

BYLAWS
CROSSROADS COMMUNITY CHURCH
(revision July 2000)

ARTICLE I — NAME AND LOCATION

The name of this organization shall be Crossroads Community Church, hereinafter referred to as CCC. The principal office of CCC is located at 2583 Thornhill Road, Auburndale, FL 33823. CCC is a religious not for profit corporation in the state of Florida.

ARTICLE II — MISSION, VISION, AND VALUES

Crossroads exists::

to impact an ever-changing world with the unchanging message of how to be changed by God.

Expanded statements of the Mission, Vision, and Priorities of CCC may be outlined in the CCC Policy Manual.

ARTICLE III — DENOMINATION AND DISTRICT

CCC is a member church of:

- the Missionary Church, Inc. denomination (a not for profit corporation in the state of Indiana), hereinafter referred to as MCI; and
- the Missionary Church Florida District (a not for profit corporation in the state of Florida), hereinafter referred to as MCFD.

CCC is bound by the privileges, responsibilities, and benefits of these relationships. CCC is governed in all matters pertaining to doctrine, polity, and practice by the Constitution and Bylaws of the MCI and the Bylaws and Policies of the MCFD. The Bylaws, Policies, and/or Constitution of the MCI and/or the MCFD shall supersede the Bylaws or Policies of CCC if in direct conflict.

ARTICLE IV — FAITH AND PRACTICE

CCC accepts the "Articles of Faith and Practice" as outlined in the most recent edition of the Constitution of the MCI.

ARTICLE V — CONSTITUENCY

The constituency of CCC shall be the members of CCC.

1. The Secretary shall certify a list of members upon the request of any church member, the MCI or the MCFD.
2. Membership requirements of CCC shall be outlined in the CCC Policy Manual and in accordance with the MCI Constitution and Bylaws.
3. Termination or discipline of members shall be outlined in the CCC Policy Manual and in accordance with the MCI Constitution and Bylaws.

ARTICLE VI — CHURCH MEMBERSHIP MEETINGS

- A. Voting Members - Voting members of CCC are all members certified by the Secretary who are at least 16 years of age.
- B. Quorum - A quorum shall be those present at all duly announced meetings and absentee votes received before

the meeting. Requirements for absentee votes shall be outlined in the Policy Manual.

C. Meetings

1. Annual Meeting

The membership of CCC shall meet once per year during the month of November at a date and place specified and published by the Board of Directors with notice of the meeting given to the members a minimum of three weeks prior to the meeting.

2. Procedural Order

a. The Board of Directors, Senior Pastor, or District Superintendent shall have authority to place items on the agenda for the Church Membership Meeting.

b. The Senior Pastor shall arrange the agenda for the Church Membership Meeting.

c. Any member of CCC may request the Board of Directors to consider placing an item on the agenda of the annual Church Membership Meeting by submitting a written request to the Church Secretary at least 14 days prior to the announced Church Membership Meeting.

3. Special Meetings

Special meetings may be called by the Pastor, District Superintendent, or Board of Directors. Public announcement of special Church Membership Meetings shall be made at least two Sundays prior to the meeting. Public announcement must include all items eligible for a vote at the meeting.

D. Jurisdiction

The Church Membership Meeting shall function in accordance with the authority delegated to it (as the Local Church Conference) by the Constitution, Policies, and/or Bylaws of the MCI and the MCFD, and shall have jurisdiction to conduct business as provided in these Bylaws, referred to by Board of Directors, or under the direction of the District Superintendent.

ARTICLE VII — EXECUTIVE OFFICERS

A. Qualifications

1. Officers shall be members in good standing of CCC.
2. Officers shall be in complete agreement with the Mission, Vision, and Priorities of CCC.
3. Officers shall come from within the Board of Directors.

B. Executive Officers

The Executive Officers of CCC shall consist of the Chairman (Senior Pastor), Secretary, Treasurer, and Executive Officer at Large. The Executive Officers shall serve as the Executive Committee of the Board of Directors and as the registered Directors to the state of Florida.

C. Officers

1. Chairman

a. Identity

The Senior Pastor shall serve as Chairman of the Executive Committee and of the Board of Directors.

b. Selection

(1) The District Superintendent or his appointee shall lead the Board of Directors in the selection of a Senior Pastor.

(2) Any candidate for pastor shall have the approval of the

District Superintendent before he is considered by the Board of Directors.

- (3) During the Church Membership Meeting, the Board of Directors shall recommend one person to be Senior Pastor.
- (4) The Church Membership shall have ample opportunity to meet the candidate for Senior Pastor and to express themselves to the Board of Directors in writing.
- (5) The Board of Directors shall then, in a meeting led by the District Superintendent, vote upon the selection of the Senior Pastor, subject to ratification by a Church Membership Meeting.

c. Duties

- (1) The Senior Pastor shall be the primary pastor-teacher-leader of CCC and Chairman of the Board of Directors.
- (2) The Senior Pastor shall fulfill the duties of Pastor as outlined by the MCI Constitution and Bylaws and the Senior Pastor Job Description in the CCC Policy Manual.
- (3) He shall fulfill all reporting requirements of the MCI and the MCFD, and his office shall serve as liaison between CCC and district and denominational boards and committees.
- (4) He shall lead and monitor all ministries of the church toward the fulfillment of the vision, priorities, and mission of CCC.
- (5) He shall have direct supervision over all pastoral and non-pastoral paid church staff, including hiring and termination with Board of Director approval.
- (6) He shall be accountable to the District Superintendent and to the Board of Directors.
- (7) He shall act definitively on all matters as prescribed by the Board of Directors, Executive Committee, Church Membership Meeting, or District Superintendent, including matters concerning church property, employees, ministries, and other related matters that might occur that could affect the accomplishment of the purpose and mission of CCC.
- (8) He shall be responsible and is duly empowered to conduct the business of CCC and the Board of Directors in the intervals between meetings.
- (9) He may call a special session of the Board of Directors or Executive Committee when necessary, and shall definitively deal with all emergency matters. His actions shall be subject to ratification at the next Board of Directors Meeting.

d. Vote of Confidence

- (1) The Board of Directors, by a two-thirds majority vote, or the Senior Pastor himself may request a vote of

confidence for the Senior Pastor.

- (2) If a vote of confidence is called, the District Superintendent shall be immediately notified and he shall establish the process and lead the Board of Directors meeting in which the vote of confidence is taken

e. Pastoral Transition

In the case of transition or disability of the Senior Pastor, the District Superintendent, in consultation with the Board of Directors, shall appoint an interim Chairman of the Board of Directors.

2. Secretary

a. Selection

The Secretary shall be appointed annually from within the Board of Directors.

b. Duties

- (1) The Secretary shall record, keep and distribute all minutes of the Church Membership Meetings and Board of Directors meetings and shall perform such other functions as are outlined in the Secretary job description in the CCC Policy Manual or by the Board of Directors.
- (2) The Secretary shall keep a public volume of all CCC policies and monitor all meetings for procedural accuracy.
- (3) The Secretary shall keep an accurate record of the membership of CCC.

3. Treasurer

a. Selection

The Treasurer shall be appointed annually from within the Board of Directors.

b. Duties

- (1) The Treasurer shall be the liaison between the Board of Directors and the Finance team of CCC.
- (2) The Treasurer, or the Finance team, shall receive such moneys as the Board of Directors shall determine and make payments in keeping with its policies and directives.
- (3) The Treasurer, or the Finance team, shall utilize customary and usual accounting procedures and offer books for audit annually.
- (4) The Treasurer shall submit an annual report to the Church Membership Meeting, provide other reports as requested by the Board of Directors or Senior Pastor, and perform such other functions as are outlined in the Treasurer job description in the CCC Policy Manual or by the Board of Directors.

4. Executive Officer at Large

a. Selection

One member of the Board of Directors shall be appointed annually by the Board of Directors to be an Executive Officer at Large.

b. Duties

The Executive Officer at Large shall perform such duties as are delegated to him by the Board of Directors or Senior Pastor.

ARTICLE VIII — BOARD OF DIRECTORS

A. Qualifications

1. Directors shall serve as the equivalent of the Biblical office of Elder. They are to be persons who are full of faith, sensitive to the Holy Spirit, have the ability to hear from God and who have the necessary gifts to lead and direct. Qualifications are given in 1 Timothy 3:1-13; Titus 1:5-9; and Acts 6:1-6.
2. Directors shall be members in good standing of CCC.
3. Directors shall be in agreement with the Mission, Vision, and Priorities of CCC.
4. Directors shall have proven exemplary character
5. Directors shall have the capacity to passionately seek God's direction for the future of Crossroads.
6. Directors shall be generous in giving time, money (tithing), and energy to the accomplishment of the Crossroads Mission.
4. Further qualifications may be outlined in the CCC Policy Manual.

B. Composition

1. Personnel

The Board of Directors shall be composed of the Senior Pastor (who shall serve as the Chairman), any other full-time pastors (who may serve as Advisory members of the board), and the Directors.

2. Size

- a. The number of board members shall be seven, not including the Advisory members.
- b. Paid pastoral staff shall not represent a majority of the Board of Directors.
- c. Increasing the number of board members shall be determined by a unanimous vote of the Board of Directors.

3. Accountability

Directors shall be individually accountable to the Senior Pastor and mutually accountable to one another.

C. Tenure

1. Terms

- a. The Senior Pastor is to serve for an indefinite period of time.
- b. Other Directors are to serve for staggered two-year terms beginning January 1.
- c. Directors are eligible to serve for two consecutive terms. After a second consecutive term is served, Directors will be asked to take a one year furlough from the Board. Directors may not serve three consecutive terms.

2. Removal

A Director may be removed from office by the other Directors by a 2/3 vote if there is biblical cause or if the Director fails to fulfill his function.

3. Vacancies

Vacancies occurring in the Board of Directors shall be filled by appointment by the existing Board of Directors. Such appointees shall serve the remaining unexpired term.

D. Selection

1. Annually the body of CCC will submit the names of people they believe are qualified to be considered as candidates for Director positions.
2. The Directors whose terms are continuing will consider each person suggested and discern which persons should become candidates. Following a period of assessment, interview, instruction, and preparation, the Board of Directors will present final candidates to the body.
3. The body will be encouraged to express any concerns in writing regarding the candidates.
4. The Directors whose terms are continuing will appoint the new Directors, subject to ratification by the Church Membership Meeting.

E. Duties

1. Jurisdiction of the Board of Directors
 - a. It shall be the duly empowered responsibility of the Board of Directors to conduct the business of CCC.
 - b. The Board of Directors shall act definitively on matters concerning personnel, property, finances, church discipline, ministry, and other matters that could affect the accomplishment of the purpose and mission of CCC.
 - c. The Board of Directors of CCC shall hold in trust any properties owned by CCC and have authority to receive and hold in trust moneys, gifts, and legacies; acquire, loan, or borrow money; purchase, sell, improve, convey, or exchange real estate held by CCC or other property such as stocks, bonds, mortgages, and other securities; issue conformity with civil laws of several states in keeping with the authority delegated by the Church Membership Meeting.
 - d. The Board of Directors may designate certain individuals to serve as agents to carry out any of the foregoing authorizations.
 - e. The Board of Directors shall be responsible to fulfill any duties as directed by the MCFD or the MCI.
 - f. The Board of Directors shall definitively deal with all emergency matters and may call a special Church Membership Meeting when necessary.
2. Setting of Policies
 - a. The Board of Directors shall be responsible and is empowered to develop policies for the governing of the regular affairs of CCC.
 - b. All policies shall be kept in a public volume by the Secretary.
 - c. Policies developed by the Board of Directors are subject to ratification by the next Church Membership Meeting.
 - d. Once ratified, policies may be altered or repealed by a two-thirds majority vote of the Board of Directors or as an agenda item of the Church Membership Meeting.
 - e. The Board of Directors may enact no policies that directly conflict with any action taken at the previous Church Membership Meeting.
3. Judicious Investigation

The Board of Directors shall have authority to make judicious investigation of any Board of Directors member, ministry leader, or church staff member in the event of malfeasance in office or unworthy conduct.

4. District and Denominational Representation

The Board of Directors shall appoint representatives to the District and Denominational meetings, and any other organization deemed necessary.

5. Budget

The Board of Directors shall be authorized to prepare and present a budget for CCC. The budget will be presented to the body at the annual Church Membership Meeting for ratification.

F. Voting

1. Quorum

A majority of the members of the Board of Directors shall constitute a quorum for the transaction of business provided "due notice" of the meeting has been given.

2. Procedure

a. The Board of Directors shall strive for unanimity in its decisions.

b. Each Director, including the Chairman, shall have one vote.

c. Votes of Advisory members of the Board of Directors are considered non-binding.

d. A vote will be determined by a simple majority unless otherwise stated in the Bylaws or Policy Manual.

ARTICLE IX — FINANCES

A. Tenant

CCC shall be self supporting in its operation. Its fiscal year shall be January 1 to December 31.

B. Budget

CCC shall operate on a budget prepared by the Board of Directors and ratified at the annual Church Membership Meeting. The Board of Directors may modify the budget by a unanimous vote during the fiscal year.

C. Reporting

The congregation shall be informed monthly of the church's financial condition. The Treasurer shall submit a monthly financial report to the Board of Directors. Independent audits may be conducted of all church books as requested at any time by the Directional Board.

D. Receiving of Funds

All donations made to CCC will be received and recorded by two or more people who are not related to each other or the Senior Pastor. These people shall be appointed by the Board of Directors. They shall count all money, complete a bank deposit slip, and deposit the receipts into the appropriate accounts. A copy of the deposit slips shall be retained by the Treasurer, and a copy of the deposit receipts shall be given to the Senior Pastor. Other responsibilities may be outlined in the CCC policy manual.

ARTICLE X — DUE PROCESS PROCEDURE

All members, ministers, and church staff shall follow the due process procedure of the MCFD for the resolution of all conflicts. The appeal of any decision begins at the level appropriate for the appeal. All appeals made by members, ministers, or church staff shall utilize the same

procedure, follow the same chronological steps, and be bound by the same arbitration authority as utilized under Article XIV "Due process procedure for members of the Missionary Church" of the MCI Constitution and Bylaws.

ARTICLE XI — DISSOLUTION

Upon dissolution (or disassociation with the MCI without following the due process procedures described in the MCFD Bylaws), all assets and liabilities of CCC shall automatically be transferred to the MCFD. Upon said dissolution (or disassociation without proper due process proceedings) the officers of the MCFD shall automatically become the officers of CCC and have all power and authority to execute documents to transfer assets and liabilities of CCC to the MCFD.

ARTICLE XII — AMENDMENTS

Amendments to these Bylaws must be adopted by a two-thirds majority vote at any duly announced Church Membership Meeting. Recommendations for amendment shall come as an agenda item as specified in Article VI,C,2. Amendments shall be subject to ratification of the MCFD District Executive Board.