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# Crossroads Church Constitution

January 11, 1998

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# CHARTER AND BYLAWS

CROSSROADS CHURCH  
LILLINGTON, NORTH CAROLINA

## PREAMBLE

The following principles, policies and procedures are established for the guidance of the activities and worship of Crossroads Church of Harnett County, North Carolina. They are based on Bible truth, past practice, and present needs of this church. They shall be known as the Charter and Bylaws of this church. These articles shall supersede any former practices and policies of this church.

## CONSTITUTION

This body shall be known as Crossroads Church of Harnett County, Lillington, North Carolina. [changed 10/4/2015]

## ARTICLE I – PURPOSE (Why We Exist)

The purpose of this church is to glorify God. This is accomplished through obedience to Christ's commission to the church in Matthew 28:19-20:

“Go therefore and make disciples of all nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I command you; and lo, I am with you always, even to the end of the age.”

This commission includes exalting the Lord, evangelizing the lost, and equipping the saints.

## ARTICLE II – STATEMENT OF FAITH (What We Believe)

Christ is the Head and final authority of the church. His Word, the Bible, is the binding and final authority in all matters of faith and practice. We believe the Bible was inspired by God, inerrant and infallible in the original autographs, and is preserved by God in such a way as to be authoritative and totally reliable today. We also believe that it is truth without any mixture of error in all realms of reality – historically, scientifically, doctrinally, and prophetically.

We hold to the **2000 Baptist Faith and Message** statement adopted by the Southern Baptist Convention, ~~May 9, 1963~~, as our doctrinal understanding on primary issues. [changed from 1963 BF&M to 2000 BF&M by church vote on 10/4/2015]

### SECTION 1 – COOPERATION:

So far as may be consistent with the principles and the teachings of God's Word, this church now does, and shall continue to, cooperate with and have representation in the denominational causes sponsored by the Southern Baptist Convention, the North Carolina Baptist Convention, and the local Baptist Association, now represented by the Little River Baptist Association.

## ARTICLE III – CHURCH MEMBERSHIP (Who We Are)

Crossroads Church is composed of all those who have trusted and confessed Christ as their personal Savior and Lord, have been Biblically baptized, and have been accepted into membership.

### SECTION 1 – CHURCH MEMBERSHIP

The church has the right to deny membership if the individual presented:

- A. Does not confess Christ as Savior and Lord,
- B. Has not been biblically baptized (Mark 1:9, Matthew 3:16)
- C. Currently exhibits an ungodly, unrepentant lifestyle (Acts 8:38-39, Romans 6:4)

### SECTION 2 – RESPONSIBILITIES OF CHURCH MEMBERS

- A. To protect the unity of the church by acting in love toward other members; by refusing to gossip; by following the leaders;
- B. To share the responsibility of the church by inviting the unchurched to attend; by warmly welcoming those who visit;

- C. To serve the ministry of the church by discovering one's gifts and talents; by being equipped to serve; by developing a servant's heart;
- D. To support the testimony of the church by attending faithfully; by living a Godly life; by giving regularly.

### **SECTION 3 – DISCIPLINE OF CHURCH MEMBERS**

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

The first step in this process shall be for fervent, continual prayer to be made on behalf of the sinning member by the one who has knowledge of the sin (James 5:16-20). It shall also be the responsibility of any member of the church who has knowledge of a sinning member's heresy or misconduct to reprove and seek to correct and restore the sinning member in private (Matthew 18:15, Galatians 6:1).

If said sinning member does not repent, then the reprovng member shall again go to the sinning member, accompanied by one or two witnesses, to reprove, correct, and restore. If the sinning member still refuses to heed this reproof, it shall be brought to the attention of the Pastor/Elders (Hebrew 13:17). (See Article IV, Section 2, A: "Responsibilities").

If, after reproof from the Pastors/Elders, the sinning member still refuses to repent, the Pastors/Elders shall publicly announce the sinning member's removal from church membership and fellowship (Matthew 18:17). There shall be no appeal to any court from that decision.

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

If, during the process of church discipline, the sinning member withdraws himself/herself from membership, but continues in his/her sin, the church shall still be responsible for seeking the sinning individual's restoration through the process mentioned herein.

These actions must be carried out with a gentle, loving, and humble attitude, with a sensitivity to God's timing, and with the ultimate goals of glorifying God, purifying the church, and restoring the individual.

### **SECTION 4 – REMOVAL FROM ROLL**

Any church member may remove himself/herself from membership in this church by either of the following means:

- A. The granting of a requested church letter from another church;
- B. The granting of a written request for removal from the church roll, either from the member himself/herself, or from the church to which they are joining;

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

## **ARTICLE IV – MINISTRY STRUCTURE (How We're Structured)**

### **SECTION 1 – THE CHIEF SHEPHERD**

The Lord Jesus is the chief Shepherd of this congregation. It is before Him that all other leadership must bow (Ephesians 1:22-23, Matthew 23:8-11, 1 Peter 5:4). He communicates His will for the church through His Word, the Bible. He gives additional guidance by means of the specific leading of the Holy Spirit, who indwells the heart of each believer. He also shepherds the flock through the Pastors/Elders of the church to whom He has given specific gifts.

### **SECTION 2 – PASTORS/ELDERS**

**A. Responsibilities:** The primary work of the Pastors/Elders shall be to devote themselves to prayer and the ministry of the Word. Their responsibilities shall include the following:

1. General oversight of the flock (Acts 20:28, Hebrews 13:17, 1 Thessalonians 5:12).

- a. in practical matters (Acts 11:29-30; Acts 6:1-6)
- b. in matters of doctrine (Acts 15; Acts 16:4)
- c. in matters of discipline/character (Hebrews 13:17)
2. Shepherding the flock (I Peter 5:2-3, Acts 20:28, Hebrews 13:17, James 5:14).
3. Equipping the saints for the work of ministry (Ephesians 4:11).
4. Teaching the flock (I Timothy 3:2; I Timothy 5:17; I Thessalonians 5:12).
5. Exhorting in sound doctrine (Titus 1:9).
6. Refuting those who contradict sound doctrine (Titus 1:9).
7. Modeling the standard of godliness (I Timothy 3:1, I Peter 5:3).

The Pastors/Elders are responsible to lead and shepherd the church body in all decision-making matters. This means that, at times, the Pastors/Elders will gather the entire congregation for open discussion, proposals, information, prayer, and/or voting (Acts 6 & 15). At other times, decisions will be made solely by the Pastors/Elders. (Acts 6; Acts 15; Hebrews 13:17; I Timothy 5:17; I Thessalonians 5:12).

Church votes will be taken on such matters as the affirmation of the annual church budget, the selection of full-time ministry staff, the selection of messengers to the annual Southern Baptist Convention and state convention, any acquisition or disposition of real estate, and the incurring of any indebtedness (other than current operating expenses). ~~A quorum (two thirds) of membership must be present to vote.~~ Church votes may be scheduled with at least one week's notice to the membership. Approval of a recommendation will require 2/3 margin of members present. [sentence struck and highlighted sentence added by church vote in 2008]

The Pastors/Elders are responsible to oversee and promote a high level of financial accountability through such means as the presentation of the annual budget and quarterly financial business reports. All financial records shall be available and open to any member during normal business hours, except individual giving records of other members.

At all times, church members are responsible to exercise their God-given privilege to communicate their thinking on any issue to the Pastors/Elders for the purpose of discovering together the truth as revealed in God's Word. At all times, the Pastors/Elders are responsible to help promote and develop an educated, involved, and sufficiently informed congregation. In this manner, all members of the church body participate, although not all lead.

The Senior Pastor/Elder holds no greater authority than the remaining Pastors/Elders, other than that of influence, but is to be regarded as the "first among equals." He shall be responsible for the primary preaching and teaching ministries of the church (Ephesians 4:11), the conducting of all public and regular services, and the general oversight of the church.

**B. Qualifications:** The essential element needed is that of godly character. A Pastor/Elder "must be" a man exhibiting the following characteristics (I Timothy 3:1-7, Titus 1:5-9):

1. Above reproach (blameless)
2. Husband of one wife (a one-woman man)
3. Temperate (sober, vigilant)
4. Prudent (sober-minded, sensible)
5. Respectable (orderly, of good behavior)
6. Hospitable
7. Able to teach (can exhort believers and refute false teachings)
8. Not given to wine
9. Not pugnacious (non-combative)
10. Gentle (moderate, forbearing, patient)
11. Uncontentious (not soon angry, not quarrelsome, leaning away from strife)

12. Free from the love of money (not covetous, not greedy of gain)
13. Manages his own house well (his children are faithful, not accused of rebellion to God)
14. Not a new convert
15. Has a good reputation with outsiders
16. Not self-willed
17. A lover of good (men and things)
18. Just (fair)
19. Devout (holy)
20. Self-controlled

He must also be willing to make the necessary time commitments to fulfill his responsibilities as a Pastor/Elder.

**C. Number:** There shall always be a plurality of Pastors/Elders, with no set limit (Acts 14:23; Philippians 1:1). The number will be determined by the number of men qualified and the need of the church. At all times, the church shall seek to have no more salaried Pastors/Elders than non-salaried.

**D. Selection:** Once a year church members shall submit nominees for potential Pastors/Elders. These nominees shall proceed through the following process:

1. Nominees submitted to the Pastors/Elders for review. Those names not meeting the necessary qualifications (see "B. Qualifications" above) shall be deleted.
2. Approved nominees will be publicly posted for a period of three weeks for the purpose of affirmation by the church body through the following means:
  - a. Prayer by the church body
  - b. Any further question/comment by the church body regarding any nominee. (Such questions should be directed to a Pastor/Elder.)
3. If, upon investigation by the Pastors/Elders, any question/comment by any member of the church body reveals a nominee does not sufficiently meet the qualifications of a Pastor/Elder, his name shall be deleted by a unanimous vote.
4. If, in the opinion of the Pastors/Elders, the nominee has been affirmed by the church body, at the next meeting of the Pastors/Elders, he shall be appointed to serve as Pastor/Elder.

**E. Term:** Pastors/Elders will serve continuously as long as they possess the character qualities and fulfill the standards of leadership and service described above. For accountability, all Pastors/Elders shall submit to the annual affirmation process (see Article IV – Section 2, D: "Selection").

Any member of the church body may, and should, initiate church discipline against a sinning Pastor/Elder who is not exhibiting the character or fulfilling his responsibilities as a Pastor/Elder. An accusation against a Pastor/Elder should not be received "except on the basis of two or three witnesses" (1 Timothy 5:19).

**F. Termination:** Any Pastor/Elder may resign by written notification to the remaining Pastors/Elders.

Any Pastor/Elder may be removed from office by the unanimous vote of the remaining Pastors/Elders for any of the following reasons:

1. Physically incapacitated.

2. Spiritually or morally unqualified or fails to fulfill his responsibilities or meet the qualifications outlined in this document under Article IV, Section 2, "Pastors/Elders: Responsibilities/Qualifications"
3. Doctrinally unqualified – fails to agree with the doctrinal statement outlined in this document under Article II – "Statement of Faith"

If a Pastor/Elder is unqualified, but refuses to resign he may, at any time, be removed by the unanimous decision of the remaining Pastors/Elders.

If his removal is because of sin and he refuses to repent, he is to be dealt with as outlined under Article III, Section 3, "Discipline of Members" and is to be "rebuked in the presence of all, so that the rest may be fearful of sinning." (I Timothy 5:20)

**G. Meetings:** Regular meetings of the Pastors/Elders shall be held without call or notice, once per month, unless otherwise modified by the Pastors/Elders. The first portion of these regular Pastors'/Elders' meetings shall be open to the church members, at which time church members will have the opportunity to address matters of interest. The Pastors/Elders will make available a summary of said regular Pastors'/Elders' meeting.

A quorum is necessary to conduct a Pastors/Elders meeting. A quorum shall consist of two-thirds of the Pastors/Elders currently serving. The Pastors/Elders shall operate under the principle of total unanimity among themselves in all decision-making matters (I Corinthians 1:10; Acts 15:25; Philippians 2:2). Unanimity shall consist of a unanimous vote of all Pastors/Elders present. There shall be no abstentions.

The Pastors/Elders shall select, among themselves a chairman, vice-chairman, a secretary, and other officers as deemed necessary by the Pastors/Elders.

Salaried Pastors/Elders shall not make decisions regarding salaries.

### SECTION 3 – DEACONS

**A. Responsibilities:** Each Deacon shall serve under the general oversight of the Pastors/Elders and shall relate functionally to a particular Pastor/Elder, assisting him in his area of responsibility.

The Deacons are not responsible for the general oversight of the church, but rather for particular and specific areas of ministry, help and service as designated and under the oversight of the Pastors/Elders.

The Deacons shall not meet separately as a group unless it is under the direction of the Pastors/Elders and essential for fulfilling the task(s) assigned.

Their responsibilities shall be as follows:

1. To assist the Pastors/Elders so that Pastors/Elders may be released to be devoted to "prayer and the service of the Word" (Acts 6:2-4).
2. To be "in charge of" (administrate) any practical tasks assigned by Pastors/Elders (Acts 6:3).
3. To be an example of servanthood to the church body (Acts 6:2-4, Matthew 23:11, 1 Timothy 3:13).

**B. Qualifications:** The essential element needed is that of godly character. A Deacon "must" exhibit the characteristics as listed in 1 Timothy 3:8-13 and Acts 6:3. Deacons must also be willing to make the necessary time commitments to fulfill their responsibilities.

**C. Number:** There shall be no specified number of Deacons. The number will be determined by the number qualified and the need of the church (Acts 6:3).

**D. Selection:** Once a year, church members shall submit nominees for potential Deacons (Acts 6:1-6). These nominees shall proceed through the following process:

1. Nominees shall be submitted to the Pastors/Elders for review. Those nominees not meeting the necessary qualifications (see "B. Qualifications" above) shall be deleted.

2. Approved nominees will be publicly posted for a period of three weeks for the purpose of consideration by the church body through the following means:
  - a. Prayer by the church body
  - b. Any further question/comment by the church body regarding any nominee. (Such questions should be directed to a Pastor/Elder.)
3. If, upon investigation by the Pastors/Elders, any question/comment by any member of the church body reveals a nominee does not sufficiently meet the qualifications of a Deacon, the nominee's name shall be deleted.
4. Pastors/Elders shall designate the number of Deacons to be selected in relation to the need of the church (Acts 6:2-3).
5. The Pastors/Elders shall conduct a final interview with the nominees selected by the church. If any selected nominee does not meet the qualifications, they shall be deleted. If the qualifications are met, they shall be approved and thus appointed and presented to the church (Acts 6:6).

**E. Term:** Deacons will serve continuously as long as they possess the character qualities and fulfill the standards of ministry and service described above.

Any member of the church body may, and should, initiate church discipline against a sinning Deacon who is not exhibiting the character or fulfilling the responsibilities of a Deacon

**F. Termination:** Any Deacon may resign by written notification to the Pastors/Elders.

Any Deacon(s) may be removed from office by the unanimous decision of the Pastors/Elders for any of the following reasons:

1. Physically incapacitated
2. Spiritually or morally unqualified or fails to fulfill his responsibilities or meet the qualifications outlined in this document under Article IV, Section 3, "Deacon: Responsibilities/Qualifications"
3. Doctrinally unqualified – fails to agree with the doctrinal statement outlined in this document under Article II – "Statement of Faith"

If a Deacon's removal is because of sin and they refuse to repent, they are to be dealt with as outlined under Article III, Section 3 – "Discipline of Church Members".

## **SECTION 4 – MINISTRY STAFF**

**A. Responsibilities:** Ministry staff responsibilities/job descriptions shall be determined by the Pastors/Elders. They are responsible to serve under the general oversight of the Pastors/Elders.

The church officers will include Trustees, Treasurer, and Church Clerk. The responsibilities and qualifications are detailed in the Policies and Procedures Manual.

**B. Qualifications:** Every individual on the ministry staff should be striving to the goal of the character defined of a Pastor/Elder or a Deacon (1 Timothy 3:1-13, Titus 1:5-9). The senior Pastor/Teacher must have these qualities and serves as a Pastor. Other staff members may become Elders or Deacons as they go through the selection process. Ministry staff members may be salaried or non-salaried.



**C. Number:** Size of the ministry staff shall be prayerfully determined by the Pastors/Elders.

**D. Selection:** The Pastors/Elders shall act as a search committee or designate a committee as they see fit for all full-time ministry staff positions. This committee shall, after prayerful consideration and unanimous consensus, present the prospective ministry staff member to the church. An 80/20 vote of church members present shall constitute selection.

**E. Termination:** Any ministry staff member may resign by written notification to the Pastors/Elders. At least two weeks notice is to be given regarding their resignation, unless a shorter time is mutually agreed upon by the ministry staff member and Pastors/Elders.

Any ministry staff member may be removed by the unanimous consensus of the Pastors/Elders, and, upon presentation to the church members, an 80/20 vote of the church members present shall constitute termination. Any ministry staff member may be removed for any of the following reasons:

1. Physically incapacitated
2. Spiritually or morally unqualified or fails to fulfill his responsibilities or meet the qualifications outlined in this document under Article IV, Section 4, "Ministry Staff: Responsibilities/Qualifications"
3. Doctrinally unqualified – fails to agree with the doctrinal statement outlined in this document under Article II – "Statement of Faith"
4. Continued employment is not in the best interest of the church.

If the ministry staff member to be terminated is a Pastor/Elder, he shall not participate in the decision regarding his termination.

If the ministry staff member's removal is because of sin, and they refuse to repent, they are to be dealt with as outlined under Article III, Section 3 – "Discipline of Members".

## **SECTION 5 – OTHER PAID STAFF**

The Pastors/Elders shall oversee all church staff, or may delegate such authority. This oversight includes, but is not limited to, employment, designation of responsibilities, and supervision. Staff are responsible to the Pastors/Elders unless otherwise designated.

## **SECTION 6 – COMMITTEES/MINISTRY TEAMS**

The Pastors/Elders shall organize, or delegate the authority to organize, committees/ministry teams for any reason deemed necessary for the proper functioning of the church. These committees/ministry teams shall perform tasks solely in accordance with the duties, powers, and length of tenure specifically delegated to them.

## **ARTICLE V – AMENDMENTS/CHANGES TO THE CONSTITUTION/BYLAWS**

This document shall be reviewed at least annually by the Pastors/Elders. Amendments can be made only by the unanimous consent of the Pastors/Elders and affirmation by the church. Proposed amendments/changes will be posted publicly for a period of two weeks for the purpose of consideration by the church body through the following means:

1. Prayer by the church body

2. Any further question/comment by the church body regarding the proposed amendments/changes. Such questions should be directed to a Pastor/Elder.
3. A vote shall be taken regarding the proposed changes. An 80/20 vote of the church body members present shall constitute adoption of the proposed changes.

## Elders Propose Change in Constitution

Last year, during a church business meeting where we voted to purchase property, it was discovered that a line in our constitution was written in a confusing way and contradicts the memory of members who worked on the constitution about 11 years ago.

The recommendation is that on page 6, under guidelines for church votes,

**We change:**

“A quorum (two-thirds) of membership must be present to vote”

**To read:** “Church votes may be scheduled with at least one week’s notice to the membership. Approval of a recommendation will require 2/3 margin of members present.”

You must be a formal member of Crossroads Church to vote on this matter.

- Yes, I feel this is a change we should make.
- No, I do not feel this is a change we should make.

**Your Name:** \_\_\_\_\_

\*\*Approved by church member vote

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### Changes made on 10/4/2015 by unanimous votes:

Change in our By-Laws to reflect our legally incorporated name from “Crossroads Baptist Church of Harnett County, NC” to read “Crossroads Church of Lillington”

- I agree with this recommendation
- I disagree with this recommendation

Change in our By-Laws from the “1963 Baptist Faith and Message” to the “2000 Baptist Faith and Message” as our official statement of doctrine.

- I agree with this recommendation
- I disagree with this recommendation
-