

Constitution of Crossroads Christian Church

Preamble

We, the members of Crossroads Christian Church, in order to govern the church in the Spirit of Christ and guide the body of believers in accordance with the Word of God, thus advancing His Kingdom, do hereby establish this constitution.

Article I: Name

The name of the church shall be Crossroads Christian Church, hereafter referred to as CCC – a nonprofit organization according to the laws of the state of Ohio.

Article II: Purpose Statement

In obedience to God, as a Christ-centered body of believers, we commit to disciple, enable and encourage one another to love, worship, and serve our Savior, Jesus Christ. Furthermore, we commit to share our Lord and the Good News with our brothers and sisters in Christ, with our neighbors in the surrounding communities, and with everyone throughout the entire world. (Matthew 28:16-20)

In accordance with state and federal law it must be stated that Crossroads Christian Church is organized exclusively for charitable, religious, and educational purposes, including for such purposes, the making of distributions to organizations that qualify as exempt, organizations under section 501 (c) (3) of the Internal Revenue Code, or corresponding section of any further federal tax code.

Let it also be stated that no part of the net earnings of CCC shall insure to the benefit of, or be distributable to, its members, elders, deacons, officers, or other private persons, except that CCC shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the purpose clause hereof. No substantial part of the activities of the organization shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of this document, the organization shall not carry on any other activities not permitted to be carried on (a) by an organization exempt from federal income tax under section 501 (c) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or (b) by an organization, contributions to which are deductible under section 170 (c) (2) of the Internal Revenue Code, or corresponding section of any future federal tax code.

Article III: Mission Statement

Crossroads Christian Church is committed to reach, build, and impact people by serving God faithfully and reflecting His glory as we grow in the grace and truth of Jesus Christ through the indwelling power of the Holy Spirit.

Crossroads Christian Church's Mission is to:

- 1) Bring all people into a loving, personal relationship with our Lord Jesus Christ through the proclamation of the Gospel.
- 2) Equip and train God's people, the Body of Christ, to be His disciples through the instruction of the Truth found in His Word.
- 3) Establish a community of caring and belonging amongst the body of believers.
- 4) Empower the Body, through prayer and worship, to live in and for Christ.
- 5) Minister the love of Christ by meeting the needs of people as the Holy Spirit directs.

Article IV: Membership

Inclusion of membership at CCC for the purpose of conducting official Church business as outlined in this Constitution is open to all who identify themselves as members and who meet the following criteria:

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- 1) Have confessed that Jesus is the Son of God and is Lord and Savior of their life (John 3:16, Luke 12:8, Romans 10:9)
- 2) Have been immersed in Baptism following the instructions and example of Christ (Matthew 28:18-20, Matthew 3:16, Mark 16:15-16)
- 3) Support the Purpose and Mission of the CCC as it is based on the Word of God.
- 4) Voting privileges shall be afforded to anyone meeting membership criteria who have reached the age of 18
- 5) Must sign the Membership Agreement Appendix.

Article V: Church Structure & Government

The governmental structure of Crossroads Christian Church acknowledges Jesus as the all-knowing and powerful Head of the church. As such, God shall have all final authority and authorization on all decisions and directions at CCC, as outlined in the Scriptures. (Ephesians 5:23, Colossians 1:18, 2 Timothy 3:16)

Elders shall act as the leaders of CCC. They have the final authority in interpreting God's will and direction for the church and are charged with the duty to carry out the policies and procedures stated herein. The power given to the Elders shall flow from and is limited by Scripture. (1 Timothy 5:17, 1 Peter 5:1-4, 2 Timothy 3:16)

Deacons and Trustees shall work under the authority of the Elders to carry out all duties as assigned to them. Others may be asked to work in various church capacities as any needs arise, and will do so under the direction of the Elders or their designee. (Acts 6:1-7)

Crossroads Christian Church's officers shall consist of the Eldership. There shall be no other officers. All other positions shall be considered functionary staff.

Anyone in a position of leadership at CCC (defined as Elders, Deacons, all paid staff, ministry team leaders and anyone, at the discretion of the elders, overseeing or organizing any and all church activities) shall be required to be in agreement with and sign the Covenant Leadership Form. (See Addendum I: Crossroads Christian Church Covenant Leadership Form)

Crossroads Christian Church is autonomous, free from any denominational control, and as such maintains the right to govern its own affairs. The Word of God teaches that the local church should seek voluntary fellowship with other Biblically sound churches. (1 Corinthians 1:10-13) These associations are to provide help and encouragement as the Lord directs. These are voluntary associations and in no way involve the surrender of CCC's freedom or dependence on God.

Crossroads Christian Church's year for all fiscal and other such purposes shall be from January 1 to December 31.

Article VI: The Eldership

The New Testament is clear that the church is to be led by a group of godly men. These Elders are given the ultimate responsibility and authority to see that the church stays on course Biblically and that the body of believers is being served and cared for both spiritually and physically. (1 Peter 5:1-4)

In light of the fact that the New Testament calls for a plurality of Elders for the purpose of wisdom and accountability, there shall be no less than four active elders overseeing CCC at any time. In the event that an emergency causes there to be less, the remaining elders can appoint "advisors" with voting privileges. The men appointed as "advisors" must meet the criteria set out in this document for elders and the procedures for electing elders should be followed as soon as possible to allow for four permanent elders, at which time the advisors would be relieved of voting privileges.

Section I: Qualifications of Elders

In order for a man to serve as an elder at Crossroads Christian Church he must:

- 1) Confess that Jesus is the Son of God and is Lord of his life as is witnessed by his testimony.
- 2) Have been immersed in Baptism following the instructions and example of Christ. (Acts 2:38)
- 3) Be called by the Holy Spirit to serve the local church as an Elder. (1 Peter 5:2)

- 4) Meet all the qualifications of 1 Timothy 3:1-7 and Titus 1:6-9.

Here is a trustworthy saying: Whoever aspires to be an overseer desires a noble task. Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full respect. (If anyone does not know how to manage his own family, how can he take care of God's church?) He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap. 1 Timothy 3:1-7

An elder must be blameless, faithful to his wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an overseer manages God's household, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather, he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

Titus 1:6-9

- 5) Support the Purpose and Mission of CCC as it is based on the Word of God.
6) Be committed to work in one accord with the other Elders of CCC in seeking God's direction for the church. (2 Timothy 2:24, 1 Peter 5:5)

Section II: Appointment and Affirmation of Elders

- A. Acting Elders shall make nominations for new Elder candidates on an as needed basis. The Elder candidates shall be chosen from among the spiritually qualified male members of Crossroads Christian Church.
1. Eldership appointees will be presented before the congregation 2 weeks prior to a vote of affirmation. During this time they will be asked to give their testimony to the congregation.
 2. During this 2 week period any questions, objections or concerns regarding the appointee's qualifications or abilities to serve as an elder should be brought to the attention of the current Elders. Individuals with concerns must be willing to meet with all of the Elders; anonymous objections will not be entertained.
 3. The current Elders are responsible for investigating all such questions, objections and/or concerns.
 4. The current Elders shall have final authority in deciding if a candidate will be removed from nomination as an Elder as a result of an investigation.
- B. A vote of affirmation shall be held 2 weeks after each Eldership candidate is presented before the congregation, unless deemed necessary to remove the candidate. The vote shall be held through written ballot, with (3/4) of the congregational membership affirming his nomination.
- C. After an Eldership candidate is affirmed by the congregation, he must be ordained as soon as possible. This will be done by the Elders laying hands on the candidate, (Acts 13:3, 1 Timothy 4:14) and by the candidate signing the Covenant Leadership Form (See Addendum I).

Section III: Duties of the Eldership

The Elders shall serve as overseers in all matters of Crossroads Christian Church. As the ruling body of the church, the Elders are responsible for making the final decisions for all church purchases, activities, programs and ministries. Their duties shall include, but are not limited to:

- 1) Supervision of the spiritual life of the congregation, including the educational programs.
- 2) Guarding the purity of the doctrine and life of the church.
- 3) Discipline the church in accordance with the Word of God.
- 4) Serve on and/or appoint others to a pulpit committee for selecting a pastor.
- 5) Nominate other believers for special tasks as assigned by the Elders.
- 6) Conduct meetings as outlined in Article IX: Meetings.
- 7) Oversee the Body of Believers & Small Group Ministries.

- 8) Oversee the distribution of funds for benevolence needs in the church and the community, programs for the care of the needy and comfort to the sick and afflicted.
- 9) Provide counsel to those in need.
- 10) Share in the responsibility of the teaching and preaching ministry of the church in accordance with their spiritual gifting.
- 11) Oversee the regular services of the church.
- 12) Be responsible for the oversight of the Lord's Supper (Communion) and baptisms.
- 13) Communicate with the congregation about all major decisions made during Elders meetings.

Section IV: Discipline of an Elder

- A. If an elder is not living up to the Scriptural standards of his office, he is subject to the biblical process of church discipline (Matthew 18:15-20). If he is unresponsive to the loving correction of the Elders he can be removed from his office (see Section V: Suspension or Removal from Office), and if necessary and appropriate be publicly rebuked in the presence of the Church body (1 Timothy 5:20).
- B. Should a church member have a complaint or an accusation against an Elder, the church member must first follow the Scriptural procedures found in Matthew 18:15-20 and 1 Timothy 5:19. These are:
 - 1) Go individually to discuss the issue with the Elder. (Matthew 18:15)
 - 2) If the issue still is unresolved, take one or two others with you to discuss the issue. (Matthew 8:16)
 - 3) If there is still an issue then the matter needs to be brought to the Church (Matthew 8:17)
 - 4) In accordance with 1 Timothy 5:19, an accusation against an Elder will only be entertained when brought by two or three witnesses.
- C. If the Church member followed these procedures and reconciliation has not been achieved, then the church member may present the charges to the Elders for discipline if deemed necessary and appropriate.

Section V: Resignation/Sabbatical/Suspension/Removal from Office

An Elder's tenure shall be for an indefinite period of time, subject to his ability and availability to serve. An Elder can only be removed from office or suspended, rendering the person inactive to serve, with a unanimous vote by the remaining Elders. Action can be taken for the following reasons:

- A. Resignation – The Elder feels that he can no longer serve the church and wishes to resign.
- B. Sabbatical – An Elder may request to be placed on sabbatical for up to 12 months for the purpose of rest, refocus, or if he finds that he cannot fulfill the duties required of his office. This leave must be approved unanimously by the other Elders. If at any time during the predetermined period the Elder wishes to return to his office, he may do so.
- C. Involuntary Suspension – If the Elders find that one of their fellow Elders is not fulfilling the duties of his office or that he no longer meets the Biblical requirements to serve as an Elder, they may, upon unanimous agreement, suspend that individual from his position until such time that the Elders are confident that the individual can again adequately fulfill his responsibilities. It will be the responsibility of the Elders to lovingly counsel this individual so that he may return to his place of calling before God and his church.
- D. Removal From Office – The Elders have the authority and the obligation to remove a fellow elder, by unanimous agreement, if warranted. Removal is warranted any time an individual elder refuses to be accountable to the fellowship when guilty of the following:
 1. Shows himself by person or attitude to be disturbing the purity, peace, or unity of the church.
 2. Is proven to be living an immoral lifestyle or to be involved in unethical practices contrary to Scripture and the teaching of the church.
 3. Refuses to fulfill the responsibilities designated in the Constitution of Crossroads Christian Church.
 4. No longer meets the Scriptural Qualifications of an Elder.

Section VI: Accountability to the Church Body

Elders are accountable to care for the Church Body. If there is an issue with an Elder, or a group of Elders then the Church Body is responsible for carrying out the procedures listed under Article VI: The Eldership, Section IV: Discipline of an Elder, Part B to render a solution.

Article VII: The Deaconate

Deacons play an important role in the leadership team of a church. Their inception and functions in the early church are described in Acts 6:1-7. Their service to the church allows and further enables the Elders to devote the majority of their time to the ministry of prayer and teaching of the Word.

Section I: Qualifications of Deacons

In order for a man to serve as a Deacon at Crossroads Christian Church he must:

- 1) Be called by the Holy Spirit to serve the local church in the office of Deacon.
- 2) Confess that Jesus is the Son of God and is Lord of his life as witnessed by and through his testimony.
- 3) Have been immersed in Baptism following the instruction and example of Christ.
- 4) Support the Purpose and Mission of the Church.
- 5) Be committed to work in unity under the direction of the Elders of CCC in seeking God's direction for the Church.
- 6) Meet the qualifications of 1 Timothy 3:8-12.

Section II: Appointment and Affirmation of Deacons

- A. The Church Body and/or acting Elders shall make nominations for new Deacon candidates, as they are needed to fulfill the work of CCC.
- B. The Deacon candidates will be chosen from among the spiritually qualified male members of Crossroads Christian Church who are nominated.
- C. Deacon candidates are required to complete a training course under the direction of the Elders of CCC.
- D. Deacons are required to be tested by the Elders of CCC. (1 Timothy 3:10)
- E. Each candidate that is chosen for appointment by a unanimous decision of the Elders will be presented before the body of believers at CCC to be affirmed and to sign the Covenant Leadership Form (See Addendum I), according to the following procedures:
 - 1) Deacon appointees will be presented before the congregation 2 weeks prior to a vote of affirmation.
 - 2) During this 2 week period any questions, objections or concerns regarding the appointee's qualifications or abilities to serve as a Deacon should be brought to the attention of the Elders. Individuals with concerns must be willing to meet with the Elders; anonymous objections will not be entertained.
 - 3) The Elders are responsible for investigating all such questions, objections and/or concerns.
 - 4) The Elders shall have final authority in deciding if a Deacon candidate will be removed from nomination as a Deacon as a result of an investigation.
 - 5) A vote of affirmation shall be held 2 weeks after each Deacon candidate is presented before the congregation, unless deemed necessary to remove the candidate. The vote shall be held through written ballot, with (3/4) (do we want a specific number here or majority vote??) of the congregational membership affirming his nomination.
 - 6) After a Deacon candidate is affirmed by the congregation, he must be ordained as soon as possible. This will be done by the Elders laying hands on the candidate, (Acts 6:6-8, Acts 13:3, 1 Timothy 4:14) and by the candidate signing the Covenant Leadership Form (See Addendum I).

Section III: Duties of the Deacons

The Deacons shall cooperate with the Elders in all things pertaining to the welfare of the congregation. Specific duties shall be assigned and defined by the Elders and may consist of, but are not limited to, serving the spiritual, emotional, physical and financial needs of the body and caring for the physical assets of the church.

Section IV: Resignation/Sabbatical/Suspension/Removal from Office

A Deacon's tenure shall be for an indefinite period of time, subject to his ability and availability to serve. A Deacon can only be removed from office or suspended, rendering the person inactive to serve, with a unanimous vote by the Elders. Action can be taken for the following reasons:

- A. Resignation – The Deacon feels that he can no longer serve the church and wishes to resign.
- B. Sabbatical – A Deacon may request to be placed on sabbatical for up to 12 months for the purpose of rest, refocus, or if he finds that he cannot fulfill the duties required of his office. This leave must be approved unanimously by the other Elders. If at any time during the predetermined period the Deacon wishes to return to his office, he may do so.
- C. Involuntary Suspension – If the Elders finds that a Deacon is not fulfilling the duties of his office or that he no longer meets the Biblical requirements to serve as a Deacon, they may, upon unanimous agreement, suspend that individual from his position until such time that the Elders are confident that the individual can again adequately fulfill his responsibilities. It will be the responsibility of the Elders to lovingly counsel this individual so that he may return to his place of calling before God and his church.
- D. Removal From Office – The Elders have the authority and the obligation to remove a Deacon, by unanimous agreement, if warranted. Removal is warranted any time an individual elder refuses to be accountable to the Elders or when guilty of the following:
 - 1) Shows himself by person or attitude to be disturbing the purity, peace, or unity of the church.
 - 2) Is proven to be living an immoral lifestyle or to be involved in unethical practices contrary to Scripture and the teaching of the church.
 - 3) Refuses to fulfill the responsibilities designated in the Constitution of Crossroads Christian Church.
 - 4) No longer meets the Scriptural Qualifications of a Deacon.

Article VIII: Functionary Staff

Section I: Pastoral Staff

Full- and part-time paid pastoral staff plays a significant and important role in the spiritual development of the Body of Believers. It is for this reason that the following rules and regulations are established concerning these positions.

- A. Qualifications: For a man to be considered for the position of Senior Pastor, Associate Pastor, Youth Pastor or Pastoral Intern, he must:
 - 1) Meet all of the Biblical qualifications that are in place for Elders. (See Article VI The Eldership).
 - 2) Be called by the Holy Spirit to serve in the local church in the office of pastor.
 - 3) Confess that Jesus is the Son of God and is Lord of his life as witnessed by and though his testimony.
 - 4) Have been immersed in Baptism following the instruction and example of Christ. (Acts 2:38)
 - 5) Have satisfactory Biblical training. (A Bachelor's degree is preferred, but this is not a requirement and will be reviewed on a case by case basis)
 - 6) Must have high moral reputation.
 - 7) Support the Purpose and Mission of CCC.
 - 8) Be committed to work in unity with the Elders of CCC in seeking God's direction of the Church.
- B. Appointment: It shall be the responsibility of the Elders to recommend and appoint a candidate for any paid pastoral staff position.
 - 1. The candidate must meet the qualifications from Part A, above, and be spiritually gifted to be able to carry out the duties and responsibilities of the pastoral office to which he is being recommended or appointed.
 - 2. Upon unanimous confirmation of the pastoral candidate by the Elders of CCC, the candidate shall be presented to the congregation for a vote of affirmation following the rules under Article VI: The Eldership, Section II, Parts B & C.

- C. Duties of the Pastoral Staff: Working with the Elders of CCC, the pastoral staff shall oversee the spiritual welfare of the congregation and exercise watchful care over their needs. (Acts 20:28)
1. Each Pastor's individual responsibilities shall be stipulated in writing in his employment contract. Individual ministry descriptions shall be subject to the Elders' review at least once annually in order to respond to the changing needs of the Body.
 2. All pastoral staff employment contracts shall be in writing. Copies shall be given to the pastoral staff member, each of the Elders, and one kept on file at Crossroads Christian Church.
 3. No pastoral staff member may be hired without a written employment contract that stipulates the following minimum information:
 - 1) Salary
 - 2) Fringe Benefits
 - 3) Duties
 - 4) Resignation Terms
 - 5) Suspension Terms
 - 6) Removal from Office Terms
 4. Only the man serving in the Senior Pastor position shall be considered an Elder of CCC upon being hired, but will be a non-voting Elder for the first six months. All other pastors may become elders through the aforementioned process of Article VI: The Eldership as it is deemed appropriate and necessary to do so by the Elders.
- D. Resignation/Suspension/Removal
1. Resignation: Terms of Resignation are addressed in the pastoral staff individual employment contract.
 2. Suspension: The tenure of Pastoral staff shall be for an indefinite period of time, subject to their ability and availability to serve. Terms that would result in suspension are addressed in the pastoral staff individual employment contract.
 3. Removal from Office: Any Pastoral staff member may be removed from office and/or service based on a unanimous decision by the Elders. In the event that the staff member in question is the Senior Pastor, the unanimous vote of the remaining elders would be required. Terms that would otherwise result in removal from office are addressed in the pastoral staff individual employment contract.

Section II: Ministry Team Leaders

For the church to carry out the mission set before it, the Elders will be responsible for appointing lay leaders to take charge of key ministries of the church. This includes, but is not limited to: Worship Leader, Youth & Children's Ministry Leader and Nursery Leader. These positions may be paid or unpaid positions based upon the needs of the body and the unanimous decision of the Elders.

- A. Appointment of Ministry Team Leaders will be made by the unanimous agreement of the Elders as the need for such positions arise.
- B. Duties:
- 1) Each Ministry Team Leader will, under the guidance of the elders, be responsible for forming a team who will work together to assure that their respective ministries are fulfilling their mission to better serve the Church Body.
 - 2) Each team leader will be directly responsible and accountable to the plurality of Elders' of CCC.
- C. Qualifications:
- 1) Must be a spiritually mature believer as witnessed by their testimony and life.
 - 2) They must live a life that brings honor and glory to God, and be qualified to carry out the duties of their respective Ministry.

Section III: Church Treasurer

- A. Appointment:
- 1) The Treasurer shall be appointed by the unanimous vote of the Elders' of Crossroads Christian Church.

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- 2) Due to the sensitive nature of this position, anyone serving under the Treasurer must also be appointed by unanimous agreement of the Elders of CCC.

B. Duties:

- 1) Pay all bills that have been duly authorized by the plurality of Elders of CCC.
- 2) Keep full accounts of all monies received and paid out.
- 3) Submit financial statements of the church to the Elders on a monthly, quarterly and annual basis.
- 4) Shall make the books of the church available for audit upon request of the Elders.
- 5) Shall be authorized to sign checks, notes and loans that have been duly authorized by the Elders of CCC.
- 6) Shall keep ALL INDIVIDUAL GIVING RECORDS PRIVATE, with NO exceptions.
- 7) Under the direction of the Elders, designate and supervise others to receive and disburse funds. (See Article VIII: Functionary Staff, Section III, Part A: Appointment)

Section IV: Trustees

A. Appointment:

- 1) Shall be appointed from within the eldership of CCC.
- 2) Due to the sensitive nature of the position, all trustees must be appointed by unanimous agreement of the Elders of CCC.

B. Duties:

- 1) Shall exercise the corporate powers of CCC under the direction of the Eldership of CCC.
- 2) Execute all legal documents on behalf of Crossroads Christian Church.
- 3) Discharge other such duties as the law of the State of Ohio may enjoin them.

Article IX: Meetings

There shall be three types of designated meetings of the church.

A. Business Meetings

- a. It shall be held annually during the first month of the year.
- b. Two weeks notice shall be given to the congregation before the annual business meeting takes place.
- c. The Elders of CCC shall be responsible for the selection of the exact date.
- d. The meeting agenda shall include, but not be limited to, a current financial statement as well as a general summary regarding past, present and future matters related to CCC.

B. Congregation Meetings

- 1) May be called at any time deemed necessary by the Elders of CCC.
- 2) Two weeks notice shall be given to the congregation before a congregational meeting is held.
- 3) In the event that a condition or situation arises, which is deemed an urgent matter by the Elders of CCC, the two weeks notice rule will be waived. The Elders will make a reasonable attempt to communicate the date of the meeting to the congregation.

C. Elders Meetings

- 1) The Elders of CCC shall meet on a regular basis throughout the year.
- 2) Accurate minutes shall be recorded and approved by the Elders at each Elders meeting.

Article X: Amendments to the Constitution

At times it may become necessary to make changes to the Constitution of Crossroads Christian Church. In order to protect the Spiritual well-being of the Church Body through accountability, communication and working together in harmony, any such changes will be made following the below procedures:

- 1) The Elders will consider and propose all such amendments to this document. If a need arises for major changes to be made, the Elders may appoint a committee to formulate proposed changes.
- 2) All proposed changes must be agreed upon unanimously by the Elders.
- 3) A Congregational Meeting as outlined in Article IX, Part B, will be held to inform the Church Body of the changes.

- 4) A period of 2 weeks will be given for the Congregation to review the proposed changes and bring any questions or concerns to the Elders.
- 5) If the Elders determine that changes to the Amendments need to be made before going to the Congregation for a vote, they may table the vote for up to three months.
- 6) After 2 weeks, seeing that no changes need to be made, a majority vote of affirmation will be held amongst the Congregation to finalize all changes to this Constitution. A ¾ vote is required for passage of any amendment.

Article XI: Settlement of Disputes

Any dispute arising within CCC's Body of Believers pertaining to any matter of spiritual teaching, shepherding of the church, and/or practice related to its government shall be resolved by the Elders. The resolution shall be reached after prayerful consideration of the concerns of all parties and issues involved. This will be accomplished with a spirit of humility, striving to preserve the unity spirit of peace among the Body of Believers. (1 Corinthians 6:1-3; Ephesians 4:1-3).

In matters of dispute arising amongst the Eldership, an outside committee of men qualified under Article VI: The Eldership, Section I shall be appointed by unanimous consent of the Edlers to help arbitrate the dispute in a peaceful and dignified manner to preserve the unity of the Body.

Article XII: Indemnification

If a legal claim or criminal allegation is made against a person while acting as an officer, employee, or agent of Crossroads Christian Church, the church shall provide indemnification against liability and costs incurred defending against the claim if the Elders determine that the person acted:

- 1) In good faith.
- 2) With the care and ordinary prudence a person in a similar position would exercise under similar circumstances.
- 3) In a manner the person reasonably believed to be in the best interest of the church.
- 4) And the person had no reasonable cause to believe that his or her conduct was unlawful.

Article XIII: Dissolution

The Elders may unanimously, upon prayerful consideration and the requirements set forth in this document, decide to dissolve the work of the ministry of Crossroads Christian Church at any time deemed appropriate, sensible, and/or necessary.

Upon dissolution of this organization, the Elders shall cause the property and all assets herein to be sold, either through private or public sale. From the proceeds:

- 1) All remaining obligations of CCC shall be paid.
- 2) All remaining funds shall be directed to one or more Christian organizations, including but not limited to the following: supported missionaries and/or such other Christian endeavors that qualify under Section 501(c)(3) of the Internal Revenue Code or corresponding section any future federal tax code.

Any such assets not disposed of shall be disposed of by the Court of Common Pleas of the county in which the principle office of the organization or organizations is then located, exclusively for such purpose or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

Article XIV - Statement on Marriage and Sexuality

We believe that the term "marriage" has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other.

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 sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct,

bestiality, incest, pornography or any attempt to change one's sex, or disagreement with one's biological sex, is sinful and offensive to God.

We believe that in order to preserve the function and integrity of the church as the local Body of Christ, and to provide a biblical role model to the church members and the community, it is imperative that all persons employed by the church in any capacity, or who serve as volunteers, should abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with scripture nor the doctrines of the church.