

**COLLINSVILLE CROSSROADS BIBLE CHURCH
OF
GRAYSON COUNTY, TEXAS**

**CONSTITUTION, BY-LAWS
AND
STATEMENT OF FAITH**

APRIL 15, 2007

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

CONSTITUTION OF COLLINSVILLE CROSSROADS BIBLE CHURCH OF GRAYSON COUNTY

PREAMBLE	1
ARTICLE I: NAME	1
ARTICLE II: PURPOSE	1
ARTICLE III: STATEMENT OF FAITH	1
ARTICLE IV: FORM OF GOVERNMENT	1
SECTION 1: ELDERS	2
SECTION 2. DEACONS	2
SECTION 3. OTHER LEADERSHIP	2
ARTICLE V: CORPORATION STATUS	3
ARTICLE VI: AFFILIATIONS	3
ARTICLE VII: MEMBERSHIP	3
ARTICLE VIII: CHURCH DISCIPLINE	3
ARTICLE IX: ADDITIONAL CROSSROADS BIBLE CHURCH DOCUMENTS	4
ARTICLE X: DISSOLUTION	5
ARTICLE XI: AMENDMENTS	5
ARTICLE XII: MEMBERSHIP PROCEDURES	5
SECTION 1. QUALIFICATIONS	5
SECTION 2. TRANSFER OF MEMBERSHIP	5
SECTION 3. DUAL MEMBERSHIP	6
SECTION 4. TERMINATION OF MEMBERSHIP	6
SECTION 5. PRIVILEGES	7
ARTICLE XIII: CHURCH MEETINGS	7
ARTICLE XIV: CHURCH ORDINANCES	8
SECTION 1. BAPTISM	8
SECTION 2. THE LORD'S SUPPER	9
ARTICLE XV: BIBLICAL COUNSELING	9
SECTION 1. PRINCIPLES OF COUNSELING	9
SECTION 2: CONFIDENTIALITY IN COUNSELING	9
ARTICLE XVI: CHURCH DISCIPLINE	10
SECTION 1. OFFENSES ADDRESSED	10
SECTION 2. METHODS USED	11
ARTICLE XVII: FINANCES	11
SECTION 1. COLLECTIONS	12
SECTION 2. PAYMENTS	12
SECTION 3. DESIGNATED GIVING	12
SECTION 4. MONTHLY PROCEDURES	12
SECTION 5. ANNUAL PROCEDURES	12
SECTION 6. SALARY COMPENSATION	13
ARTICLE XVIII: ELDER BOARD DECISION-MAKING POLICY	13
SECTION 1. POLICY	13
SECTION 2. NON-DISCIPLINE ISSUES	13
SECTION 3. DISCIPLINE AND REMOVAL ISSUES	13
ARTICLE XIX: APPOINTMENT OF CHURCH OFFICER'S	14
SECTION 1. QUALIFICATIONS	14
SECTION 2. PROCEDURE	15
ARTICLE XX: RESPONSIBILITIES OF CHURCH OFFICERS	15
SECTION 1: RESPONSIBILITIES OF ELDERS	15
SECTION 2. RESPONSIBILITIES OF DEACONS	16

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

**BY-LAWS OF COLLINSVILLE CROSSROADS BIBLE CHURCH
OF GRAYSON COUNTY**

PREAMBLE

We, the Elders of Collinsville **CROSSROADS** Bible Church of Grayson County, establish and approve the following Articles.

ARTICLE I: NAME

The name of this local body of Christ shall be Collinsville Crossroads Bible Church of Grayson County.

ARTICLE II: PURPOSE

God's purpose in establishing this local expression of the body of Christ is that His manifold wisdom, which He demonstrated in Christ Jesus our Lord, shall be made known (Ephesians 3:10). In response, we purpose to glorify God in the following mutually supportive ways as directed by the Holy Scriptures:

- a. By gathering together for worship and prayer in the unity of the Spirit (Acts 2:42);
- b. By the exercising of spiritual gifts for the edification, maturing, and equipping of God's people for service to God (I Corinthians 12:4-7; II Timothy 3:16,17);
- c. By proclaiming the gospel of God's saving grace in Jesus Christ to the world through word and practice (Acts 1:8; Matthew 5:13-16);
- d. By encouraging the application of biblical principles to all spheres of life (Matthew 5:13-16; Jeremiah 29:7; I Corinthians 10:31).

ARTICLE III: STATEMENT OF FAITH

Statement of Faith is an attached document.

ARTICLE IV: FORM OF GOVERNMENT

The government of this church shall be under the headship of Jesus Christ and in obedience to the Word of God (Colossians 1:17-18). Under Christ's leadership, **CROSSROADS** Bible Church shall be ruled by Elders (pastors) in accordance with this Constitution, fulfilling the Biblical responsibilities defined in Article IX of the by-laws. Likewise, Deacons will minister to this church, under the oversight of the Elders, in accordance with this Constitution, fulfilling the Biblical responsibilities defined in Article IX of the by-laws.

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

**BY-LAWS OF COLLINSVILLE CROSSROADS BIBLE CHURCH
OF GRAYSON COUNTY**

SECTION 1: ELDERS

Elders shall be men called of God who are qualified according to I Timothy 3:1-7, Titus 1:6-9, and I Peter 5:2-3, and have accepted the **CROSSROADS** Bible Church Statement of Faith and signed and accepted the Crossroads Church Membership Covenant. Unless providentially hindered, there shall be no less than two Elders at any given time, and up to a maximum of 5 Elders serving at one time in the under shepherding role. Each Elder will serve on a 3-year rotation (If no replacement is available for a specific Elder's time of rotation, that Elder could remain on active service if that Elder desires to continue serving, until a qualified replacement has been selected) as long as he remains qualified.

SECTION 2. DEACONS

Deacons shall be men called of God who are qualified according to I Timothy 3:8-13 and have accepted the **CROSSROADS** Bible Church's Statement of Faith and accepted the Crossroads Church Membership Covenant. Unless providentially hindered, there shall be no fewer than two Deacons at any given time and as many as the Lord calls to this ministering role. Each Deacon will serve on a 3-year rotation

SECTION 3. OTHER LEADERSHIP

All positions of leadership associated with **CROSSROADS** Bible Church shall be filled with members. This includes all teaching positions, home fellowship small groups, etc., the leading of worship services, and leadership positions for all other recognized ministry areas. All teaching and preaching from the leaders is expected to be consistent with the official Statement of Faith of **CROSSROADS** Bible Church and accepted the Crossroads Church Membership Covenant. **CROSSROADS** Bible Church may invite members of other churches to minister at **CROSSROADS** Bible Church periodically.

ARTICLE V: CORPORATION STATUS

CROSSROADS Bible Church is a religious corporation as filed with the State of Texas and is not organized for the private gain of any person. It is organized under the Nonprofit Religious Corporation Law exclusively for religious purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code.

ARTICLE VI: AFFILIATIONS

CROSSROADS Bible Church shall not be subordinated to any other organization. **CROSSROADS** Bible Church may cooperate with other organizations of like mind and purpose and may even affiliate with the same as long as the right of withdrawal is reserved. However, neither **CROSSROADS** Bible Church authority nor property shall be subordinate to any other organization.

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

**BY-LAWS OF COLLINSVILLE CROSSROADS BIBLE CHURCH
OF GRAYSON COUNTY**

ARTICLE VII: MEMBERSHIP

The membership process allows a means of maintaining the purity of **CROSSROADS** Bible Church and ensuring the administration of pastoral care (I Peter 1:15,16). **CROSSROADS** Bible Church receives as members those who evidence faith in Jesus Christ as their Lord and Savior. **CROSSROADS** Bible Church will recognize those requesting memberships through the completion of the Covenant Membership class and the signing of the membership covenant. Each member is expected to exercise personal and corporate study of all tenets of the **CROSSROADS** Bible Church Statement of Faith and not to undermine the doctrine and practice reflected in the Constitution, by-laws and Statement of Faith of **CROSSROADS** Bible Church. It is not required that a person be re-baptized to become a member. However, if the prospective member was only baptized as an infant, or for some reason there is a question about the validity of the original baptism, the prospective member shall be encouraged to be baptized as a believer.

ARTICLE VIII: CHURCH DISCIPLINE

It is the aim of **CROSSROADS** Bible Church to vindicate the integrity and honor of Christ by maintaining the purity of the local church and her worship (Matthew 18:15-18; Romans 16:17; I Corinthians 5:6-8; II Thessalonians 3:6-15; Titus 1:13, 2:15, 3:10). **CROSSROADS** Bible Church, by consistently applying Biblical principles to Christians, whether they be members or regular attendees, shall strive to restore offenders (I Corinthians 5:5; Galatians 6:1) and deter others from sin (I Timothy 5:20).

ARTICLE IX: ADDITIONAL CROSSROADS BIBLE CHURCH DOCUMENTS

All additional church documents approved by the Elder Board shall be in agreement with and subordinate to this Constitution and by-laws.

ARTICLE X: DISSOLUTION

In the event of the dissolution of **CROSSROADS** Bible Church by the Elder Board, no member, officer of the church, or private individual shall be entitled to share in the distribution of any assets. Upon dissolution, assets of the church shall first be used to pay any outstanding debts. Following this, the remaining assets of the corporation shall be given to a non-profit corporation of like faith and practice and/or to missionaries supported by the church. The selection of recipients, as well as the timing of the actual transfers, shall be determined by vote of the Elder Board with consideration given to recommendations made by the Board of Deacons. The Elder Board, who shall seek out legal assistance to complete the process, shall perform actions required to carry out the dissolution.

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

**BY-LAWS OF COLLINSVILLE CROSSROADS BIBLE CHURCH
OF GRAYSON COUNTY**

ARTICLE XI: AMENDMENTS

The Elder Board at a regularly scheduled Elder Board meeting shall review and approve/reject any amendments to the by-laws of Crossroads Bible Church.

ARTICLE XII: MEMBERSHIP PROCEDURES

SECTION 1. QUALIFICATIONS

Any person desiring to become a member of **CROSSROADS** Bible Church may indicate that desire to the Pastor, staff member, Elder at any time.

Prospective church members should complete the next covenant membership class to learn more about doctrine and beliefs. Upon completion they should sign the Crossroads Church membership covenant in order to be considered a member of Crossroads Church. Consistent with their walk of faith and commitment to this local body of Christ, all members are expected to exhibit the following:

- a. A willingness to submit to the authority of Scripture;
- b. Commit to the spiritual gift(s) God has given me for the building and edifying of the church (I Corinthians 12:7-31);
- c. A willingness to submit to the leadership and authority of the Elders of this local body as they submit to God and the authority of Scripture (Hebrews 13:17);
- d. Regular attendance at the worship services of **CROSSROADS** Bible Church unless providentially hindered;
- e. A familiarity with the contents of the **CROSSROADS** Bible Church Statement of Faith, and not to promote doctrine or practice contrary to them;
- f. Completion of the covenant membership class and signing the Crossroads Church membership covenant.
- g. Crossroads Bible Church does not send letters of transfer to the accepting church.

SECTION 2. DUAL MEMBERSHIP

Any person who is currently a member of another church, yet through a temporary relocation has routinely been in attendance at **CROSSROADS** Bible Church, shall be encouraged to have dual membership status. This status shall facilitate proper watchcare and oversight while the person is under the care of **CROSSROADS** Bible Church.

SECTION 3. TERMINATION OF MEMBERSHIP

Members may be removed from membership at their own request by informing the Board of Elders of their intention to withdraw and the reasons for their withdrawal. If a member requests to withdraw because of specific problems or disappointments with the church, the Board of Elders shall attempt to resolve those matters so that the member may remain in the church and enjoy greater fruitfulness and personal spiritual growth. If the Board of Elders is unable to resolve those matters, it shall offer to assist the member in locating a church of like faith and practice that can respond more effectively to his gifts and needs. If it appears to the Board of Elders that a member has requested removal merely to avoid church discipline, that request shall not be granted until the

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

**BY-LAWS OF COLLINSVILLE CROSSROADS BIBLE CHURCH
OF GRAYSON COUNTY**

disciplinary process has been properly concluded (see Matthew 18:12-20 by-laws Article V).

Members may also be removed from membership by order of the Board of Elders when they persistently, over an extended period of time, and without adequate reason, absent themselves from the stated services of the church. Unite with another church; or are removed by excommunication for persistent impenitence (see by-laws Article V).

SECTION 4. PRIVILEGES

Each member shall have the privilege of pastoral oversight. Only members may be Elders, Deacons, teachers, or serve in any ministry leadership position. Pastoral involvement includes marriages, funerals, counseling and other church ministries. It also includes the use of equipment and facilities.

SECTION 5. ANNOUNCEMENTS

When an appropriate number of prospective new members has completed the Crossroads Church Membership classes and signed the Crossroads Church membership covenant there will be a new members Covenant membership meeting.

ARTICLE XIII: CHURCH MEETINGS

CROSSROADS Bible Church holds Sunday morning worship services cell group meeting and youth services groups. These meetings are intended to complement one another so that the body will be provided with a balance of those elements essential to Christian worship (e.g. corporate prayer, teaching, preaching, sharing, mutual edification, praise, singing, Christian ordinances, exercising of spiritual gifts, etc.).

a. Throughout the week there may be smaller group meetings for specific purposes such as home fellowship, discipling, youth activities, etc.

b. There shall be at least one formal Elder Board meeting each month for the purpose of conducting business associated with oversight of **CROSSROADS** Bible Church. The Elders may call other meetings (with limited attendance) to address sensitive shepherding issues not appropriate for public exposure, extended times of prayer, and mutual shepherding.

c. There shall be at least one annual **CROSSROADS** Bible Church covenant membership meeting for conducting of business that affects the entire body. This meeting will be held in the December/January time period and will include presentation of the budget for the coming year.

d. In addition, other meetings may be called or established for worship, fellowship, or business as required. These additional meetings are to be approved by the Elder board and may be requested by any member of **CROSSROADS** Bible Church.

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

**BY-LAWS OF COLLINSVILLE CROSSROADS BIBLE CHURCH
OF GRAYSON COUNTY**

ARTICLE XIV: CHURCH ORDINANCES

CROSSROADS Bible Church recognizes that the Lord has established two ordinances to be faithfully observed in the church. These are baptism, which is to be undergone once at conversion; and the Lord's Supper, which is celebrated regularly.

SECTION 1. BAPTISM

Water baptism is symbolic of the Christian's spiritual union with Christ in His death, burial, and resurrection (Romans 6:3-4). According to the Biblical pattern, a new Christian is to be baptized after conversion at the earliest convenient time as an expression of personal faith in Christ and membership in the church. Full immersion is the preferred method, consistent with the New Testament practice (Matthew 3:13-17, Mark 1:10, Acts 8:36-40). A believer, who has not been previously baptized, will be required to undergo baptism as a condition of membership.

A person desiring to be baptized should contact the Pastor or an Elder, who will arrange a meeting with the candidate at the earliest convenient time to interview the candidate to hear his profession of faith. The candidate for baptism should demonstrate an understanding of the concepts of sin, repentance, atonement, and faith in the Lord Jesus Christ. Particular care should be taken to ensure that the candidate understands the meaning of baptism as an important act of obedience and outward profession, but is not a condition of salvation. The interview will look for the fruit of faith and repentance as expected in the life of a believer. If the Pastor or Elder conducting the interview determines that some of these issues remain unclear after the first meeting, further instruction and additional meetings may be required. Children who seek baptism must meet the same requirements as adults.

If the one desiring baptism gives a credible profession of faith, arrangements shall be made for a public baptism service at the earliest convenient time. Baptisms will ordinarily be by immersion. Baptisms shall be conducted under the supervision of the Pastor and aided by the Elders. Before the candidate is baptized, he or she is to be given opportunity to give a public profession of faith in Christ either through a testimony or by answering questions asked by the one performing the baptism.

SECTION 2. THE LORD'S SUPPER

Because the Lord exhorted us to do this in remembrance of Him (I Corinthians 11:24), and in light of the practice of the early church (Acts 2:42, 20:7), **CROSSROADS BIBLE CHURCH** observes the Lord's Supper on a weekly basis. The ordinance shall be carried out under the supervision of the Elders. Participation in the Lord's Supper is open to all believers of like faith (see Article I Section 5 of by-laws). Those who partake should examine themselves as to whether they have unresolved sin against God or another believer (Matthew 5:23-24, I Corinthians 11:28-29).

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

**BY-LAWS OF COLLINSVILLE CROSSROADS BIBLE CHURCH
OF GRAYSON COUNTY**

ARTICLE XV: BIBLICAL COUNSELING

All Christians struggle with sin and the effect it has on our lives and our relationships (Romans 3:23, 7:7-25). Whenever a Christian is unable to overcome sinful attitudes or behaviors through private efforts, God desires that he seek assistance from other members. Especially from the Elders who have the responsibility of providing pastoral counseling and oversight (Romans 15:14; Galatians 6:1-2; Colossians 3:16; II Timothy 2:15-26; II Timothy 3:16-5:2; Hebrews 10:24-25; 13:17; James 5:16). Therefore, this church encourages and enjoins its members to make confession to and seek counsel from each other and especially from pastoral counselors.

SECTION 1. PRINCIPLES OF COUNSELING

Counseling at **CROSSROADS** Bible Church is based on scriptural principles rather than those of secular psychology or psychiatry. Neither the pastoral nor the lay counselors of this church are trained or licensed as psychotherapists or mental health professionals, nor should they be expected to follow the methods of such specialists.

The pastoral and lay counselors of **CROSSROADS** Bible Church seek to apply biblical principles to all aspects of life. If a member or regular attendee of **CROSSROADS** Bible Church seeks help in legal, financial, medical, or other technical questions, the counselor will apply scripture to the matter to the best of his ability. The pastoral or lay counselor shall seek to cooperate with professional advisors and help members or regular attendees, consider their advice in the light of relevant scriptural principles.

By joining **CROSSROADS** Bible Church, all members agree that these principles of counseling will be the methods used when counseling is applied. Any dispute arising against the church and its agents, when applying these principles of counseling, the members or regular attendee waive their right to file any legal action against the church in a civil court or agency.

SECTION 2: CONFIDENTIALITY IN COUNSELING

Confidentiality is to be respected as much as possible, however there are times when it is appropriate to reveal certain information to others. In particular, when the Elders of this church believe it is biblically necessary, they may disclose confidential information to appropriate people. Typical circumstances include:

- a. When the person who disclosed the information, or any other person, is in imminent danger of serious harm unless others intervene (Proverbs 24:11-12);
- b. When a person refuses to repent of sin and it becomes necessary to institute disciplinary proceedings (see Matthew 18:15-20 and by-laws Article V) or seek the assistance of individuals or agencies outside this church (see, e.g., Romans 13:1-5); or
- c. When required by law to report suspected child abuse.

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

**BY-LAWS OF COLLINSVILLE CROSSROADS BIBLE CHURCH
OF GRAYSON COUNTY**

ARTICLE XVI: CHURCH DISCIPLINE

Application of church discipline shall be consistent with the Biblical approach outlined in Matthew 18:17-18. As such, it is to be exercised against offenders who profess to be Christians (see Article I of by-laws). The Elders oversee the disciplinary process described below.

SECTION 1. OFFENSES ADDRESSED

General categories of offenses in Scripture that may result in church discipline includes but may not be limited to the following:

- a. Divisiveness (Titus 3:9-11; Romans 16:17-18; Hebrews 13:17)
- b. Scandalous immorality (I Corinthians 5:9-11; 6:9-10; Exodus 20:12-17)
- c. Rejecting the essential doctrines of the Christian faith (I Timothy 1:19-20; 6:3-5; II John 9-11)

SECTION 2. METHODS USED

Matthew 18:15-16 outlines the approach to bring about reconciliation between individuals when offenses occur. If this is unsuccessful, then those that sought the offender's repentance may come to the Elders of the church. The Elders, in turn, are to follow the general procedures below to ensure everything is pursued in an orderly and proper way. Each of the four following steps represents a separate phase of church discipline, with the time required for each dependent upon the particular circumstances. Each step in the process below will be documented in writing and will include all pertinent information (e.g., history, proven offenses, expectations, and actions taken). The Elders will not entertain anonymous accusations. The person accused of sin has the right to face and answer their accusers. Any charges against an Elder must be supported by two or more witnesses (I Timothy 5:19) as well as provided in writing.

Investigation:

The Elders are to conduct an investigation to determine if the accused is guilty of the charges. If the charges are proven false, then appropriate exhortation will be given to the parties so that reconciliation can occur. If the charges are proven (by confession or by witnesses), admonition is to be initiated.

Admonition:

Admonition includes a description of the unacceptable behavior and what must replace it, a procedure for monitoring the behavior over a specified period of time, and a warning that public admonition (II Thessalonians 3:14-15) or excommunication could follow if the behavior is not corrected. If satisfactory changes occur, the Elders may discontinue any further monitoring. Other disciplinary measures, short of excommunication, may include limitation of ministry opportunities, suspension from the Lord's Supper Table, and public admonition.

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

**BY-LAWS OF COLLINSVILLE CROSSROADS BIBLE CHURCH
OF GRAYSON COUNTY**

Excommunication:

If admonition and monitoring fail in correcting the unacceptable behavior, excommunication will occur. This action excludes the offender from the privilege of participation in the public services of the church. He is also excluded from church social meals, gatherings and recreational activities and is removed from the membership rolls. The church will be informed by the Elders of the reasons for this decision, and will explain the duty of all members relative to the offender. If the excommunicated person withdraws from any further involvement with the Elders and begins attending another church, the Elders are obliged to inform the new church of the offender's status.

Restoration:

When the excommunicated person repents, restoration begins. Restoration is a process that restores an offender to the full privileges that were withdrawn during excommunication. This will occur if the Elders are satisfied that full repentance has been attained. If restoration is appropriate, the Elders will inform the church of the reasons for this decision and will explain the duty of all members relative to the restored person (II Corinthians 2:5-11).

The methods described here also cover any and all disputes or claims arising from or related to church membership, doctrine, policy, practice, counseling, discipline, decisions, actions, or failures to act, including claims based on civil statute or for personal injury.

By joining **CROSSROADS** Bible Church, all members agree that these methods shall provide the sole remedy for any dispute arising against the church and its agents, and they waive their right to file any legal action against the church in a civil court or agency.

ARTICLE XVII: FINANCES

In order to be above reproach before God and one another as stewards of all the Lord has entrusted to **CROSSROADS** Bible Church, it is important to establish proper financial accountability (I Timothy 6:9,10; I Corinthians 16:3,4). To ensure this, the Elder Board will exercise oversight of all financial matters of the church. (See Article IX, Section 2c of by-laws). To support this responsibility, a Treasurer shall be assigned by the Elders to account for all **CROSSROADS** Bible Church finances. The duties of the Treasurer are as follows:

- a. Ensure that no expenditure exceeds its annual item allocation without Elder Board approval,
- b. Minister closely with the Deacon Board to ensure timely dispensing of funds when required for various needs of the body,
- c. Oversee the counting and banking of all funds collected by the church,
- d. Oversee the maintaining of an accurate accounting of funds received and dispensed by the church,
- e. Report the financial position of the church at the annual financial review in December/January,

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

**BY-LAWS OF COLLINSVILLE CROSSROADS BIBLE CHURCH
OF GRAYSON COUNTY**

- f. Submit a preliminary budget for the next year to the Elder Board,
- g. Make available to the Elder Board written financial statement,
- h. Recommend to the Elder Board policies and practices relating to financial management that this Constitution and by-laws do not explicitly cover. Detailed descriptions of the procedures to be followed relative to the above responsibilities are contained in the following sections.

SECTION 1. COLLECTIONS

After each service in which collections are received, the Treasurer, or his designee, shall collect all receipts, which will be given to the Treasurer. The Treasurer is responsible to ensure the deposit of all collections and to keep accurate records of each individual's or family's giving, if known.

SECTION 2. PAYMENTS

An Elder who is not directly involved with the transaction must approve all payments or reimbursements. The Elders must approve benevolence payments (prior to actual distribution). Crossroads Bible Church will have a benevolence fund to be used for this purpose. In the event of an emergency the Pastor will exercise his own discretion in meeting a need.

SECTION 3. DESIGNATED GIVING

Designated gifts contributions will be accepted and assigned to the fund accounts established by the Elders and identified in the **CROSSROADS** Bible Church chart of accounts. Disbursement of funds from fund accounts shall be in accordance with the purpose of the fund account and under the supervision and full control of the Elders.

SECTION 4. MONTHLY PROCEDURES

A monthly church expense and budget report will be prepared by the Treasurer to be presented to the Elders. Independently, an Elder will review the report and verify that proper procedures were followed. Each employed staff member of **CROSSROADS BIBLE CHURCH** who requires expense reimbursement will submit an expense reimbursement report for review by the Treasurer. The monthly expense and budget report shall be available for review by any Covenant member on request. However, confidentiality of individual or family giving will be maintained.

SECTION 5. ANNUAL PROCEDURES

The Treasurer and Elders shall compile a new calendar year budget, based upon the prior years giving and/or other warranted issues. The Treasurer is to review the year's financial records and report findings back to the Elder Board.

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

**BY-LAWS OF COLLINSVILLE CROSSROADS BIBLE CHURCH
OF GRAYSON COUNTY**

SECTION 6. SALARY COMPENSATION

Salaries to be paid to **CROSSROADS** Bible Church staff shall be recommended by the Treasurer and approved by the Elder Board, following the same procedure for approval as the annual budget. Any person receiving compensation from the church shall not be in a position to approve the amount of the salary.

ARTICLE XVIII: ELDER BOARD DECISION-MAKING POLICY

SECTION 1. POLICY

The Elder Board shall earnestly strive to make all decisions by consensus. In the course of discussions between Elders and with others that may be participating, each Elder must.

- a. Earnestly strive to seek God's will and counsel (Psalm 143:10),
- b. Ensure scriptural admonitions are not violated (2 Timothy 3:16,17),
- c. Show mutual regard for one another (Philippians 2:2-4),
- d. Submit himself one to another (Ephesians 5:21),
- e. Wait patiently upon one another (Ephesians 4:2),
- f. Genuinely consider one another's interests and perspectives (Proverbs 15:22; Philippians 2:4),
- g. Prefer and defer to one another and other delegated decision groups on all minor issues (Proverbs 13:10),
- h. Maintain a teachable spirit (Proverbs 18:15).

SECTION 2. NON-DISCIPLINE ISSUES

If a consensus cannot be reached in a reasonable period of time on decisions not relating to church discipline, then, one of the following motions may be made (and must be seconded by another Elder):

- a. Discuss the issue in further detail, or
- b. Delay the decision for prayerful consideration and obtain more information as required, or
- c. Consider delegating the discussion to another group for more thorough investigation and recommendations, or
- d. Call for a vote – in which case a quorum of the Elders may vote with a simple majority needed to decide the issue. A quorum is attained when half or more of the Elders are present. Also, when an Elder knows he will be absent, he may use his proxy vote on an issue scheduled to be decided upon. In addition, an Elder may choose to abstain from voting. In such a case, his opportunity to vote will not be counted in the number present.

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

**BY-LAWS OF COLLINSVILLE CROSSROADS BIBLE CHURCH
OF GRAYSON COUNTY**

SECTION 3. DISCIPLINE AND REMOVAL ISSUES

If a consensus cannot be reached in a reasonable period of time on decisions relating to application of church discipline of a member or removal of an Elder or Deacon from office, then a motion may be made (and must be seconded by another Elder):

- a. Discuss the issue in further detail, or
- b. Delay the decision for prayerful consideration and obtain more information/counsel as required, or
- c. Call for a vote – in which case all Elders must vote, and a two-thirds majority will be needed to decide the issue as follows:

VOTING ELDERS VOTES TO

CARRY

1 N/A

2 2-0

3 2-1

4 3-1

Also, in decisions relating to the discipline or removal of an Elder, the Elder in question will not be counted as a voting Elder and will not vote.

ARTICLE XIX: APPOINTMENT OF CHURCH OFFICERS

SECTION 1. QUALIFICATIONS

God is the one who calls a man to the task of Elder or Deacon, as He is the one who so equips the man both with the spiritual gifts and character needed for the office (Acts 20:28; Ephesians 4:11). It is therefore the responsibility of the church to discover and evaluate those whom God has called to the office of Elder and Deacon (Acts 6:3). This evaluation shall be based upon the biblical qualifications found in I Timothy 3:1-13; Titus 1:5-9, and I Peter 5:23. Each Elder will serve on a 3-year rotation. If no replacement is available for a specific Elder's time of rotation, that Elder could remain on active service if that Elder desires to continue serving until a qualified replacement has been selected, as long as he remains Biblically qualified, and available. Each Deacon will serve on a 3-year rotation (If no replacement is available for a specific Deacon's time of rotation, that Deacon will remain in active service if that Deacon desires to continue to serve until a qualified replacement has been selected) as long as he remains Biblically qualified, and available.

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

BY-LAWS OF COLLINSVILLE CROSSROADS BIBLE CHURCH OF GRAYSON COUNTY

SECTION 2. PROCEDURE

Since God is the one who calls a person to the task of Elder or Deacon the Pastor and Elders will follow through with the area of qualifications for that candidate.

A man who believes that God is calling him may seek the counsel of the Elders for possible candidacy to either an Elder or Deacon (I Timothy 3:1). It is the responsibility of the Elders to examine the qualifications of a candidate for either Elder or Deacon. The church will follow the guidelines for numbers of person needed for each position.

If there is consensus among the Elders regarding the qualifications of a candidate for an office then that person will be ordained (If not already done by like faith church). The position of Elder, Deacon or any church ministry position is bonded with the Crossroads Church Membership Covenant. If the Elders cannot reach consensus, then the candidacy will be suspended.

ARTICLE XX: RESPONSIBILITIES OF CHURCH OFFICERS

SECTION 1: RESPONSIBILITIES OF ELDERS

Under authority of scripture, the duty of Elders is to oversee the spiritual life of the church as follows:

a. Preaching/Teaching: All Elders attend to the ministry of the Word through teaching and preaching (Acts 6:4; Ephesians 4:11-12; I Thessalonians 5:12; I Timothy 3:2; 5:17; II Timothy 4:2; Titus 1:9). It shall oversee all matters concerning the conduct of public worship, and the spiritual growth and evangelistic witness of the congregation (Ephesians. 4:11-13; Matthew 28:19-20).

b. Shepherding: All Elders carry on watchcare and oversight responsibilities relating to the flock entrusted into its care. (I Peter 5:2-3; Acts 20:28; Matthew 18:15-29; I Corinthians 5:13; Galatians 6:1-2; Titus 3:9-11). Elders use the Word of God to instruct, edify, encourage, admonish, and exhort the body (I Thessalonians 2:11; II Timothy 3:16-17; Hebrews 13:17; Psalm 23:2-3

c. The Elders have a responsibility to exercise authority in all areas of doctrine and practice. The Elders have the final authority over the activities of the Board of Deacons and all other ministries of the church, and have final authority over the use of the church property. (Heb. 13:17; I Thessalonians 5:12-13; I Timothy 3:4-5; 5:17). Authority to carry out these responsibilities is shared equally by all the Elders (Romans 12:8; I Peter 5:3).

d. Praying Elders minister to the body through persistent corporate and individual intercessory prayer (Acts 2:42; I Thessalonians 5:17; James 5:14; Acts 6:4).

e. Finances: Exercising oversight of financial matters of the church, including all expenses throughout the year, the annual review of the church budget, staff salaries, and financial needs of those whose ministries the church supports.

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

**BY-LAWS OF COLLINSVILLE CROSSROADS BIBLE CHURCH
OF GRAYSON COUNTY**

SECTION 2. RESPONSIBILITIES OF DEACONS

The duty of Deacons is to assist the Elders:

- a. Benevolence: Working with the Elder Board to dispense benevolence funds according to the physical and spiritual needs of the body and remaining aware of the physical, emotional, and spiritual needs of the body (Acts 6:1-7; I Timothy 3:8-13).
- b. Property: Exercising caretaker and stewardship responsibilities over all church properties and the acquiring or disposing of all church property of any kind
- d. Logistics: Providing oversight of all items relating to logistical aspects of church services.

COLLINSVILLE CROSSROADS BIBLE CHURCH REV 1, April 15, 2007

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