

# NEXT STEPS

Finding a Relationship  
with God and a Church Family

★★★★★★★★★★

Stand at the  
crossroads and  
look; ask where the  
good way is, and  
walk in it, and you  
will find rest for  
your souls.

Jeremiah 6:16

★★★★★★★★★★



# Crossroads Church



# NEXT STEPS

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## HELPING YOU CHOOSE A CHURCH HOME

### *Crossroads Past, Present & Future*

## Our Story

Crossroads is often described as a place where broken people come and find healing in Jesus. The truth is, we're all broken in different ways. Whatever your hurts, hang-ups, or habits, you'll find people just like you who are seeking the freedom we all long for.

It began in the heart of God and was then placed in the hearts of 3 families in early 1988. These families felt God's leading to begin a new outreach-oriented church. Out of a great deal of prayer, came the conviction that God had given a "green-light" to move ahead.

After months of prayer and discussion, the church received its name on January 21, 1990. The scripture used for the decision was Jeremiah 6:16, "stand at the crossroads and look; ask for the ancient paths, ask where the good way is, and walk in it, and you will find rest for your souls."

In February, 1990, a group of interested pastors and members of churches in the Little River Baptist Association voted to be supportive of the establishment of the new church.

From the beginning, Crossroads has displayed a passion for reaching out to the spiritually lost and searching people of Harnett County. The first major outreach event was a telephone-calling campaign. The group called 9,800 households and talked with over 5,000 people. Over 1,000 people agreed to receive information that was then mailed to them.

The first public worship service was held at Cape Fear Christian Academy gymnasium, on Easter Sunday, April 15, 1990. The Lord blessed the service with 144 people in attendance.

Through the years, Crossroads has searched for a permanent home that would serve as a base for ministry. In 1990, Crossroads purchased 38 acres of land at the intersection of Brick Mill Road and Hwy. 421. At one point, it appeared that the church would build on and develop that property, but because of zoning decisions, that never happened. The church met at Cape Fear until October, 1990, when it moved services to Pope's Barn (now Ron's Barn). Grover Blackburn served as interim pastor from 1991-1993. In August, 1992, the church moved to Buies Creek Elementary School, where it met until October, 1997. The church purchased the old Byrd's grocery store in Lillington, in August 1996. Work was completed in October, 1997 and a "grand-opening" was held on November 2, 1997.

Three men have served Crossroads as pastor. Jimmy Hutto served from June, 1990 to November, 1990. Jeff Witcher served from February, 1993 to May, 1996. Ken Dalton became pastor in August, 1997.

While this brief sketch tells you of the past years of God's blessings on Crossroads, we believe the best years are ahead of us.

Crossroads took a significant strategic step in 2008 when it became a multi-site church. In September of 2008, Crossroads Anderson Creek was launched, with Kevin Gregory serving as Campus Pastor. In

2010, Crossroads Anderson Creek merged with another small church to become Church at the Creek. We are still open to working through the multi-site approach, believing this approach to starting churches will allow the new congregations to benefit from the maturity, leadership, and resources of an established ministry. We will also continue to support traditional church planting efforts. Last year, the Gregorys joined the leadership team of a new church plant – Point Church, Fort Bragg.

Faced with a growing congregation, facilities that can be stretched to provide for all of our ministries and people, and the cost of building buildings, the church has determined it will use multiple services and multiple sites as the primary way of addressing growth. We believe this is better stewardship than the overwhelming debt and financial pressure that often accompanies church building programs.

Let us know how we can help you -- conversation, prayer, instruction, friendship, a place to come and worship, or a new group of friends who will accept you. All of these things are within your grasp.

We hope today's NEXT STEPS class and discussion are helpful to you as you seek God's will concerning a church home and finding the place where you can serve Him and others.

***“With God's power working in us, God can do much, much more  
than anything we can ask or imagine.”  
Ephesians 3:20***

## HELPING YOU CHOOSE A LIFE OF FAITH

### *Becoming a Christian, Baptism & Lord's Supper, Core Beliefs*

**LOVE.** Did you know that God made you to love you? Also, that He made you so you could love Him? In other words, we are created for a love relationship with God. He doesn't want to be so mysterious to us, that we walk away in fear or confusion. Rather, the Bible says God has revealed Himself to us - made Himself known to us, so this personal love relationship can be what you experience each day.

Why don't we automatically have this kind of relationship with and knowledge of God? Because we're all rebels who "left home", running away from the Father who loves us. We believe that everyone can come back home. Your heavenly Father is pursuing you for that purpose.

Jesus Christ said, "I AM THE WAY, the Truth, and the Life. No one comes to the Father, except THROUGH ME!" John 14:6

God Himself came to earth as a human being to bring us back to Himself. If any other way would have \_\_\_\_\_, Jesus Christ would not have had to come. The Way is a Person!

*"The wages of sin is death, BUT the gift of God is eternal life through Jesus Christ our Lord."* Rom. 6:23

**Man's greatest single problem is**

\_\_\_\_\_

God offers us this gift because He loves us and wants us to know Him.

**JESUS HAS ALREADY TAKEN CARE  
OF YOUR SIN PROBLEM!**

*"God demonstrated His love for us in that while we were still separated from God by sin, Christ died for us."* Rom. 5:8

*"God is on one side and all people are on the other side, and Christ Jesus is between them to bring them together, by giving His life for all mankind."* 1 Tim. 2:5

*God has already done His part to restore our relationship to Him. He took the initiative. Now He waits for each of us to individually accept what He has done for us.*

How can it be?

**A**\_\_\_\_\_ that you are a sinner and need God's forgiveness, grace, mercy, and restoration.

**B**\_\_\_\_\_ that Jesus is God's perfect Son who came to forgive us -- died on the Cross for your sins, but was raised from the dead, proving God's power over sin, Satan, and death.

**C**\_\_\_\_\_ your faith in Jesus, telling both Him and others that you want God to guide and control your life.

"Dear Jesus, thank you for making me and loving me, even when I've ignored you and gone my own way. I realize I need you in my life and I'm sorry for my sins. I repent from my sinful attitude and I ask you to forgive me. Thank you for dying on the cross for me. Please help me to understand it more. I submit my life to your control in all things. I want to follow you in all things from now on. Please come into my life and make me a new person inside. By faith, I receive your gift of salvation. Please help me to grow now as a Christian."

"Praying the prayer" doesn't make you a Christian. Repentance and faith in Christ alone for your salvation need to be honestly reflected in a prayer to the Lord, though. If you have just made this decision of trusting Christ, welcome home! God, your Father has been longing for this day. And, guess what? You have a great big spiritual family who are going to be excited to meet a new brother or sister. Let us help you as you continue now in a life of following Jesus.

# Baptism

## WHY BE BAPTIZED

1. TO FOLLOW THE EXAMPLE SET BY \_\_\_\_\_.

*"At that time Jesus came from Nazareth and was baptized by John in the river." Mark 1:9*

2. BECAUSE CHRIST \_\_\_\_\_ IT.

*"Jesus said, 'Go then, to all people everywhere and **make them my disciples**, baptize them in the name of the Father, the Son, and the Holy Spirit, and **then teach them** to obey everything I have commanded you.'" Matt. 28:19-20*

3. IT DEMONSTRATES THAT I REALLY AM A \_\_\_\_\_.

*"...many of the people who heard Him **believed** and were **baptized**." Acts 18:8*

*"We know that we have come to know Him, if we **obey** His commands."* 1 John 2:3

## WHAT IS THE MEANING OF BAPTISM?

### 1. IT ILLUSTRATES CHRIST'S \_\_\_\_\_, \_\_\_\_\_ AND RESURRECTION

*"Christ died for our sins... He was buried...and He rose again."* 1 Cor. 15:3-4

*"For when you are **baptized**, you were **buried** with Christ, and in baptism you were also **raised** with Christ." Col. 2:12*

### 2. IT ILLUSTRATES MY \_\_\_\_\_ AS A CHRISTIAN.

*"When someone becomes a Christian he becomes a brand new person inside. The old life has passed away and a new life has begun!"* 2 Cor. 5:17

*"**By our baptism then**, we were **buried** with Him and shared His death, in order that, just as Christ was **raised** from the dead...so also **we may live a new life!**"* Rom. 6:4

Baptism doesn't \_\_\_\_\_ you a believer — it shows that **you already believe**. Baptism does not "save" you, only your faith in Christ does that. Baptism is like a wedding ring — it's the outward symbol of the commitment you made in your heart.

*"For it is by grace you have been saved, **through faith**...it is the gift of God — not by works, so that no one can boast."* Ephesians 2:8-9

## WHY BAPTISM BY IMMERSION?

BECAUSE \_\_\_\_\_ WAS BAPTIZED THAT WAY.

*"As soon as Jesus was baptized, He went up out of the water."* Matthew 3:16

EVERY BAPTISM IN THE \_\_\_\_\_ WAS BY IMMERSION.

(Example) *"...then both Philip and the man went down into the water and Philip baptized him. When they came up out of the water..."* Acts 8:38-39

THE WORD "BAPTIZE" MEANS TO \_\_\_\_\_ WATER".

IT BEST SYMBOLIZES A BURIAL AND \_\_\_\_\_ !

*The founders/early leaders of major denominations which mostly practice sprinkling baptism agree:*

**Martin Luther**..."I would have those who are to be baptized to be entirely immersed, as the word imports and the mystery signifies."

**John Calvin**..."The word 'baptize' signifies to immerse. It is certain that immersion was the practice of the ancient church."

**John Wesley**..."Buried with Him, alludes to baptizing by immersion according to the custom of the first church."

## WHO SHOULD BE BAPTIZED?

EVERY PERSON WHO HAS \_\_\_\_\_ IN CHRIST.

*“Those who believed and accepted His message were **baptized**...” Acts 2:41*

At Crossroads, we wait until our children are old enough to **believe** and understand the true meaning of baptism before we baptize them.

Some churches practice a “*baptism of confirmation*” for children. This ceremony is intended to be a covenant between the parents and God on the behalf of the child. The parents promise to raise their child in the faith until the child is old enough to make his own personal confession of Christ. This custom began about 300 years after the Bible was completed. **This is different from the baptism talked about in the Bible** which was only for those old enough to believe. The purpose is to publicly confess your personal commitment to Christ.

**At Crossroads, it is a membership requirement that every member must have been baptized the way Jesus demonstrated, even though many of us were “confirmed” as children.**

## WHEN SHOULD I BE BAPTIZED?

**AS SOON AS YOU HAVE BELIEVED!**

*“Those who believed...were baptized...**that day!**” Acts 2:41*

There is no reason to delay. As soon as you have decided to receive Christ into your life, you can and should be baptized. If you wait until you are “perfect”, you’ll never feel “good enough”!

At Crossroads, we schedule baptisms upon request and urge you to “make a big deal” out of your baptism, because it is! Also, as an important spiritual marker in your life, it is a great opportunity to invite your friends and family to church. Let them know it would be an even more special day if they attended. Baptism is one of your first opportunities to witness (which means “tell about”) what God has done in your life.

If someone comes to Crossroads from a background of “sprinkling” baptism and asks us if we think they need to be immersed, our response is to encourage them to do a Biblical study of the subject, much as we have just done.

Baptism by immersion is a prerequisite to formal membership at Crossroads, though one can be a Church Covenant signer without baptism by immersion. Signing the Covenant opens many but not all opportunities to serve in Crossroads ministries.

# The Lord's Supper (Communion)

Jesus never asked His disciples to remember His birth. But He did instruct them to remember His death and resurrection. He gave the church two visible symbols (called “ordinances”) as reminders of His death. These two ordinances are: Baptism and The Lord’s Supper. The Lord’s Supper is an object lesson that represents a great spiritual truth for believers.

## WHAT IS THE LORD’S SUPPER (1 Corinthians 11:23-26)

1. IT IS A \_\_\_\_\_

“The Lord Jesus, on the night He was betrayed, took bread...” (vs. 23)

2. IT IS A \_\_\_\_\_

“...and when He had given thanks, He broke it and said, ‘This is my body, which is for you; eat it in remembrance of me.’” (vs. 24)

3. IT IS A \_\_\_\_\_

“In the same way, He took the cup, saying, ‘This cup is the new covenant in my blood; drink it to remember me.’” (vs. 25)

4. IT IS A \_\_\_\_\_ OF \_\_\_\_\_

“For whenever you eat the bread and drink the cup, you proclaim the Lord’s death until He comes back.” (vs. 26)

## WHO SHOULD TAKE THE LORD’S SUPPER?

Only those who are already \_\_\_\_\_ (Mark 14:22-26)

“For anyone who eats and drinks without recognizing the body of the Lord eats and drinks judgment upon himself.” 1 Cor. 11:29

## HOW DO I PREPARE MYSELF FOR THE LORD’S SUPPER?

“Therefore whoever eats the bread or drinks the cup of the Lord in an unworthy manner will be guilty of sinning against the body and blood of the Lord. A person ought to examine himself before he eats of the bread and drinks of the cup.” 1 Cor. 11:27-28

By... **1. Self-Examination**

1 Cor. 11:27

**2. Confessing My Sins**

1 John 1:9

**3. Recommitment**

Rom. 12:1

**4. Restoring Relationships**

Matt. 5:23-24

## CORE BELIEFS

<b>GUIDING PRINCIPLE:</b> In essentials, unity. In nonessentials, liberty. In all things, charity.
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*You can tell a lot about a person by what he or she believes. The same is true for a church. At Crossroads Church, we make a big deal over only a few basic things. Our core beliefs are based upon the teachings of the Bible. On many peripheral issues, we have people with a variety of interpretations and opinions. On the core beliefs, we stand firmly on what God says in Scripture and believe His Word will not change and will guide us in everything we do.*

**GOD:** There is one and only one living and true God. He has revealed Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

The best way to know God is to spend time with God. There are no quick and easy ways to fully or accurately describe God. However, we will try to summarize some of the basics of what we believe about God:

### “The Trinity”

**God the Father:** He is all powerful, all loving, and all wise. He is Father to those who become children of God through faith in Jesus Christ (**John 1:12**). He has always desired relationship with humanity. Because of His Grace, the Father seeks always to reach the lost and restore His wayward children (**Luke 15:20**).

**God the Son:** We believe that Jesus is the eternal Christ (**John 1:1,2**) who was born as a man 2000 years ago. Because all people have a distorted notion of who God is (we all tend to make God a "bigger & better me"), God became a man in order to clear up the confusion so that we could really know God. Although we don't fully understand it, we believe that Jesus is both 100% God and 100% human. By showing us the real God, Jesus makes it possible for us to have a real relationship with God (**John 1:18**). Because of Jesus, we know what pleases God, what's important to God, and what God wants for our lives.

We believe that Jesus was killed by men who cherished their own little notions about God more than the truth about God (deep down, we're all like those men) (**Acts 3:13**). Jesus proved himself to be God by coming back from the dead (**Acts 3:15**). We believe that people who trust Jesus and follow Him will also have life after death.

Jesus perfectly revealed and did the will of God. He is now exalted at the right hand of God, serving as our Mediator (**Hebrews 8:1**). He is the Head and final authority of the church (**Ephesians 1:22**). He will return in power and glory to judge the world and to finish His redemptive mission. He now lives in all believers as the living and present Lord.

**God The Holy Spirit:** He is the Spirit of God. He inspired Scripture. He exalts (points to and magnifies) Christ. He convicts of sin. He calls men to salvation. He cultivates Christian character and gives spiritual gifts to all believers. He dwells in every believer -- comforting, enlightening, and empowering them. We believe there is visible evidence that one is living a life shaped and guided by the Holy Spirit. The Bible calls this evidence, the "fruit of the Spirit." (**Galatians 5:22-25**)

**SALVATION:** Man was created in the image of God (**Genesis 1:27**). By choice, he sinned and brought sin into the human race. Sin is chosen by every human as soon as he is capable of moral choice. Sin separates man from God (**Romans 6:23**). Mankind stands condemned in his sin. Salvation is the restoration of the individual to a full relationship with God. Salvation is offered freely to all who accept Jesus Christ as Lord and Savior (**John 1:12**).

Because each person is a creation of God, each of us has a longing to be with God and to please God. However, God has created us with the freedom to do whatever we want. And against our better judgment we all choose at some point to do that which displeases God (**Romans 3:23**). We all live with the tension of wanting to be near God while simultaneously thinking that we know better than God.

You've probably heard a lot about "sin." Here's what we believe about it. We believe that sin is the "junk" that keeps us from being connected to God and to each other. Sin is the stupid stuff we do and have done to us that makes our life a mess.

Not only is sin the stuff we do, it is also the state of being separated from God because of what we've done. When we sin (and everybody has), we get disconnected from God because we take God's perfect plan for our lives and exchange it with what we believe is a better plan. In other words, we act like selfish fools and think that we know better than God.

We come to God in only one way - by choosing to accept the offer of forgiveness and reconciliation God offers to us by Jesus' life, death, and resurrection. If we ask Christ into our lives, God treats us as if we were Jesus (fully perfect, fully without sin, fully welcomed into God's presence). There is nothing we can do to earn God's favor or forgiveness -- both are given because of God's goodness (not ours) and because of what Jesus has done (not because of what we do) (**Romans 4:24**).

In his infinite mercy, God does not force his ways on us. Although this is gracious of Him, it means that we have to choose to accept his love, his forgiveness, and his work of reestablishing the relationship.

When we accept this new and real life, God begins the process of changing our hearts and minds from the inside out (**1 Corinthians 1:2**) and making our character more and more like Jesus' character. And as we come into a relationship with God, we also have the hope of strong relationships with other people.

We believe all true believers endure to the end -- that since we receive forgiveness and start a relationship with God based upon His grace we will be kept in that relationship based upon God's grace. The God who holds me in His hand will never release me into Satan's hand. (**John 10:28-30**) In more plain terms -- we believe the Bible teaches that you cannot "lose your salvation." This grace is not something to be taken advantage of, but should motivate us to live our lives more and more in obedience to God, becoming more Christ-like as time passes (**Romans 6:1,2**).

**THE BIBLE:** The Bible was inspired (literally, “breathed”) by God. It is inerrant and infallible in the original manuscripts. It has been preserved by God in such a way that it is authoritative and totally reliable today

**(2 Timothy 3:16-17).** We believe it is truth without any mixture of error in all realms of reality -- historically, scientifically, doctrinally, and prophetically.

We believe the Bible is God's completely true story about who he is, what he has done, what he is doing, and what he is going to do. It is a record of humanity's relationship with God and it was written by humans who were inspired by God. Because humans wrote the Bible, it reflects their backgrounds, styles, and uses of language. The Bible is God's untainted and perfect message concerning all things related to knowing God, pleasing God, and being connected to God.

**THE CHURCH:** The Bible speaks of the church as being the body of Christ. **(1 Corinthians 12)** We believe the church is the collection of Jesus-followers in the past, present and future. This means that the church is people, not a building or place or institution. It more commonly refers to local gatherings of baptized believers who are associated by a covenant relationship in Jesus Christ. The church observes two ordinances, Baptism and the Lord's Supper. The church, consisting of individual disciples, is called by God to be Salt and Light to the world – to change and influence the world in which we live. **(Matthew 5:13-14)**

The church has been Jesus' presence in the world since the time Jesus left earth and returned to heaven. Through the power and gifts of the Holy Spirit, the church's task is to introduce people to God by presenting Jesus to them and encouraging them to trust Jesus fully. The church should help those who respond to become people who follow Christ with their whole hearts.

The church exists both universally (all the believers everywhere and throughout history) and locally (all the believers in a given local congregation). Crossroads Church is one local expression of the universal church. We are made up of imperfect people who are responding day by day in all our relationships to God's stunning grace.

**MISSIONS:** It is the duty and privilege of every follower of Christ and of every church to make disciples of all nations. **(Matthew 28:19-20)** Since the Bible teaches that the only hope any person has is found in accepting Christ **(Acts 4:12)**, we will seek constantly to win the spiritually lost to Christ by personal effort and by all other means in harmony with the grace of God.

**THE END:** We believe that in his own time and in his own way, God will bring the world as we know it to an end. According to his promise, Jesus will return to earth in a real and visible way. **(1 Thessalonians 4:13-17)** When he returns, Jesus will judge every person who has ever lived and he will begin a new and eternal era of God's reign. The people who followed Jesus and accepted him as the path to God will live with God forever, in a place called “heaven.” Those who rejected Jesus will forever be allowed to live out their choice to be separate from God and all that he gives (hope, love, meaning, peace, etc.), in a place called “hell.” **(Revelation 20:15)**

## HELPING YOU CHOOSE A SET OF VALUES

### *Our Core Values*

## CROSSROADS CORE VALUES

**It's not about \_\_\_\_\_.** God's Kingdom and His purposes are more important than any one church's or individual's agenda. We will pursue the Father's heart in all matters.

**All people \_\_\_\_\_ to God and to us.** Just as Jesus loved every person He encountered, we will seek to love them and accept them as He does, seeking to lead them to a faith-commitment to Christ.

**Life-transformation best takes place in a \_\_\_\_\_ - \_\_\_\_\_ setting.** We will not only provide large-group worship experiences for people, we will do everything we can to provide life-changing small groups, where people can experience genuine, New Testament community.

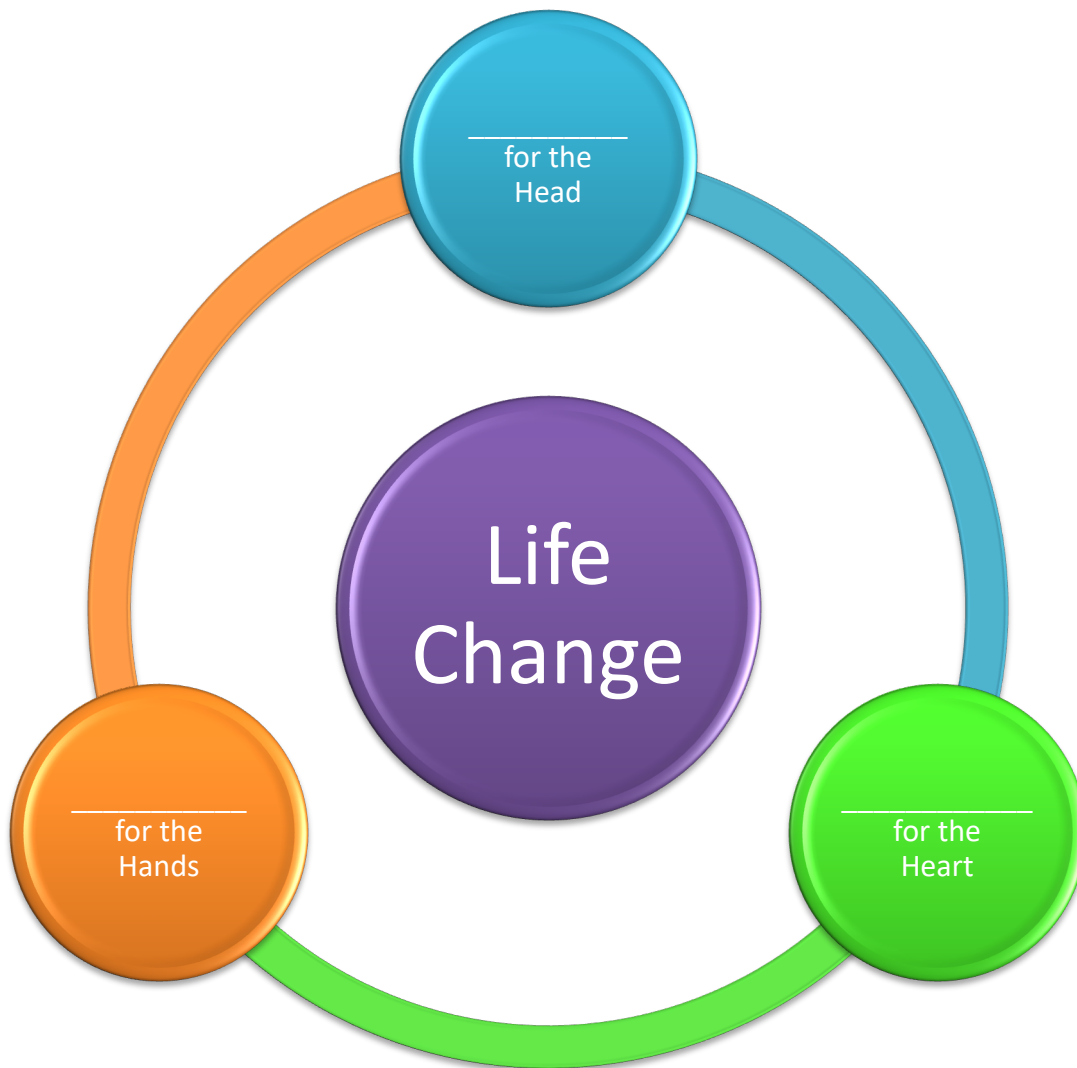
**God's Word has \_\_\_\_\_ power.** We are determined to communicate it as clearly and widely as possible, teaching people how to spiritually feed themselves.

**True disciples and churches always \_\_\_\_\_.** Multiplication is a sign of life. Disciples produce disciples who multiply and churches giving birth to churches which give birth to new churches.

**Christ-followers are \_\_\_\_\_.** Just as Jesus served, He calls us to serve. He defined greatness as being humble servants of others.

## HELPING YOU CHOOSE TO GROW AS A CHRISTIAN

### *Crossroads' Plan for Spiritual Growth & Development of Christians*



**Each time you spend time with God:**

- ➔ Ask, "What you want me to know?"
- ➔ Ask, "What do I need to internalize and experience in my relationship with God?"
- ➔ Ask, "God, what do you want me to do?"

# LOVE...GROW...SERVE...GO!

**God calls \_\_\_\_\_ of \_\_\_\_\_ to Love, Grow, Serve, & Go!**

We help people to come to know God and love Him with their whole life, grow as followers of Jesus, serve Him in our community, and go into the world with His message of grace.

**We will \_\_\_\_\_ and see them drawn to Christ as we follow Him and live for Him.**

When we love God, our lives are filled with authentic worship — we are growing and experiencing life-transformation as we live in true New Testament community with others — community is always lived out in ministry and mission to each other and those in the world.

**We are constantly equipping and being equipped to love, grow, serve, and go.**

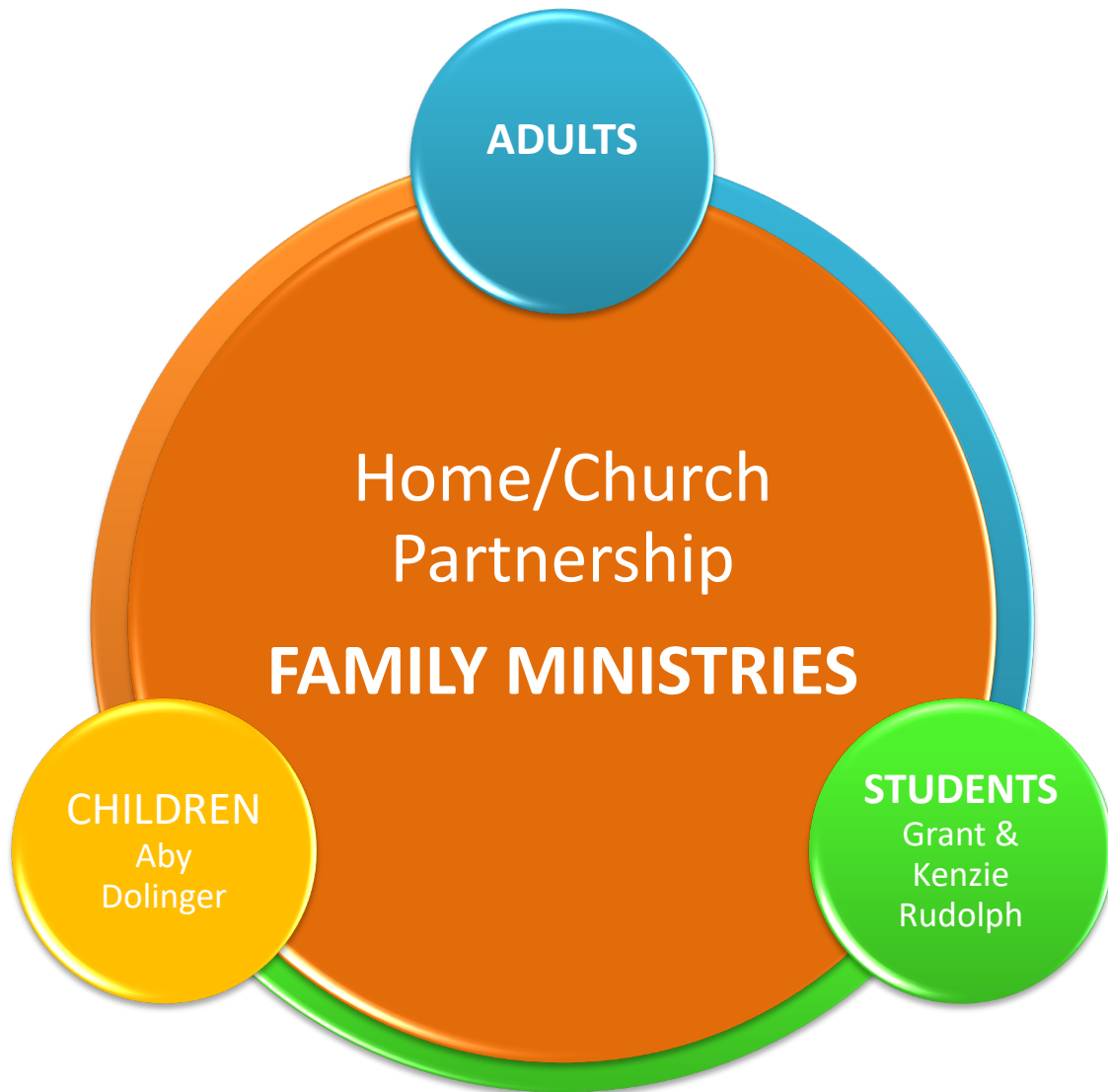
Disciples are life-long \_\_\_\_\_. There is always something else to teach and something else to learn.

**We are committed to always seek opportunities to build God's Kingdom through \_\_\_\_\_.**

We will help launch new churches and start new Crossroads sites, so that we may reach as many people for Christ as possible. Just as true disciples reproduce themselves through new disciples, true churches reproduce themselves in new churches that will repeat the pattern and plant new churches.

**We will always be coming \_\_\_\_\_, but will then go back \_\_\_\_\_ into the world.**

We gather to rest, worship, grow, fellowship, serve, equip and be equipped — but we always return to the world that needs Christ and His love! The Christian life is a missional life.



# HELPING YOU UNDERSTAND THE CHURCH YOU ARE CONSIDERING

## *Answers to Practical Questions You're Asking*

### Who are the leaders at Crossroads?

#### Elders

Ken Dalton  
Jim Burgin  
Jeff Dillon  
Ran Dolinger  
Marion Hobbs  
Howard Lucas

#### Ministry Staff

Ken Dalton – Lead Pastor  
                    – Student Ministry Pastor  
Aby Dolinger – Children's Ministry Director  
                    Ron Fisher, Jr. – Asst. Director for AWANA and Family Ministry  
                    Rita Perry – Asst. Director for Children Worship & Special Events  
Grant & Kenzie Rudolph – Student Ministry Directors  
Tré Perry – Worship Ministry Leader

#### Support Staff

Susan Lattimore – Finance Director & Administrative Assistant

#### Deacons

Blaze Cameron	Ron Fisher, Jr.	Brandon Gregory	Richard Johnson
Tim Ramann	Mike Shupe	Philip Spence	Glenn Starling

### Ministry Team Leaders

Women's Ministry: Ann Burgin  
Men's Ministry: Jeff Dillon  
LIFE Groups:  
AWANA: Ron Fisher Jr.  
First Impressions Ministry –  
Tech-Team – Audio: Tim Nipper; Projection: Jeanne Brewer; Video Streaming: Greg Kinney  
Facilities – Ron Fisher, Jr. and Deacons  
Bi-Lingual Fellowship – Glenn Starling

## How do decisions get made?

- ✓ Elders
- ✓ Ministry Staff
- ✓ Ministry Teams
- ✓ Congregational decisions

## What kind of church is Crossroads?

- ✓ Bible-based
- ✓ Missional
- ✓ Southern Baptist
- ✓ Autonomous (self-determining)
- ✓ Outward-focused
- ✓ Committed to seeing lives transformed by the power of Christ

## Is Crossroads a charismatic or Pentecostal church?

## Are there any restrictions on who can come to Crossroads?

**Welcoming ----- Approving**

We make a distinction between being welcoming and loving to all people and approval of lifestyles and behaviors that are clearly sinful, by Biblical standards.

## What happens to the money I give through the church?

## How do I get involved in serving?

## What about membership? What does it mean and how do I pursue it?

Here are the steps to joining your life with the lives of others who want to minister through Crossroads Church.

### Step 1: Confession of Faith In Christ

The most important relationship is the one with Christ. Before membership in a church is established, a commitment to Christ as your Savior and Lord must be made.

### Step 2: Public Baptism by Immersion After You Come to Christ by Faith

Baptism is an important symbolic act of obedience by which a Christian proclaims Christ's death, burial, & resurrection as well as their own spiritual rebirth. Crossroads accepts a previous baptism as long as it was done as a symbolic act, by immersion, and followed your salvation experience.

### Step 3: Take the NEXT STEPS Class Here at Crossroads

NEXT STEPS serves as our required membership class, though many take it before they have made a final decision about whether to pursue membership at Crossroads. This must be completed before moving to Step 4.

### Step 4: Meet with the Pastor and at least One Elder To Hear About Your Spiritual Journey and to Discuss And Sign the Membership Covenant

We believe everyone involved will be encouraged by hearing about how you came to trust Jesus as your Savior. We want to hear that important part of your spiritual story. We also want to elevate the significance of the promises our church makes to members and that members make to the church in the Church Covenant. We approach this as a serious “two-party covenant” with the Elders signing the covenant on behalf of the church and the new member signing to indicate their desire to take seriously the relationship they are establishing. You are a covenant member of Crossroads the moment you and the Elders sign a membership covenant in your meeting.

### Step 5: Public Presentation of the New Member at a Sunday Morning Worship Service

We want you to be introduced to your new spiritual family. We do that on Sunday mornings at the end of a worship service. You've made a major commitment and we want people to make a connection between your name and your face, as we begin serving together.

# The Crossroads

## Membership Covenant

The leadership and members of Crossroads Church make the following commitments to you as a part of the Body of Christ here at Crossroads:

1. We will value and love you as a member of our church family.

"By this all people will know that you are my disciples, if you have love for one another." John 13:35

2. We will give you Biblical instruction and encouragement to grow as a disciple of Christ.

"Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, <sup>20</sup>teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age."  
Matthew 28:19-20

"And He gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ." Ephesians 4:11-12

3. We will seek to give you opportunities to use your spiritual gifts and talents as you serve the Lord through Crossroads.

"Having gifts that differ according to the grace given to us, let us use them ..." Romans 12:6a

4. We will practice accountability, discipline, restoration, and conflict resolution according to New Testament guidelines.

1 Corinthians 5:1-6;11-13

"If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. But if he does not listen, take one or two others along with you, that every charge may be established by the evidence of two or three witnesses. If he refuses to listen to them, tell it to the church. And if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector.

Matthew 18:15-17

5. We will seek to offer care and encouragement to you in times of need, as the Body ministers to the Body.

<sup>24</sup>...But God has so composed the body, giving greater honor to the part that lacked it, that there may be no division in the body, but that the members may have the same care for one another." 1 Corinthians 12:24-25

As I commit myself to serving the Lord with the people of Crossroads, I freely and sincerely make the following statements and commitments (please initial each statement):

\_\_\_\_ "I have received Christ as my Lord and Savior and have been baptized."

\_\_\_\_ "I have read and am in agreement with Crossroads Core Beliefs, the Crossroads Vision & Purpose Statements, and the Crossroads Statement on Marriage, Divorce, & Sexuality and the Marriage & Celebration Policies."

\_\_\_\_ "I have completed Class 101."

I feel led by the Holy Spirit to unite with the Crossroads Church family. In doing so, I commit myself to God and to the other members to do the following:

1. I will protect the unity of my church
  - . . . By acting in love toward other members of the Crossroads family
  - . . . By refusing to speak or listen to gossip
  - . . . By following the leadership of Crossroads

"Having purified your souls by your obedience to the truth for a sincere brotherly love, love one another earnestly from a pure heart,"  
1 Peter 1:22

"Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear." Ephesians 4:29

"Remember your leaders, those who spoke to you the word of God. Consider the outcome of their way of life, and imitate their faith."  
Hebrews 13:17

1. I will share the responsibility of my church

- ... By praying for its spiritual growth and effectiveness in reaching the lost with the Gospel
- ... By inviting the unchurched to attend
- ... By warmly welcoming all who visit

"We give thanks to God always, for all of you..." 1 Thessalonians 1:2

"Go out into the highways and hedges ... and compel people to come in, that My House may be filled." Luke 14:23

"Therefore, welcome one another as Christ has welcomed you, for the glory of God." Romans 15:7

2. I will serve the ministry of my church

- ... By discovering and using my gifts and talents for the Gospel and the Kingdom
- ... By being equipped to serve by my Pastors, Elders, and other leaders
- ... By developing a servant's heart

"As each has received a gift, use it to serve one another, as good stewards of God's varied grace." 1 Peter 4:10

"And He gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ." Ephesians 4:11-12

"Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests, but also to the interests of others." Philippians 2:3-4

3. I will support the testimony of my church

- ... By attending faithfully
- ... By living a godly life
- ... By giving regularly

"not neglecting to meet together ... but encouraging one another..." Hebrews 10:25

"Only let your manner of life be worthy of the gospel of Christ..." Philippians 1:27

"On the first day of every week, each of you is to put something ..." 1 Corinthians 16:2

4. I will joyfully live in obedience to God's Word and its teachings on sexuality and marriage

... by practicing complete chastity unless married and, if married, complete fidelity within heterosexual and monogamous marriage. Complete chastity and fidelity means, among other things, that regardless of my marital status, I will pursue purity and abstain from sexually immoral practices such as adultery, homosexuality, premarital sex and pornography (Romans 13:11-14; 1 Corinthians 6:15-20, 10:8; Ephesians 5:3; 1 Thessalonians 4:1-8; Hebrews 13:4).

... by seeking to preserve the gift of marriage and agree to walk through the steps of marriage reconciliation at Crossroads Church before pursuing divorce from my spouse (Matthew 19:1-12; Mark 10:1-12; Luke 16:18; 1 Corinthians 7:10-11. For the role of the church in the process of divorce, see Paul's concern for the resolution of legal matters within the assembly of the church in 1 Corinthians 6).

Your Name (please print) \_\_\_\_\_

Signed \_\_\_\_\_ Date \_\_\_\_\_

Witnessed By \_\_\_\_\_

☐ Signed for the Purpose of Church Membership

If you currently are a member of another church, please write the name and as much as you know of their address: \_\_\_\_\_

☐ Signed for the Purpose of Serving in Ministry

## Statement on Marriage, Divorce, and Sexuality

### Crossroads Church

Recognizing that all of us are by nature and choice, sinners, Crossroads Church will provide an environment that welcomes people who acknowledge their battles with temptation and sin and who have a desire to experience victory over their sin. We will seek to love all people in Jesus' name, pointing them towards Christ's power to redeem, transform, forgive, and heal. We will seek God and His Word to discern ways that we can directly and indirectly minister and share God's love and the hope we have in Christ with those who struggle with every kind of sin.

Crossroads Church upholds the biblical view of marriage. We believe that God designed marriage to be a covenant relationship between one man and one woman, as biologically defined at birth, for life, plainly seen at the creation of Adam and Eve (Genesis 2:24) and reaffirmed by Jesus (Matthew 19:3-6). While we recognize that secular government and the society at large may adopt and approve other forms of marriage, Crossroads does not. We believe plural marriage (polygamy), same-sex marriage, and transgender marriage are all outside of God's design for marriage and are not recognized by this fellowship, regardless of the legality of such relationships in any civil jurisdiction. Accordingly, while individuals practicing, promoting, or supporting relationships not in line with this position are welcome to attend Crossroads and are invited to avail themselves of the forgiveness and grace of God in Christ, they are not eligible for membership or serving in ministry or leadership positions.

Divorce always is the result of departing from God's plan for marriage, and it causes pain that affects more than the couple involved. We are committed to the preservation of healthy marriages and the prevention of divorce. We believe it is a Christian's duty to preserve the gift of marriage and agree to walk through the steps of marriage reconciliation when the marriage is troubled. We as a church ask every member before pursuing divorce from your spouse, to seek fervent prayer and God's wisdom, to inform an Elder, and to agree to counseling before pursuing a divorce. The Elders stand ready and willing to direct the couple to counseling in pursuit of the reconciliation process (Matthew 19:1-12; Mark 10:1-12; Luke 16:18; 1 Corinthians 7:10-11). To understand the reason for the church to intervene in the process of divorce, see Paul's concern in 1 Corinthians 6 for the resolution of legal matters within the assembly of the church before it goes to court. We also desire that Crossroads will be a place where those affected by divorce can find healing and redemption rather than judgment and condemnation (Galatians 6:1-2).

We call on all Christians to joyfully live in obedience to God's Word and its teachings on sexuality and marriage by practicing complete chastity unless married and, if married, complete fidelity within heterosexual and monogamous marriage. Complete chastity and fidelity means, among other things, that regardless of marital status, the Christian will pursue purity and abstain from sexually immoral practices such as adultery, homosexuality, premarital sex and pornography (Romans 13:11-14; 1 Corinthians 6:15-20, 10:8; Ephesians 5:3; 1 Thessalonians 4:1-8; Hebrews 13:4). The Bible teaches that there is a uniqueness in sexual sin, that it is sin against one's own body. We recognize that there is a difference between temptation and behavior and while temptation and attraction are sometimes unavoidable, we are always responsible for our behavior. We remind all that through Christ and what He accomplished on the Cross, faithfulness and obedience can be the daily experience for Christians.

<sup>11</sup> For the grace of God has appeared, bringing salvation for all people, <sup>12</sup> training us to renounce ungodliness and worldly passions, and to live self-controlled, upright, and godly lives in the present age, <sup>13</sup> waiting for our blessed hope, the appearing of the glory of our great God and Savior Jesus Christ, <sup>14</sup> who gave himself for us to redeem us from all lawlessness and to purify for himself a people for his own possession who are zealous for good works.

Titus 2:11–14 (ESV)

09.17.15

## Crossroads Church Policies Concerning Marriage & Celebrations

### Based On Our “Statement on Marriage, Divorce, & Sexuality”

The beliefs stated in these pages are based upon our sincere interpretation of Scripture. The policies flow out of our beliefs and are all an expression of our “free exercise” of religious beliefs as stated in the 1<sup>st</sup> amendment of the Constitution of the United States.

As a result of these above described beliefs and our belief in the need for 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, allows or celebrates a same-sex union or a polygamous union or any union which, in the judgment of the church, is inconsistent with our beliefs. It is also the policy of the church that no pastor, member of the church staff, officer or church leader shall officiate at or attend any ceremony designed to solemnize, promote, create, or approve of such a union, regardless of the location of the ceremony. No member of the church may enter into such a union without being subject to church discipline.

A civil government’s sanction of a marriage or 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 the Crossroads “Statement on Marriage, Divorce, & Sexuality”.

### Church Policies and Practices Which Flow From Crossroads Beliefs Regarding Marriage & Sexuality

#### Clergy

1. Ordained clergy or licensed ministers employed by the church shall affirm the “Statement on Marriage, Divorce, & Sexuality” and the “Policies Concerning Marriage & Celebrations” adopted by this church.
2. Only ordained or licensed clergy approved by this church’s Elders or Pastor shall officiate at ceremonies conducted on church property.
3. Clergy employed by the church shall be subject to dismissal for violating this “Statement on Marriage & Sexuality” or by officiating at a marriage or union ceremony that violates the letter or the spirit of this policy.

#### Weddings, Receptions, & Ceremonies held in Crossroads facilities:

1. Applicants wishing to have a ceremony performed by a member of the clergy not employed by Crossroads Church will not be allowed to rent or use the facilities without approval of the particular clergy by the Pastor or Elders of Crossroads Church.
2. Both visiting clergy and the couple using the church facilities for their wedding shall affirm the “Statement on Marriage & Sexuality” and shall conduct themselves in a manner that is consistent with that statement. Any officiant not employed by the Crossroads Church shall serve at the discretion of the Pastor and/or Elders.
3. The couple and clergy from the Crossroads Church membership participating in a wedding and/or reception shall affirm the “Statement on Marriage & Sexuality”, before the events can be placed on the church calendar and held at the Crossroads facilities.
4. Staff assigned by the church to implement the procedures contained in this Marriage & Celebrations Policy may, in their discretion, decline to provide church facilities for, and/or decline to officiate at a ceremony when in their 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.

5. Applicants for a marriage ceremony held at Crossroads shall participate in premarital counseling by clergy or counselors employed by this church or other persons who, in the opinion of the Pastor and/or Elders of the church, have the appropriate training, experience, and spiritual understanding to provide such counseling. No weddings shall be officiated by a Crossroads leader where pre-marital counseling has not been experienced by the couple. All pastoral staff, counselors, or other persons providing premarital counseling shall affirm the "Statement on Marriage, Divorce, & Sexuality".

#### Staff & Leadership:

1. Every minister and employee, hired by the church shall affirm their agreement with Crossroads Church "Statement on Marriage, Divorce & Sexuality" and the "Policies Concerning Marriage & Celebrations" and conduct themselves in a manner that is consistent with it.
2. Church elders, deacons, officers and leaders will be asked to affirm their agreement with the "Statement On Marriage, Divorce & Sexuality" and the "Policies Concerning Marriage & Celebrations" and conduct themselves in a manner that is consistent with it.
3. Church pastors, elders, deacons, leaders, and teachers are expected to teach and live in a manner that is consistent with the "Statement On Marriage, Divorce, & Sexuality" and give guidance to people that is consistent with the "Policies Concerning Marriage & Celebrations".
4. In addition, no staff member, elder, deacon, officer, or person in a leadership position of Crossroads will perform, officiate, or support by attendance any ceremony or celebration of a union or "marriage" that is outside our understanding of the meaning of a Biblical marriage. This is based, in part, on Paul's teaching in Romans. At the end of the discussion of the variety of ways people sin against God, Paul says, "Though they know God's righteous decree that those who practice such things deserve to die, they not only do them but give approval to those who practice them." (Romans 1:32 ESV) By attending a wedding or celebration of a marriage that deviates from God's design for marriage, we are giving approval and blessing to the couple for what they are doing.

#### Facilities Use by Outside Groups:

1. Crossroads Church will occasionally make our facilities available for use by groups outside of our church. In all cases, the group's purposes and the event itself must not be in direct conflict with Crossroads Church's mission, beliefs, or practices.
2. Crossroads Church reserves the right to deny use of its facilities to any individual or group whose beliefs, purposes, and practices are in conflict with our own beliefs, purposes, and practices.

This Statement and Policies was approved and adopted for the membership of Crossroads Church, by the Elders of Crossroads on September 16, 2015. It was presented to the church membership on Sunday, October 4, 2015.

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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 reproofing 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 (1 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” (I 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.

