 his or her term expires, 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 moderator 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.

Robert's 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 a 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.