



Crossroads

BAPTIST CHURCH

*Constitution,
Statement of
Faith
And Bylaws*

ARTICLE I – PURPOSE

Crossroads Baptist Church exists to bring the TRUTH of God’s Word to the CROSSROADS of Tracy, through... Passionate, God-Centered **WORSHIP** Creative, Others-Focused **OUTREACH** & Dynamic, Servant-Producing **DISCIPLESHIP**

This congregation is organized as a church exclusively for charitable, religious, and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law) including, but not limited to, for such purposes, the establishing and maintaining of religious worship, the building of churches, parsonages, schools, chapels, radio stations, television stations, rescue missions, print shops, day-care centers and camps; the evangelizing of the unsaved by proclaiming the Gospel of the Lord Jesus Christ; educating of believers in a manner consistent with the requirements of Holy Scripture, both in Sunday and weekday schools of Christian education; and the maintaining of missionary activities in the United States and any foreign country.

Article II – STATEMENT OF FAITH

A. Of The Scriptures

We believe God authored the Holy Bible, consisting of the sixty-six books of the Old and New Testaments as originally written, by choosing, forming and controlling (by the Holy Spirit) men to assure their every word was what God intended so it is true and without error, the Word of God. Therefore, it is and shall remain to the end of the age, the complete and final revelation of the will of God to man; the true center of Christian union and the supreme standard by which all human conduct, creeds and opinions are to be tried.

Proverbs 30:5-6; Revelation 22:19; II Timothy 3:16-17; II Peter 1:19-21; Acts 1:16, 28:25; Luke 24:44-45; Psalm 119:160; John 17:17; II Thessalonians 3:6, 14-15; Psalm 19:7-11, 119:89, 105, 130; Isaiah 8:20; Romans 15:4; I Peter 1:23

B. The True God

We believe the one and only, living and true God is an infinite, intelligent, eternal Spirit, the maker and supreme ruler of heaven and earth. He is inexpressibly glorious in holiness, and worthy of all possible honor, reverence, worship, obedience, confidence and love. In the unity of the Godhead there are three persons, the Father, the Son and the Holy Spirit, equal in every divine perfection and executing distinct but harmonious offices.

Deuteronomy 6:4-5; Exodus 20:2-3; I Corinthians 8:6; Ephesians 4:6; I Thessalonians 1:9; Exodus 6:3; Psalm 8:1-4, 40:5, 83:18, 86:8-10, 90:2, 147:5; Isaiah 13:6; Jeremiah 10:10; John 4:24; II Corinthians 6:18; Romans 11:33; Nehemiah 9:6; Psalm 33:6-12; Isaiah 40:26-28, 42:5, 45:18; Jeremiah 10:12-16; Amos 4:13; Exodus 15:11, 34:14; Psalm 2:11, 99:5; Mark 12:30; I Timothy 1:17; Revelation 4:11, 5:12;

Matthew 28:19; John 14:9-10, 14:16-26, 15:26; Acts 2:32-33; I Corinthians 2:10-11, 12:4-6; II Corinthians 13:14; I Peter 1:1-2; I John 5:8; Ephesians 2:18; John 10:30, 17:5; Philippians 2:5-6

C. Christ, God the Son

We believe God the Son is of one essence and co-equal with the Father and the Spirit from all eternity. In His incarnation He was conceived of the Holy Spirit in Mary, a virgin, as no other person was ever or could ever be. He is both the Son of God and God, the Son. He is one person with both human and divine natures, as truly God as if He had never become man and as truly man as if He had not already been God. In His self-emptying, He never ceased to be God but partially laid aside the exercise of His divine attributes.

John 1:1-3, 1:14, 5:18, 10:30; Isaiah 7:14; Matthew 1:18-25; Luke 1:25-35; Matthew 11:27; Mark 1:1, 1:11, 9:7; John 1:14, 3:16, 8:16, 8:58, 5:21-23, 17:1, 20:28-29; I Corinthians 8:6; Psalm 2:7; Galatians 4:4; Colossians 1:15; Titus 2:13; Hebrews 1:1-2, 1:8; I John 5:20; Mark 2:8; John 1:18; Matthew 24:36; John 4:6, 19:28, 11:35; Romans 5:15-19, 8:3; I Timothy 2:5; Hebrews 2:14, 17; Galatians 4:4-5; Colossians 1:13-22, 2:9; Philippians 2:5-11; I John 4:2; II John 7

D. The Holy Spirit

We believe the Holy Spirit is a divine person of one essence and co-equal with the Father and the Son. He was active in the creation. In relation to the unbelieving world, He restrains the Evil One until God's purpose is fulfilled. He convicts of sin, of righteousness and of judgment. He bears witness to the truth of the Gospel in preaching and testimony. He is the agent in the new birth. He seals, baptizes, empowers, guides, teaches, witnesses, sanctifies and helps every believer.

We believe the fruit of the Spirit (love, joy, peace, long-suffering, kindness, goodness, faithfulness, gentleness and self-control) is the evidence of His indwelling.

John 15:26-27; Acts 5:30-32; John 3:5-6; Matthew 3:11; Luke 24:49; John 16:13, 14:16-17, 26; Romans 8:14, 8:16, 8:24-27; Ephesians 1:13-14; II Thessalonians 2:13; I Peter 1:1-2; Galatians 5:22-23; Ephesians 5:18-21; John 14:16-17; Acts 5:3-4; Matthew 28:19; Luke 1:35; Hebrews 9:14; Genesis 1:1-3; II Thessalonians 2:7; John 16:8-11

E. The Devil, or Satan

We believe Satan is a person, an angelic being who was once holy, but sinned and was joined in sin by a host of angels. He is now the evil prince of the power of the air, and the unholy ruler of this world. He is a liar and the father of lies. He holds the souls of the unsaved in his domain. We hold him to be man's great tempter, the enemy of God, the accuser, opponent and adversary of the saints, and the lord of the Lawless One of the last days. He is the chief power behind religious deceivers. Nevertheless, he disguises himself as an angel of light. It is our duty to resist him. He exercises power over men but is presently held to certain limits by God and even used by God to do good. He is destined to final defeat at the hands of God's Son and an eternal justice in the Lake of Fire, a place prepared for him and his angels.

Isaiah 14:12-15; Ezekiel 28:14-17; II Peter 2:4; Revelation 12:9; John 14:30; Ephesians 2:2; John 8:44; II Timothy 2:26; John 8:44; Luke 4:6; Acts 10:38, 13:10, 26:18; I John 3:8,10; Mark 4:15; Luke 13:16; Matthew 4:1,3; Luke 22:3-4; I Thessalonians 3:5; II Corinthians 2:11; I Chronicles 21:1; I Timothy 3:7; Matthew 13:25, 37-39; I John 3:8; Hebrews 2:14; Zechariah 3:1; I Peter 5:8; Revelation 12:10; II Thessalonians 2:8-11; I John 2:22; II Corinthians 11:3-4, 12-15; I John 4:3; II John 7; II Corinthians

11:14; II Thessalonians 2:9; I Peter 5:8-9; I Corinthians 7:5; Ephesians 4:27, 6:11, 6:13; James 4:7; Matthew 16:23; Luke 22:31-32; Acts 5:3; I Thessalonians 2:18; I Corinthians 10:13; Job 1:12; Job 2:6; I Corinthians 5:5; II Corinthians 12:7; I Timothy 1:20; Revelation 12:7-9, 20:10; Matthew 25:41

F. Creation

We believe the Biblical account of the creation of the physical universe and man. We believe in the literal, six (6), twenty-four (24) hour days of creation described in Genesis. This account is neither allegory nor myth, but a literal, historical account of the direct, immediate creative acts of God without any evolutionary process. Man was created from dust by a direct work of God and not from previously existing forms of life. All men are descended from the historical Adam and Eve.

Genesis 1:1; Exodus 20:11; Jeremiah 10:12; Hebrews 11:3; Genesis 1:11, 24; Romans 5:12; Genesis 1:26-27, 2:7, 2:21-23; Acts 17:23-26; Genesis 5

G. The Fall of Man

We believe God created man in His image, innocent and under His law. By voluntary transgression Adam fell from his sinless and happy state, and all men sinned in him. Consequently, all people have Adam's fallen nature, and are sinners by nature and by conduct. They are, therefore, justly condemned, without excuse. They are spiritually dead, unable to respond to spiritual truth.

Genesis 1:26-31, 2:16-17; Genesis 3:1-6, 17-19, 23-24; Romans 5:12-14, 5:19; Jeremiah 17:9; Psalm 51:5; John 1:3-5; Romans 1:18-20, 1:28-32, 3:9-19; Ephesians 2:1, 2:3, 4: 17-19; Romans 8:5-8; I Corinthians 2:14; Ephesians 2:1; Titus 1:15-16

H. Christ's Sacrifice for Sin

We believe Jesus Christ, by appointment of the Father, voluntarily took upon Himself our nature, yet without sin, and lived a sinless life, thus qualifying to be our Savior. Then He sacrificed Himself in the sinner's place, the Just dying for the unjust, Christ the Lord bearing our sins in His own body on the tree. By shedding His blood He fully satisfied God's just demands regarding sin. He is the all-sufficient Savior.

Philippians 2:7; Hebrews 2:14, 4:15; II Corinthians 5:21; I Peter 2:20-22; John 8:46; John 15:10; John 10:17-18; Matthew 20:28; Isaiah 53:10-12; Galatians 1:3-4; I Peter 2:24, 3:18; I Corinthians 15:3; Isaiah 53:4-6; Romans 3:24-25; Romans 5:6-10; I Corinthians 15:3; Hebrews 9:12-15; I John 2:1-2, 4:9-10; Hebrews 5:7-10, 7:23-28, 12:2

I. Salvation

We believe God saves sinners on His own initiation and wholly of grace. Faith in the Lord Jesus Christ is the only condition of salvation and is a gift from God. No works we do have any part in obtaining, nor keeping salvation. Jesus Christ did everything necessary to save the elect. When a man adds anything to grace it is no longer grace. Without grace there is no salvation. We believe that justification is that judicial act of God whereby He declares the believer righteous upon the basis of the imputed righteousness of Christ

Acts 15:11; Romans 3:24; Romans 8:29-30; Ephesians 2:8; Colossians 3:12; I Thessalonians 1:4; II Timothy 1:9-10; Titus 1:1; I Peter 1:1-2; Romans 3:19-28; Ephesians 2:8-9; Romans 12:3; Philippians

1:29; Hebrews 12:2; John 19:30; Romans 8:33-34; II Corinthians 5:14, 19, 21; Hebrews 9:26, 10:10-14; I John 2:2; Romans 11:6; Isaiah 55:1; Revelation 22:17; Acts 7:51; Romans 3:10-12; Luke 14:16-20; Romans 8:29-30; I Corinthians 1:23-24; II Thessalonians 2:13-14; Luke 14:23

J. Man's Responsibility to Believe

We believe the offer of free salvation is made to all through the gospel and it is the duty of all to believe it by obedient faith. All who fail to believe are personally responsible and accountable to God.

Isaiah 55:1; Matthew 11:28; Romans 10:13; Revelation 22:17 Isaiah 55:6; Isaiah 55:7; Acts 17:30; I John 3:23-24; John 3:18; John 3:36, 5:40; Acts 28:25-28, 13:46; Romans 2:1, 4-8

K. The New Birth

We believe everyone who has faith in Jesus Christ is born again. The new birth is a new creation in Christ Jesus, instantaneous and not a process. In the new birth the one dead in trespasses and sins is made a partaker of the divine nature and receives eternal life, the free gift of God. Our Sovereign God creates us anew in a manner above our comprehension, solely by the power of the Holy Spirit.

John 3:3; Ephesians 2:8-9; II Corinthians 5:17; II Corinthians 5:17; II Corinthians 5:17; II Corinthians 5:17; John 3:6-7; Acts 2:41, 16:30-31; I John 3:9; II Peter 1:4; Romans 6:23; Ephesians 2:1; Colossians 2:13; John 1:12-13, 3:8, 6:44; Ephesians 1:3-9, 11

L. Sanctification

We believe God provides for and requires sanctification, the loyalty of the believer to God and purity from the world and sin. While God gives us a judgment of perfect sanctification as part of Christ's redemptive work, we must cooperate in progressive practical sanctification. Everyone in heaven will be perfectly sanctified in fact as well as judicial standing.

Sanctification includes not doing God's work in union with unbelievers and separation from believers (real and supposed) when they persist in wrong doctrine or practice despite repeated efforts at correction.

John 17:13-17; Romans 12:2; II Corinthians 7:1; Gal. 5:16-24; I Thessalonians 4:3-4; Leviticus 19:2; I Peter 1:14-16; James 1:27, 4:4; I John 2:15-17; I Corinthians 1:2 with 3:1-3; II Thessalonians 2:13; Hebrews 10:10, 14; Romans 6:12-14; 12:1; Ephesians 4:1, 20-32; 5:3-14; Colossians 3:5-10; II Corinthians 3:18; I John 3:2-3; Ephesians 5:25-27; Colossians 1:21-22; Jude 24; II Corinthians 6:14-7:1; II John 9-11; Matthew 18:15-17; Romans 16:17; I Corinthians 5:9-11; Galatians 6:1; II Thessalonians 3:6, 14-15; I Timothy 6:3-5, 11; II Timothy 3:1-5; Titus 3:9-11

M. The Local Church

We believe a local church is a congregation of believers observing the ordinances of Christ, governed by His laws and exercising the gifts, rights and privileges invested in it by His word. Scripture designates the two offices of Pastor (also called elder and bishop or overseer) and Deacon and defines their duties. God assigns the church the mission to make individual disciples by baptizing them, and teaching them to do as He commanded. He has also ordained that local churches be the pillar and ground of the truth. Each local church operates under the authority of its Head, Jesus Christ. Christ is pleased for His churches to work together without compromising truth. In all decisions not preempted by Christ, the will of the local church is final.

Acts 2:41-42 (See also Article 14); Matthew 18:18; I Corinthians 5:11-13, 6:1-3; Galatians 6:10; Hebrews 10:24-25; James 1:27; I Timothy 1:3-5, 18-19, 2:1-2, 8-12, 4:1-7, 13-16, 5:1-3, 17-22, 6:11-14, 17-19; II Timothy 1:13-14, 2:2, 15-16, 24-26, 4:1-2, 5; Acts 14:23; Ephesians 4:11; I Timothy 3:1-7, 3:8-13; I Peter 5:1-4; Matthew 28:19-20; I Timothy 3:15; Ephesians 1:22-23, 5:23-24; Colossians 1:18; Acts 15:22; II Corinthians 8:1-3, 23-24; See references for Article 12; II Corinthians 8:1-3, 7-10, 23-24

N. Baptism and the Lord's Supper

We believe God established just two ordinances of the local church: baptism and the Lord's Supper. Christian baptism is the immersion of a believer in water in the name of the Father, the Son and the Holy Spirit. It is a solemn emblem of our union with Christ in death, burial and resurrection as accomplished by the baptism of the Holy Spirit. In Scriptural order baptism precedes church membership. The Lord's Supper is a memorial service in which the symbols of bread and cup represent the body and blood of Jesus Christ and remind us of His great love in dying for our sins. This ordinance is to be observed in anticipation of His coming and preceded by solemn self-examination.

Matthew 28:19; Acts 8:36-39; Romans 6:4-5; Colossians 2:12; Acts 2:41-42; I Corinthians 11:23-28

O. The Perseverance of the Saints

Only those who continue in the faith are authentic believers (saved). Their persevering attachment to Christ distinguishes them from superficial professors. God keeps them eternally secure in Christ. All who are saved will show it by living example of growth in the fruits of the Spirit, which are love, joy, peace, longsuffering, kindness, goodness, faithfulness, gentleness, and self-control.

John 8:30-32; Colossians 1:21-23; I John 2:18-19; John 10:25-29; Romans 8:35-39; Philippians 1:6; I Peter 1:3-5; I John 1:6, 2:4-6, 2:9-11, 2:15, 2:29, 3:3, 3:5-10, 3:15, 3:17-19, 4:7-8

P. The Righteous and the Wicked

We believe there is radical and essential difference between the righteous and the wicked. Only those who are justified are righteous; all others are wicked and under the curse. This distinction continues in and after death, in the everlasting joy of the saved and the everlasting, conscious suffering of the lost.

Psalm 1:4-6; Proverbs 3:31-33; I John 5:18-19; Proverbs 21:4, 27; Romans 3:9-24, 4:1-5; Galatians 3:8-11; Proverbs 10:7, 25, 14:32; Isaiah 66:23-24; Daniel 12:1-3; Matthew 7:13-14, 13:47-50, 25:34, 25:41; Luke 16:24-26; John 3:36; II Thessalonians 1:5-12; I Peter 4:15-18; Revelation 20:11-15

Q. Civil Government

We believe God appointed civil government for the benefit and good order of human society. We are to pray for, honor and pay taxes to civil rulers. We are to obey with the exception of things contrary to God's commands in His word. "We ought to obey God rather than man."

Romans 13:1-7; I Timothy 2:1-2; Titus 3:1; I Peter 2:13-14, 17; Daniel 3:17-18; Acts 4:18-20, 5:27-29

R. Christ's Work After the Cross

We believe Christ bodily rose from the dead. He ascended from earth into heaven, where He is enthroned at the right hand of the Father. He is our High Priest, the only Mediator between God and men. He is our Advocate when we sin. Christ will return to the air above the earth to rapture His church. He will return to the earth in great glory to set up His Kingdom.

Matthew 28:5 -7; Luke 24:36-43; John 20:26-29; I Corinthians 15:1-6; 12-25; Luke 24:50-53; Acts 1:9-11; Hebrews 12:1-2; I Timothy 2:5; Hebrews 2:17; I John 1:6-2:1; John 14:3; I Corinthians 15:51-53; Philippians 3:20-21; I Thessalonians 4:16-17; Hebrews 9:28; Psalm 72:8; Isaiah 9:6-7, 11:4-5; Acts 1:11; Matthew 24:27, 25:13; Luke 1:32; Acts 2:29-31; Revelation 19:11-16, 20:1-6

S. The Resurrection

We believe in the resurrection of the bodies of all the dead. Believers in the Church will be raised at the rapture. They will be caught up with transformed living saints to meet Christ in the air. Believers outside the church (Abraham and David, for example) will be raised at the glorious return of Christ to set up His Kingdom (at the end of the Tribulation). The wicked will be raised at the end of the Millennium to be judged by Christ at the Great White Throne and cast into Hell.

John 5:21-30; I Thessalonians 4:15-18; Daniel 12:1-3; Revelation 20:11-15

T. Last Things

We believe in the premillennial, pretribulational, return of Christ, an event which can occur at any moment, when the dead in Christ shall be raised in glorified bodies, and the living in Christ shall be given glorified bodies without tasting death, and all shall be caught up to meet the Lord in the air before the seven years of the Tribulation.

We believe that the Tribulation, which follows the Rapture of the Church, will be culminated by the revelation of Christ in power and great glory to sit upon the throne of David and to establish the millennial kingdom.

I Corinthians 15:51-52, James 5:7-8, Philippians 3:20, I Peter 4:7;

I Thessalonians 4:13-18, I Corinthians 15:42-44, I Corinthians 15:53-54, Philippians 3:21; Revelation 3:10, I Thessalonians 1:10, I Thessalonians 5:2-5, I Thessalonians 5:9-11; Isaiah 9:6-7, Luke 1:30-33, Matthew 24:29-31, Acts 2:29-30, II Thessalonians 1:3-10

U. Human Sexuality

We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery, appearance or any other means. In all things we must put obeying God's written word, the Bible, as priority.

Gen. 2:24; Gen. 19:5, 13; Gen. 26:8-9; Lev. 18:1-30; Rom. 1: 26-29; 1 Cor. 5:1; 6:9; 1 Thess. 4:1-8; Heb. 13:4

V. Family Relationships

We believe that men and women are spiritually equal in position before God but that God has ordained distinct and separate spiritual functions for men and women in the home and the church. Accordingly, the husband is to be the leader of the home, Pastors and Deacons of the church must be men, and only men are eligible for licensure and ordination by the church. (Gal. 3:28; Col. 3:18; 1 Tim. 2:8-15; 3:4-5, 12)

We believe that God has ordained the family as the foundational institution of human society. The husband is to love his wife as Christ loves the church. The wife is to submit herself to the Scriptural leadership of her husband as the church submits to the headship of Christ. Children are a heritage from the Lord. Parents are responsible for teaching their children spiritual and moral values and leading them, through consistent lifestyle example and appropriate discipline.

Gen. 1:26-28; Ex. 20:12; Deut. 6:4-9; Ps. 127:3-5; Prov. 19:18; 22:15; 23:13-14; Mk. 10:6-12; I Cor. 7:1-16; Eph. 5:21-33; 6:1-4, Col. 3:18-21; Heb. 13:4; I Pet. 3:1-7

W. Divorce and Remarriage

We believe that God disapproves of and forbids divorce and intends marriage to last until one of the spouses dies. Although divorced and remarried persons or divorced persons may hold positions of service in the church and be greatly used of God for Christian service, they may not be considered for the offices of Pastor or Deacon.

Mal. 2:14-17; Matt. 19:3-12; Rom. 7:1-3; 1 Tim. 3:2, 12; Titus 1:6

X. Abortion

We believe that human life begins at conception and that the unborn child is a living human being. Abortion constitutes the unjustified, unexcused taking of unborn human life. Abortion is murder. We reject any teaching that abortions of pregnancies due to rape, incest, birth defects, gender selection, birth or population control, or the physical or mental well being of the mother are acceptable.

Job 3:16; Ps. 51:5; 139:14-16; Isa. 44:24; 49:1, 5; Jer. 1:5; 20:15-18; Luke 1:44

Y. Lawsuits Between Believers

We believe that Christians are prohibited from bringing civil lawsuits against other Christians or the church to resolve personal disputes. We believe the church possesses all the resources necessary to resolve personal disputes between members. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander.

1 Cor. 6:1-8; Eph. 4:31-32

Authority of Statement of Faith

The Statement of Faith does not exhaust the extent of our faith. The Bible Itself is the sole and final source of all we believe. We do believe, however, that the foregoing Statement of Faith accurately represents the teaching of the Bible.

Article III – NAME

The name of this church shall be – “Crossroads Baptist Church of Tracy California”

Article IV – BYLAWS

A. ASSOCIATIONS

Because a New Testament Baptist Church cannot join “anything outside itself,” but only affiliate with others on grounds of FELLOWSHIP, Crossroads Baptist Church may associate with groups and associations that are in agreement with the statement of faith and purpose of this church.

B. MEMBERSHIP

1. Qualifications for Membership

Upon a majority vote of the members present at any church service or meeting, membership shall be extended to all who have had, and whose lives evidence a genuine experience of regeneration through faith in and acceptance of, the Lord Jesus Christ as personal Savior; who endeavor to live a consecrated life wholly unto the Lord; who agree with the Statement of Faith contained herein; who enter into the Church Covenant contained herein; who agree to submit to the authority of the church; and upon compliance with any one of the following conditions:

- a. By baptism (immersion) as a true believer in Christ Jesus as personal Savior;
- b. By testimony of faith, having been baptized by immersion; or
- c. By restoration, if having been removed from membership, upon majority vote of the congregation after confession is made publicly before the church membership of the sin or sins involved, and satisfactorily evidencing repentance to the Pastor (or Fellowship of Deacons if the office of Pastor is vacant).
- d. Candidates for church membership shall appear personally before the Pastor and Deacons. Having been recommended by the Deacons, the name shall be submitted to the church for acceptance or rejection.

2. Duties of a Member

On becoming a member of this church, each one covenants to love, honor, and esteem the Pastor; to pray for him; to recognize his authority in spiritual affairs of the church; to cherish a brotherly love for all members of the church; to support the church in prayer, tithes, offerings and with other

financial support as the Lord enables; and in accordance with Biblical commands to support through a lifestyle walk affirming the beliefs and practices of the church.

Each member should be committed to attend the services of the church as much as is humanly possible. This is for the encouragement of each believer. Hebrews 10:25.

3. Privileges of Membership

- a. Church members in good standing spiritually have the privilege of serving in the church, and participating in the Lord's Supper.
- b. Members that are under church discipline shall have the privileges of serving in the church, participating in the Lord's Supper and voting suspended until the issue is resolved.
- c. Voting eligibility.
 - i.) Members that are at least 18 years of age shall be able to vote.
 - ii.) Members that are more than 16 years old and less than 18 years old may vote provided that one or both parents are members, and in good standing. Members of this age participate in voting under the authority and guidance of their parent(s).
 - iii.) Members who are physically present at a duly called meeting of the church shall be entitled to vote.
 - iv.) There shall be no absentee or proxy voting unless allowed by a vote of a majority of the members at least two weeks prior to the meeting.

4. Restorative Discipline of a Member

- a. Regarding personal offenses:
 - i.) Members are expected to demonstrate special loyalty and concern for one another. When a member becomes aware of an offense of such magnitude that it hinders spiritual growth and testimony, he is to go alone to the offending party and seek to restore his brother as commanded in Matthew 18:15-17. Before he goes, he should first examine himself. When he goes, he should go with a spirit of humility, and have the goal of restoration.
 - ii.) If reconciliation is not reached, two other members, possibly including either a Deacon or the Pastor, are to accompany the one seeking to resolve the matter. This second step should also be preceded by self-examination and exercised in a spirit of humility and have the goal of restoration.
 - iii.) If the matter is still unresolved after the steps outlined in subsections (1) and (2) it becomes necessary to tell it to the church the following procedure will be followed
 - For the sake of order and the proper recognition of the authority of the Pastor(s), this matter will be brought to them first.
 - This will be accomplished in writing, for the Pastor(s) of the church to review.
 - It is then the responsibility of the Pastor(s) to evaluate the content of the letter and decide if it should or should not be taken to the church for a congregational vote.

- iv.) If the matter is still unresolved after the steps outlined in subsections (i), (ii), and (iii) have been taken, such members who refuse to repent and be restored are to be removed from the membership of the church. Removal of said member shall require a majority vote of the members present at a meeting called for the purpose of considering disciplinary action. This meeting shall require a 30% quorum and shall be announced at least two Sundays prior to the meeting.
 - v.) The procedures provided in this section are based on Matt. 18:15-20; Rom. 16:17-18; I Cor. 5:1-13; 2 Cor. 2:1-11; Gal. 6:1; I Thess. 5:14; 2 Thess 3:6, 10-15; I Tim. 5:19-20 and Titus 3:10-11.
 - vi.) Believers that show repentance should ask for public forgiveness. It is best if the erring believer first repents before God, and then shows genuine repentance in faithful attendance and conduct, then at the Communion service, speaks to the sin and seeks the forgiveness of the body. Too often, erring believers run for forgiveness, but do not follow through in obedience.
- b. In those cases where the grievance is against the Pastor(s),
 - i.) The Pastor in question may not vote.
 - ii.) In the case of there being only one Pastor or a tie among Pastors, a minimum of three Pastors from churches of like mind and practice shall be chosen to render a decision or break the tie.
 - a.) In the special case of a Pastor, the steps of 1 Timothy 5:19-20 must also have been followed.
 - Do not make an accusation without two or three witnesses.
 - The Pastor, if guilty, must be rebuked before the congregation. (Prov. 11:13).

5. Termination of Membership

- a. Death: Upon the death of a member the church clerk will remove the deceased from membership without any further action by the church.
- b. Needless absence from Worship services or lack of support of the church for a period of one year may result in the Pastors and Deacons recommending dismissal to the church. All efforts will be made to restore the unfaithful member before dismissal.
- c. No member of this church may hold membership in another church. If any member unites in membership with another church, that person is automatically removed without notice, from membership in this church.
- d. A member may withdraw their membership, in writing, at any time, provided they are not currently under church discipline. However no letter of recommendation or written statement of good standing will be given. The Church Clerk will remove them from membership upon the church being informed at any church service or meeting.

6. Letter of Recommendation

A member desiring to join a church of like faith and practice may request a letter of recommendation from Crossroads Baptist Church provided they are not under the disciplinary process. Such letters shall be granted by a majority vote of the church at any church service or meeting.

7. The Ordinances of Membership

- a. Baptism:

Persons desiring believer's baptism will complete a membership and baptism class taught by the Pastor or his designee. Those professing saving faith in Jesus Christ as personal Savior shall, by the Pastor, or some person authorized by the church, be immersed in water in accordance with Scriptural teaching. Immersion shall be pre-requisite to church membership. Believers being baptized will be candidates for church membership.

b. The Lord's Supper:

The Lord's Supper (communion) shall be served to the assembled church by the Pastor, and the deacons or their designees. It will be observed monthly, the Sunday to be at the discretion of the Deacons and the Pastor. Since it is the Lord's Table, none who are His shall be barred, but the Pastor shall frequently state the Scriptural order, which places baptism and church membership as a prerequisite to communion, and shall explain the meaning of the Ordinance. I Corinthians 11:27-30.

C. OFFICERS

– The church officers shall be Pastors and Deacons, Philippians 1:1.

1. Pastor

a. His Call

The Pastor shall be called at a special or regular meeting of the church. Public notice of such action having been given from the pulpit for two (2) Sundays immediately preceding the date of the meeting; the secret voting will require three-fourths ($\frac{3}{4}$) majority vote of the voting members present at a meeting, called for that purpose, to extend a call.

b. Qualifications

Because the Bible commands Christians to walk worthy of the vocation to which God has called them (Eph. 4:1) and commends a man desiring the office of a bishop as one who desires a good work (I Tim. 3:1), the Pastor must, in addition to his adherence to the Statement of Faith as provided in Article II and the qualifications for and duties of membership as provided in Article IV, conduct his personal and professional life according to the following Biblical standards:

- i.) Gender. While emphasizing that men and women are spiritually equal before God, the Bible instructs that God has ordained distinct functions for men and women within the church administrative structure. Accordingly, only men are eligible to assume the office of Pastor. Gal. 3:28; I Tim. 2:8-15; Titus 1:6.
- ii.) Marriage. The Bible commands that the Pastor be the husband of one wife. Therefore, he disqualifies himself from Pastoral ministry upon his divorce and remarriage to one other than his first spouse. Mark 10:11; I Tim. 3:2; Titus 1:6.
- iii.) Spouse and Children. The Pastor is the shepherd, as he is the leader of his family. His ability to lead his family and bring his children into proper subjection to spiritual, parental, legal, and other proper authority, reflects upon his ability likewise to bring the church into proper subjection to spiritual authority, to bring unsaved individuals to a saving knowledge of Jesus Christ, and to facilitate the proper spiritual development of saved members. I Tim.3:4-5; Titus 1:6.

- iv.) Alcohol. The Bible commands Pastors to be sober, vigilant, of good behavior and not given to much wine. Eph. 5:18; I Tim. 3:2-3; Titus 1:7.
- v.) Teacher/ Counselor. Because the Pastor is required to provide spiritual guidance to members on both an individual and congregational level, he must study the Word of God to prove himself divinely qualified and competent to teach and council members accordingly. The Bible commands that he be discreet in his counseling of individual members. Acts 20:28-32; I Tim. 3:26; 2 Tim. 2:15.
- vi.) Economic Consideration. Remembering that a Christian's ultimate, eternal reward is in Heaven, the Pastor must not use his spiritual position of leadership for profit or personal financial gain. Rather, he should exemplify dependency, hospitality, generosity and altruism. Matt. 6:19-34; I Tim. 3:2-3. 6:6-11; Titus 1:7; I Peter 5:2.
- vii.) Social Reputation. Because certain conduct, including that which is questionable and not necessarily in direct violation of Scripture, may be a stumbling block to the spiritually weak or unsaved, a Pastor must therefore strive to maintain a good spiritual reputation among those within the community who are without Christ. This includes observing the ordinances of lawful government authority to the extent that they do not directly conflict with the commands God has set forth in the Bible. I Cor. 8-9; I Tim 3:7; I Peter 2:13-17.

c. Duties of the Pastor

- i.) Faithfully preach the Word of God, counseling the flock to obedience and comforting the weak and fainthearted. He shall be the bishop of the church, leading the church in administrative affairs. He is to be an elder, demonstrating godliness in all matters of life.
- ii.) He shall conduct the services of the church.
- iii.) Unless he declines, the Pastor shall moderate congregational meetings with the privilege of expressing himself. If during the consideration of matters relating to him personally, the congregation desires, or by his own wishes, the assistant Pastor or Deacon chair may moderate.
- iv.) The Pastor is also an ex-officio member of all committees and organizations in the church.
- v.) The Pastor shall supervise all church staff, officers and appointed positions, whether paid or volunteer. He, in consultation with the Fellowship of Deacons, has the authority to dismiss the same. No employee, volunteer, officer, or appointed position, shall be hired, appointed, or retained who fails to adhere to or expresses disagreement with this church's Doctrinal Statement and/or Covenant.
- vi.) The Pastor may recommend the calling of assistant or associate Pastors as the need arises to assist him in carrying out his God-given responsibilities.
 - a.) The Pastor and Fellowship of Deacons shall interview and recommend candidates to the church for their approval.
 - b.) Their call shall meet the same requirements as the senior Pastor.
- vii.) The Pastor serves as President of the Corporation.

d. Pastoral Compensation

- i.) The congregation upon recommendation of the Fellowship of Deacons shall establish the Senior Pastor's salary.

- ii.) Any reduction in the Pastors' salary or benefits will require a $\frac{3}{4}$ majority vote by the church.
- iii.) The Senior Pastor shall be entitled to an annual vacation, details of which shall consist of at least one week and up to 4 weeks per year, not counting conferences as decided by the congregation.
- iv.) Furthermore, when applicable and available, the church will strive to provide for the Senior Pastor's health insurance, housing allowance and professional expenses.

e. Pastoral Sabbatical

It is strongly recommended that after every five years of service as Senior Pastor of Crossroads Baptist Church, he shall be offered a three consecutive month sabbatical with compensation, for the purpose of spiritual and personal refreshment. This sabbatical will be in lieu of his annual vacation for that year.

f. Termination of the Pastor

i.) Resignation:

- a.) If a Pastor desires to resign from his office, He shall give the church notice in writing not to exceed sixty (60) days and at least thirty (30) before his ministry is terminated, unless another duration is mutually agreed upon.
- b.) The Pulpit committee shall be formed as soon as is reasonably possible following the announcement of the senior Pastor's resignation. (See section on committees)

ii.) Retirement:

- a.) If the senior Pastor desires to retire, he shall give the church at least 30 days notice of his desire. The church may at their discretion allow the Pastor to continue until such time as a new Pastor is called.
- b.) If the retiring Pastor desires to stay a member of this church, He may, with the approval of the new Senior Pastor, and a $\frac{2}{3}$ majority vote of the congregation be recognized as a Pastor Emeritus.

iii.) Dismissal

- a.) In the event that a Pastor is accused of sin or serious doctrinal error the steps outlined in "Restorative Discipline of a Member" must first be followed.
- b.) If a member believes that the Pastor should be removed from his office, they shall
 - Follow the steps of Matthew 18 and go to the Pastor and attempt to resolve the situation.
 - If they are unable to resolve the situation then they shall submit a letter to the Deacons explaining the need. The letter must have at least two witnesses that will co-sign the letter. The Deacons then must investigate and determine the need to bring it to the congregation.
 - All petitions and unsigned letters will be rejected without consideration.
- c.) If the Deacons determine that it must be brought before the congregation, The Chairman of the Fellowship of Deacons will moderate the meeting. A $\frac{3}{4}$ vote shall be needed to remove the Pastor.

2. Deacons/Trustees

-A Deacon must conduct his personal and professional life according to the following Biblical standards:

a. Qualifications:

- i.) Membership: A Deacon must be a member in good standing of Crossroads Baptist Church.
 - ii.) Gender. While emphasizing that men and women are spiritually equal before God, the Bible instructs that God ordained distinct and separate functions for men and women within the church administrative structure. Accordingly, only men are eligible to assume the office of Deacon. Gal. 3:28; I Timothy 2:8-15, 3:2.
 - iii.) Marriage. The Bible commands that a Deacon be the husband of one wife. Therefore, like the Pastor, a Deacon disqualifies himself from office upon his divorce and remarriage to one other than his first spouse. I Tim. 3:12
 - iv.) Spouse and Children. Like the Pastor, the Deacon holds a leadership position within the church similar to that which he holds within his family. His ability to lead his family and bring his children into proper subjection to spiritual, parental, legal and other proper authority reflects upon his ability likewise to blamelessly perform the duties of his office in a spiritually effective and efficient manner. The Bible also commands a Deacon's wife to abstain from gossip and slander, to be serious minded, and to be faithful in her spiritual service. I Tim. 3:11-12.
 - v.) Stewardship. The Bible commands that a Deacon perform the duties of his office with all seriousness, prudence and dignity. The gravity of his position requires him to study the Word of God and pray for divine wisdom diligently. I Tim. 3:8-9; 2 Tim2:15.

 - vi.) Pastoral Support. Because God has called the Pastor to the leadership of the church, the Bible commands Deacons to support, encourage, and cooperate with the Pastor within the framework of these Bylaws as supported by the Word of God. Condemning hypocrisy, the Bible commands that Deacons not engage in disparaging gossip or slander against the Pastor, another officer or member. Acts 6:2-4; I Tim 3:8.
 - vii.) Alcohol. The Bible commands that a Deacon not be given to much wine. I Tim. 3:8; Prov. 31:4-5.
- b. Election
- i.) Nominations can be submitted by the following:
 - a.) The Pastor
 - b.) The current Fellowship of Deacons
 - c.) Any member of the church
 - ii.) To be nominated:
 - a.) A man must be a member in good standing of Crossroads Baptist Church for a minimum of one year.
 - b.) The need to have been a member for a year can be waived if the Pastor and the Fellowship of Deacons are in unanimous agreement
 - c.) Must meet the qualifications set out in I Tim 3 as stated above.
 - iii.) Nominations shall be submitted to the Fellowship of Deacons during the standard nominating process. The Pastor and Deacons will evaluate their qualifications and suitability before they are contacted or placed upon the ballot. The Pastor has the right to remove a nomination based on his spiritual discernment.
 - iv.) In the event of a vacancy in the Fellowship of Deacons, the Pastor and the fellowship shall present a name to the church for a vote of confirmation as needed. Such vote shall take place

at a specially called meeting for that purpose. It shall be announced for two consecutive Sundays prior to the vote.

v.) Number of Deacons; The total number of Deacons shall be determined by the needs of the ministry and by the call and qualification of men in the church.

vi.) Length of Term: Three years. With approximately 1/3 of the Deacons being confirmed or reconfirmed each year.

vii.) Confirmation: A list of qualified men shall be presented to the church for confirmation at the annual family meeting. A 2/3 majority of those present and voting shall be required to confirm the nomination.

viii.) At the first meeting of the Fellowship of Deacons following the annual family meeting, the Deacons shall organize themselves with a chairman, a clerk, and any other designations as needed.

ix.) The Chairman of the Fellowship of Deacons serves as Vice President of the Corporation.

c. Duties

i.) The Deacons shall assist the Pastor in:

a.) The ministries of the church

b.) Administering baptism and the Lord's Supper

c.) The careful examination and recommendation of all candidates for baptism and/or church membership

d.) Serving as the trustees of the church

e.) Caring for the property of the church:

- to hold, repair, invest and preserve the same, including hiring and supervising the custodian(s)

- to superintend any improvements that are not entrusted to a special committee,

- to perform such concerns of the church as from time to time are assigned to them by the church.

f.) At all times being servants of the church and be subject to its corporate action. They shall not have authority to sell, mortgage or otherwise encumber the real estate of the church without corporate approval.

g.) Caring for the financial matters of the church

- They shall prepare and recommend the annual budget to the church.

- They shall give oversight to the Treasurer.

- They shall do an annual compensation review of all paid staff.

h.) Serving on the pulpit committee when there is a Pastoral vacancy

i.) Care for the benevolent fund

- The benevolent fund shall consist of funds received by free will offering only.

- Special collections for the benevolent fund may be taken at any time deemed appropriate by the Pastor and the Fellowship of Deacons.

- The benevolent fund is intended to primarily be used for meeting immediate needs of the members and regular attendees of Crossroads Baptist Church.

- The amount of funds dispersed from this fund may not exceed this fund's balance.

- All dispersals from the benevolent fund shall be done in secret; with as few people as is necessary knowing the recipient.
- ii.) The Deacons shall present a complete report of all their activities to the church at the Annual Church Family Meeting, or when required by the church.
- iii.) The Pastor and Fellowship of Deacons shall serve as a nominating committee unless one is formed per the committee formation guidelines.
 - a.) They shall seek input from the membership prior to preparing a ballot to fill the following positions: Deacons, Treasurer, Church Clerk, Financial Secretary, and Christian Education Director.
 - b.) A member may be nominated to more than one position at a time.
 - c.) There shall be only one nomination per position. The Nominating Committee shall determine the number of Deacon positions open.
 - d.) The committee shall present the ballot to the congregation at least two Sundays prior to the Annual Family Meeting.
 - e.) The congregation shall vote by secret ballot at the Annual Family meeting. With the exception of Deacons, a simple majority of those present and voting will be needed to confirm the nomination.

D. Appointed Positions

1. The church clerk shall:

- a. Serve as secretary of the corporation;
- b. Certify and keep at the office of the church, the original bylaws or a copy, including all amendments or alterations to the bylaws;
- c. See that the reports, statements, certificates, and all other documents and records required by law are properly kept and filed in the church office;
- d. Be custodian of the records of the church, including the membership roll, baptisms, certificates of ordination, licenses and commissions, and other historical events in the life of the church, and give a report at the annual family meeting regarding the status of the membership roll;
- e. See that all notices are duly given in accordance with the provisions of the church bylaws. (In the case that the church clerk may be absent or unable to act, notice may be given and served by the Pastor or by the chairman of the Fellowship of Deacons.);
- f. The clerk or their designee shall take the minutes of any family meeting and keep records of the time and place of holding, the notice of meeting given, and the number of voting members present at the meetings;
- g. Sign, certify, or attest documents as may be required by law;

- h. Exhibit at all reasonable times to proper persons on terms provided by law the bylaws and minutes of proceedings of the church family meetings; (the Fellowship of Deacons reserves the right to limit access to meeting minutes records pertaining to sensitive or personal matters),
- i. Keep all records at the office of the church and deliver them to any successor upon leaving office.

2. The treasurer shall:

- a. Serve as treasurer of the corporation;
- b. Have charge and custody of, and be responsible for, all funds of the corporation, and deposit all funds in the name of the church in banks, trust companies, or other depositories as shall be selected by the Pastor and the Fellowship of Deacons.
- c. Disburse, or cause to be disbursed, the funds of the church (limited to 10% OVER the budgeted amount) as may be directed by the Pastor, the Fellowship of Deacons, or the budget adopted by the members of the church at the annual church family meeting, taking proper vouchers for the disbursements;
- d. Make all expenditures of the church (except miscellaneous petty cash disbursements) by check or electronic payment;
- e. Keep and maintain adequate and correct accounts of the church's properties and business transactions including account of its assets, liabilities, receipts, disbursements, and capital;
- f. When and as requested, render to the Pastor and the Fellowship of Deacons accounts of all the transactions as treasurer and of the financial condition of the church;
- g. Present a periodic written report to the church of itemized income and disbursements when requested by the Pastor and/or Fellowship of Deacons.
- h. Make a general report for the year at the annual church family meeting;
- i. Keep all church financial records at the office of the church and deliver them to any successor upon leaving office;

3. Financial Secretary shall keep records of and give receipts for all contributions, gifts, and donations to the church;

4. Christian Education Director shall:

- a. Oversee, under the direction of the Pastor, all Christian Education Activities, including but not limited to: Sunday School, Children's Bible Club, Vacation Bible School, Children's Church, and Bible Studies;
 - i.) Approving curriculum;
 - ii.) Appointing teachers and helpers for the various Christian Education programs;
- b. Give an annual report to the church of all Christian Education programs.
- c. Give periodic reports to the church as requested by the Pastor and or the Fellowship of Deacons.

E. COMMITTEES

1. Committees may be formed at the discretion of the Pastor and the Fellowship of Deacons as are needed to effectively carry out the purpose of the church. The Pastor and the Fellowship of Deacons may dissolve a committee at any time.

2. A newly formed committee must have the following:
 - a. Charter – Statement of the committee’s responsibilities, scope of authority, and duration of the committee unless it is specified that the committee is a standing committee.
 - b. Two or more members selected by the Pastor and/or Fellowship of Deacons.
 - i.) At least one of the members must be a Deacon.
 - ii.) The committee shall organize themselves with a chair, and a secretary.
 - c. Congregational approval – The congregation will confirm the formation of the committee and charter at the regular annual family meeting or at any regular meeting of the church.

F. FINANCES

1. The Fiscal Year shall commence January 1st and terminate December 31st.
2. No money shall be raised by the church or any auxiliary organization except by free will giving.
3. No financial obligation shall be placed upon the church either as a mortgage, note or outstanding bill in any other form, unless current giving can meet those obligations.
4. There shall be an audit of the church finances by a 3rd party, at least every other year. On years in which there is no 3rd party audit, an internal audit may be performed. All auditors shall be selected by the Pastor and the Fellowship of Deacons and may not be treasurer or the Financial Secretary. The report shall be presented to the church at the annual family meeting.
5. From time to time, the church, in the exercise of its religious, educational and charitable purposes, may establish various funds to accomplish specific goals. Contributors may suggest uses for their contributions, but all such suggestions shall be deemed advisory rather than mandatory in nature. All contributions made to specific funds or otherwise designated shall remain subject to the exclusive control and discretion of the congregation. No fiduciary obligation shall be created by any designated contribution made to the church other than to use the contribution for the general furtherance of any purpose of any purposes stated in Article 1.

G. MEETINGS

1. This church shall conduct regular Sunday services as established by the Pastors and Deacons.
2. There shall be an Annual Church Family Meeting held near the end of January to confirm any nominations of Deacons and appointed positions, to hear reports from the Pastors, Deacons, Clerk, Treasurer and Committee Chairs.
3. Regular Family meetings shall be held in May and September or at such time as the Fellowship of Deacons shall set. Reports shall be given to the church from the Pastor, Treasurer, and any others requested by the Pastor and/or Fellowship of Deacons.
4. A meeting to ratify the annual budget of the church will be held in late November or early December. A written copy of the proposed budget shall be made available to the membership at least two Sundays prior to the meeting.
5. A Special meeting may be scheduled any time by the Pastor or the Fellowship of Deacons.
 - a. Such a meeting shall be announced publicly the Sunday prior to the meeting date, with the exception of selecting or dismissing the Pastor (see dismissal of Pastor).
 - b. Action may only be taken on the announced item.

6. New members may be received into membership at any regular church meeting without prior notice.
7. All church meetings shall require a quorum of at least 30% of eligible voting members unless otherwise noted in these bylaws.
8. All church meetings shall have an announced agenda. At the regular and annual family meetings there shall be an opportunity for new business from any member.
9. In the conduct of Church Family Meetings, rules contained in Robert's Rules of Order, shall be used loosely. They may be more strictly applied at the discretion of the moderator.

H. MISSIONS

1. It shall be the policy of this church to support only missionaries or mission agencies engaged principally in the propagation of the Gospel. They shall be known to be in hearty agreement with our Articles of Faith, both in Doctrine and Practice.
2. Missionaries supported by this church will be Baptist in practice.
3. The Pastor and Fellowship of Deacons shall serve as a missions committee unless one is formed per the committee formation guidelines.
 - a. The missions committee shall interview and recommend missionaries to the church for support.
 - b. They shall also be responsible to maintain regular contact with all financially supported missionaries.
 - c. They shall oversee all special missions' projects, short term missions trips, and any other missions related activities.
 - d. They shall communicate to the church the progress and needs of each financially supported missionary. These reports shall occur at least at each regular family meeting, more often as requested by the Pastor or Fellowship of Deacons.

Article V - TAX – EXEMPT PROVISIONS

A. PRIVATE INUREMENT

No part of the net earnings of the church shall inure to the benefit of or be distributable to its members, trustees, officers, or other private persons, except that the church shall be authorized and empowered to pay reasonable compensation for the services rendered and to make payments and distributions in furtherance of the purposes set forth in this constitution.

B. POLITICAL INVOLVEMENT

No substantial part of the activities of the church shall be the carrying on of propaganda or otherwise attempting to influence legislation. The church shall not participate in, nor intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for any public office.

C. DISSOLUTION

Upon the dissolution of the church, the trustees shall, after paying or making provision for payment of all the liabilities of the church, dispose of all the assets of the church to such organization or organizations formed and operated exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Code), as the trustees shall determine. Priority shall be given to church planting endeavors in the state of California. Assets may be distributed to any tax exempt organizations which agree with the church's Statement of Faith.

D. RACIAL NONDISCRIMINATION

The church shall have a racially non-discriminatory policy and therefore shall not discriminate against members, applicants, students and others on the basis of race, color, or national or ethnic origin.

E. LIMITATION OF ACTIVITIES

Notwithstanding any other provision of these bylaws, the church shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes stated in Article I

Article VI - AMENDMENTS

The Articles of this Constitution may be amended at any Annual Church Family Meeting or at a called Church Family Meeting by three fourths (3/4) vote of the qualified members present and voting. The quorum for this vote shall be 50% of all eligible members. Any proposed amendment must have been submitted in writing to the Pastor and Fellowship of Deacons for their consideration. Said member must be given the opportunity to meet with the Pastor and Fellowship of Deacons to explain the need for the amendment. Upon approval by a majority of the Pastor and the Fellowship of Deacons the amendment shall be presented to the church for their approval. The proposed Amendment shall be announced and posted conspicuously in the church for two (2) weeks, and read two (2) Sundays preceding the date of the meeting.

ADOPTION

These bylaws were adopted by a three fourths (3/4) majority vote of the members present and voting at a duly called meeting of the church in which a 50% quorum was present.

These bylaws supersede any other by-laws of **Crossroads Baptist Church**.

*Adopted on November 2, 2008 by unanimous vote.
Amended May 12, 2010 (Amended sections in underline)*

COVENANT

“And they entered into a covenant to seek the Lord God of their fathers with all their heart and with all their soul.” II Chronicles 15:12

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior, and, on the profession of our faith, having been baptized in the name of the Father and of the Son and of the Holy Spirit, we do now, in the presence of God, angels and this assembly, most solemnly and joyfully enter into covenant with one another as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love, to strive for the advancement of this church in knowledge, holiness and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline and doctrines; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the Gospel through all nations.

We also engage to maintain family and personal devotions; to educate our children in the Christian faith; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment, to avoid all tattling, backbiting and excessive anger; to seek God's help in abstaining from all practices which bring unwarranted harm to the body or jeopardize our own or another's faith.

We further engage to watch over one another in brotherly love; to remember one another in prayer; to aid one another in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech; to be slow to take offense, but always ready for reconciliation and mindful of the rules of our Savior to secure it without delay.

We will when we move from this place, as soon as possible, unite with some local church where we can carry out the spirit of this Covenant and the principles of the Word of God.