

BYLAWS OF CROSSROADS CHURCH OF GOD
Effective January 27, 2008

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FORWARD

These bylaws were formed and adopted by the Corporation known as Crossroads Church of God on January 27, 2008. We are a fellowship of believers in the Lord Jesus Christ and submit to the Bible as our standard of faith and practice.

These Bylaws will govern the corporate affairs and facilitate the business activities of Crossroads Church of God, a Michigan not-for-profit religious Corporation, whose Articles of Incorporation are filed with the Secretary of State of Michigan. According to the Internal Revenue Service we are a 501 (c) 3 tax exempt organization (tax exempt number is kept on file by the Corporation Treasurer).

NOTE ON GENDER

As a Church of God congregation we affirm women in ministry. Any reference to the masculine gender in these bylaws also may refer to the feminine gender.

ARTICLE 1 – NAME AND ADDRESS

The legal name of this congregation is Crossroads Church of God (formerly known as Wright's Corner Church of God). Our present location is 3940 Pinckney Rd, Howell, Michigan.

ARTICLE 2 – PURPOSE AND AFFILIATION

This congregation is autonomous and maintains the right to govern its own affairs to include the buying, selling, and holding of real estate and the collecting and disbursing of money, independent of any denominational control. Recognizing, however, the benefits of cooperation with other churches, this congregation voluntarily affiliates with the Church of God, Anderson, Indiana, in its national, state and local expressions.

We recognize the term, "Church of God" when used in these bylaws as to affiliate us only with Church of God with general offices in Anderson, Indiana.

ARTICLE 3 – MEMBERSHIP AND VOTING RIGHTS

It is understood that the following is to maintain integrity in the voting process of the Corporation. This in no way implies judgment of a person's salvation.

Section 1. Qualifications

The right to vote at Business Meetings is granted when a regular attendee meets the following conditions (Eligible Voter):

- a. They are eighteen years of age or older (Eligible voting members between 16-18 years of age present, and recorded as such, at the January 27, 2008 Annual Business Meeting may waive this requirement).
- b. They profess faith in Jesus Christ as Savior and Lord.
- c. They sign the Believer's Covenant and submit it to the Corporation Secretary.

- d. They have worshipped regularly (minimum attendance of 50% of the worship services with Crossroads Church for a period of at least six months immediately preceding any meeting at which they exercise the right to vote.) This requirement may be waived if the person submits for approval, in writing, a request to vote, to the Leadership Team at least one week prior to the business meeting.

Note: As an integral part of the church body, the Pastoral Staff are Eligible Voters of the congregation in Business Meetings if the qualifications in this section are met.

Section 2. Registration

The Corporation Secretary will post the list of all Eligible Voters at a designated location at least two weeks prior to a Business Meeting. First time Eligible Voters will register by submitting a signed Believer's Covenant to the Church office at least one week prior to a Business Meeting where they exercise their right to vote. No one may register to vote at the Business Meeting after this deadline.

Section 3. Termination and Restoration of the right to vote

The Corporation Secretary will post a preliminary list of all Eligible Voters at least two weeks prior to the Annual Business Meeting or any Special Business Meeting. The right of any person to vote may be challenged for possible termination by another Eligible Voter. Such challenge shall be based on the qualifications in Section 1 of this Article 3. See Policy & Procedure Manual for established deadline to challenge a right to vote.

ARTICLE 4 – OFFICERS OF THE CORPORATION

For legal purposes, there will be four Officers of the Corporation. The Senior Pastor will serve as President of the Corporation. The appointed Chairperson from within the Leadership Team will serve as Vice-President of the Corporation. An appointed member from within the Leadership Team will serve as Corporation Secretary. Likewise, an appointed member from within the Leadership Team will serve as Corporation Treasurer.

Section 1. Authority of the Corporation Officers with majority approval of duly ratified Leadership Team

- a. Authority to sign legal documents and execute legal transactions related to the Corporation
- b. Authority to make non-budgeted purchases up to \$2,000
- c. Any interest incurring debt must be approved by the congregation.
- d. Authority to change banking institutions and investments

ARTICLE 5 - BUSINESS MEETINGS

Section 1. Annual Business Meetings

- a. The fiscal year of the Corporation will be February 1 through January 31.
- b. The Annual Business Meeting will occur once a year at a time decided by the Leadership Team. The Annual Business Meeting will be held between December 1, and January 31 of each year unless an alternative date is approved at a previous Annual Business Meeting or Special Business Meeting.
- c. Notice of the Annual Business Meeting will be given by a member of the Leadership Team in the regular worship service at least two weeks prior to the meeting. In addition, all normal means of communication will be used to ensure that all Eligible Voters have had opportunity to know about the upcoming meeting.

Section 2. Special Business Meetings

- a. The Senior Pastor or the Leadership Team may call a Special Business Meeting at any time. Also, a Special Business meeting may be called by 51% of eligible voters of the last Annual Business Meeting.
- b. Notice of the Special Business Meeting will be given by a member of the Leadership Team in the regular worship service at least two weeks prior to the meeting. In addition, all normal means of communication will be used to ensure that all Eligible Voters have had opportunity to know about the upcoming meeting. This notice will state the purpose of the meeting and include the date, time, and place of the meeting.
- c. The process for establishing Voting Rights is the same as the Annual Business Meeting.

Section 3. Quorum

A quorum will consist of 51% of the number of Eligible Voters present at the last Annual Business meeting, or 51% of the Eligible Voter list, whichever is lower. The names of all Eligible Voters present at a meeting will be recorded by the Corporation Secretary, and kept with the minutes of the meeting.

Section 4. Absentee Ballot

Any Eligible Voter may vote by absentee ballot, provided a quorum is present at the business meeting. (An absentee ballot will not count toward obtaining a quorum.) Absentee ballots will be made available at least one week prior to the meeting.

Section 5. Voting by Proxy

Proxy voting is not permitted.

Section 6. Requirements for Passage

Except for changes to these bylaws and the calling of a pastor (pastoral staff), all matters brought to the congregation must receive at least a two-thirds (2/3) affirmation by the Eligible Voters casting votes in order to pass.

ARTICLE 6 – LEADERSHIP TEAM

Section 1. Role and Purpose

The purpose of the Leadership Team is to champion the Church's vision and mission. Working closely with the Pastor and any Pastoral Staff, the Leadership Team will seek to fulfill our Mission and to make our Vision a reality.

The roles of the Leadership Team include:

- a. Vision Casting
- b. Overseeing the Business and Fiscal Matters of the Church
- c. Overseeing Pastoral Relations
- d. Assisting Pastor(s) in developing Ministry Teams
- e. Overseeing all Policy and Procedures
- f. Select Nominating Committee members (to be ratified by congregation)
- g. Establishing necessary committees, as needed
- h. Assisting the Pastor(s) in resolving problems, providing Church discipline along Scriptural grounds as may be required

Section 2. Number, Term, and Organization

- a. The Leadership Team is composed of six to ten members nominated by the Nominating Committee and approved by the congregation by means of ratification. The members of the Leadership Team will serve three-year terms that may be repeated once. After the second term, a one-year hiatus must be taken before they can serve again in that capacity. A maximum of six years of consecutive service is permitted without a one year hiatus. Terms will be staggered so that no more than four terms expire in any given year.
- b. Members of the immediate family (i.e., spouse, children, and sibling) shall not serve concurrently on the Leadership Team.
- c. Should a member of the Leadership Team need to resign for any reason, he should submit his resignation in writing to the Leadership Team at least thirty days before vacating the position. In such case, the Nominating Committee may appoint a successor to serve until the next Annual Business Meeting. The successor will serve the remainder of the term of the person he is replacing (i.e., does not start a new three-year term).
- d. If a vacancy occurs for any other reason, the Nominating Committee will appoint a replacement until the next Annual Business Meeting, when that

position will be ratified by the congregation. The successor will serve the remainder of the term of the person he is replacing (i.e., does not start a new three-year term).

- e. Members of the immediate family of the pastoral staff may not serve on the Leadership Team.

Section 3. Qualification and Selection

To serve on the Leadership Team a person must:

- a. Be at least twenty-five years of age and an Eligible Voter of the Congregation
- b. Have worshipped faithfully with our Church for at least two years
- c. Meet the requirements as stated in the Biblical Qualifications for Church Leadership

Section 4. Meetings, Quorum, Removal

- a. The Leadership Team will meet at least quarterly, and as often as needed.
- b. Two-thirds (2/3) of the Leadership Team voting members will constitute a quorum. If this is a partial number (for example, 8.3 or 8.9), the number will be rounded down.
- c. Removal of a member from the Leadership Team may occur:
 - 1. The four-step process outlined in Matthew 18:15-17 is followed (see Policy & Procedure Handbook)
 - 2. For reasons of blatant defective character
 - 3. For any other reason the Leadership Team deems biblically sufficient grounds for removal.
 - 4. Removing someone from the Leadership Team requires two-thirds (2/3) vote of the Leadership Team's voting members.
 - 5. Recommendation for removal will be brought before the congregation for final decision.
- d. In the rare event where a majority of the Leadership Team has resigned, the quorum requirement will be waived. The remaining Leadership Team members must activate the Nominating Committee and call a Special Business Meeting to fill any vacancies on the Leadership Team. If the Nominating Committee has vacancies, the Leadership Team may appoint those positions without seeking ratification by the congregation for this purpose. Recommendations of and by the Nominating Committee must then be ratified by the congregation at a Special Business Meeting.

ARTICLE 7 - MINISTRY TEAMS

The term "Ministry Team" will apply to groups established to fulfill the vision and mission of Crossroads Church of God. Ministry Teams may be created by the Senior Pastor and the Leadership Team. All Ministry Teams are accountable to the Pastor(s) and the Leadership Team. Any needs or problems that the Ministry Teams may have must ultimately be resolved by the Senior Pastor and the Leadership Team.

The Leadership Team and Pastor(s) will determine the Guidelines for Ministry Teams that outline the stated purpose of the Ministry Teams. Each Ministry Team, jointly with the Pastor(s), is responsible to establish qualifications for membership as well as goals for its team.

ARTICLE 8 – NOMINATING COMMITTEE

The Nominating Committee will consist of four members appointed by the Leadership Team and ratified by the congregation. The Nominating Committee will present to the Congregation for approval the name(s) of member(s) qualified and willing to fill vacant ministry role positions.

ARTICLE 9 - PASTORAL STAFF

Section 1. Selection of the Senior Pastor

In the event the church is without the services of a regular pastor, the Leadership Team will select a Search Committee. The Search Committee members will be ratified by the congregation at a duly called business meeting. The Search Committee will do a thorough search and present one candidate for the pastor position. A Call to pastor may be extended to an approved candidate after receiving the sufficient percentage of votes by Eligible Voters. The sufficient percentage of votes will be established by the Leadership Team and approved by the congregation at the same duly called business meeting in which the Search Committee members are ratified.

Section 2. Membership Relations

- a. Conflict resolution with the church leadership (or any members) shall be handled by scriptural direction as per Matthew 18:15 and following:
 1. A person having a difference with another should privately and lovingly, discuss that issue, to seek resolution, after prayerful consideration.
 2. If the person with a complaint involves a third party, the third party should refer that person back to the individual with whom they have conflict. Then, if there is still not resolution, the third party should be willing to go with the first person and to mediate differences.
 3. If resolution is still not reached, the third party should accompany the first party, and bring the issue to the Leadership Team, for resolution. All parties involved shall be invited to this meeting.

ARTICLE 10 - AMENDMENTS

Any amendments, changes, or replacements to these bylaws will require a three-fourths (3/4) majority vote by the Eligible Voters present at the Annual Business Meeting or the Special Business Meeting at which the change in bylaws is voted. Copies (electronic

and/or hard copies) of the proposed changes must be made available at least two weeks prior to such meeting.

ARTICLE 11 – DISSOLUTION CLAUSE

Should a division occur in this Congregation, it’s property, real and personal, shall belong to that part, regardless of size, which remains faithful to these bylaws, and which adheres to the doctrines and teachings of the Church of God, with general offices in Anderson, Indiana. Should this Congregation decide on any of the following, its property, real and personal, shall become the property of Church of God in Michigan:

1. Decide to no longer adhere to the doctrines of the Church of God, Anderson, IN.
2. Decide to sever relations with the Church of God, Anderson, IN.
3. Decide to stop functioning as a church body.

All properties of the Crossroads Church of God are to be conditionally deeded to Church of God in Michigan.

ARTICLE 12 – ENABLING CLAUSE

These Bylaws will become effective January 27, 2008, following their adoption by the Corporation on January 27, 2008. These Bylaws will at that time supersede any and all other prior Constitution/Bylaws. These dates will be recorded below and certified by the Senior Pastor and current Corporation Officers and Leadership Team members:

Date Adopted: _____

Date to take Effect: _____

Senior Pastor (Corporation Chair): _____

Corporation Vice-Chair: _____

Current Corporation Secretary: _____

Leadership Team member: _____

Leadership Team member: _____

Leadership Team member: _____

Leadership Team member: _____

BELIEVER’S COVENANT

I profess that:

- a. I have accepted Jesus Christ as my Savior and Lord. I praise Him for dying on the cross for my sins, and rising from the dead that I may walk in newness of life by God’s Holy Spirit.
- b. I am committed to following Jesus Christ and His teachings in my life. I desire to become more like him in thought, word, and deed.
- c. I am committed to the health and wellbeing of the Church, the Body of Christ. I will speak positively, pray regularly, and work for unity in our Church.
- d. I consider Crossroads Church of God to be my church home, where I will faithfully attend and loyally support with my time, talent, and treasure.
- e. I have attended at least 50% of the worship services of this congregation in the last six months.

Signature of Eligible Voter: _____

Printed Name: _____

Date: _____

BIBLICAL QUALIFICATIONS FOR CHURCH LEADERSHIP

1. I have received Jesus as my Savior and Lord.

“Yet to all who received him, to those who believed in his name, he gave the right to become children of God.” (*John 1:12*)

2. I pledge to attend our worship services regularly throughout the year.

“And let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another—and all the more as you see the Day approaching.” (*Hebrews 10:24-25*)

3. I will participate in available discipleship training and/or a Small Group.

“For this reason I remind you to fan into flame the gift of God, which is in you through the laying on of my hands. For God did not give us a spirit of timidity, but a spirit of power, of love and of self-discipline.” (*2 Timothy 1:6-7*)

4. I promise to tithe faithfully to this congregation.

“Will a man rob God? Yet you rob me. But you ask, ‘How do we rob you?’ In tithes and offerings. You are under a curse—the whole nation of you—because you are robbing me. Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this,” says the LORD Almighty, “and see if I will not throw open the floodgates of heaven and pour out so much blessing that you will not have room enough for it. I will prevent pests from devouring your crops, and the vines in your fields will not cast their fruit,” says the LORD Almighty. “Then all the nations will call you blessed, for yours will be a delightful land,” says the LORD Almighty. (*Malachi 3:8-12*)

5. I will participate in leadership conferences and classes that will equip me to serve Christ and his Church better.

“Do not neglect your gift, which was given you through a prophetic message when the body of elders laid their hands on you. Be diligent in these matters; give yourself wholly to them, so that everyone may see your progress. Watch your life and doctrine closely. Persevere in them, because if you do, you will save both yourself and your hearers.” (*1 Timothy 4:14-16*)

6. I will endeavor to encourage other Christians by my example.

“A new command I give you: Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another.” (*John 13:34-35*)

7. I will be a good witness to non-Christians.

“In everything set them an example by doing what is good. In your teaching show integrity, seriousness and soundness of speech that cannot be condemned, so that those who oppose you may be ashamed because they have nothing bad to say about us.” (*Titus 2:7-8*)

8. I will read the Bible and pray on a regular basis.

“Do not let this Book of the Law depart from your mouth; meditate on it day and night, so that you may be careful to do everything written in it. Then you will be prosperous and successful.” (*Joshua 1:8*)

9. I promise to faithfully fulfill my assigned ministry.

“Do your best to present yourself to God as one approved, a workman who does not need to be ashamed and who correctly handles the word of truth.” (*2 Timothy 2:15*)

10. I pledge to support and encourage the pastoral staff.

“Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you.” (*Hebrews 13:17*)

11. I expect my pastors and leaders to hold me accountable to these standards.

“Be shepherds of God’s flock that is under your care, serving as overseers—not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; not lording it over those entrusted to you, but being examples to the flock. And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.” (*1 Peter 5:2-4*)

Signature _____ Date: _____

BIBLICAL GUIDELINES FOR HANDLING DIFFICULTIES

“If another believer sins against you, go privately and point out the fault. If the other person listens and confesses it, you have won that person back. But if you are unsuccessful, take one or two others with you and go back again, so that everything you say may be confirmed by two or three witnesses. If that person still refuses to listen, take your case to the Church. If the Church decides you are right, but the other person won’t accept it, treat that person as a pagan or a corrupt tax collector.” Matthew 18:15-17 (NLT)

The goals of Biblical correction are to preserve the health, harmony, and witness of the body of Christ. The following four-step process is based upon Matthew 18:15-17:

1. Go to the person in private and try to resolve the problem.
2. If the problem is not satisfactorily resolved, a conference should be called between the parties involved and one or two respected church leaders (perhaps one of the pastors, or one of the Leadership Team members). The matter should be kept confidential in hopes that the problem will be resolved.
3. If the conference does not resolve the issue, take the matter to the Leadership Team.
4. The Leadership Team will resolve the problem to the best of their ability, which may include removing the person from leadership and terminating their Voting privileges. This does not mean that fellowship is withdrawn, but that the integrity of the Church is upheld by holding the offending person to his/her Believer’s Covenant and/or Biblical Qualifications for Church Leadership. Confidentiality will be respected; however, public sins may require public explanation and repentance.