

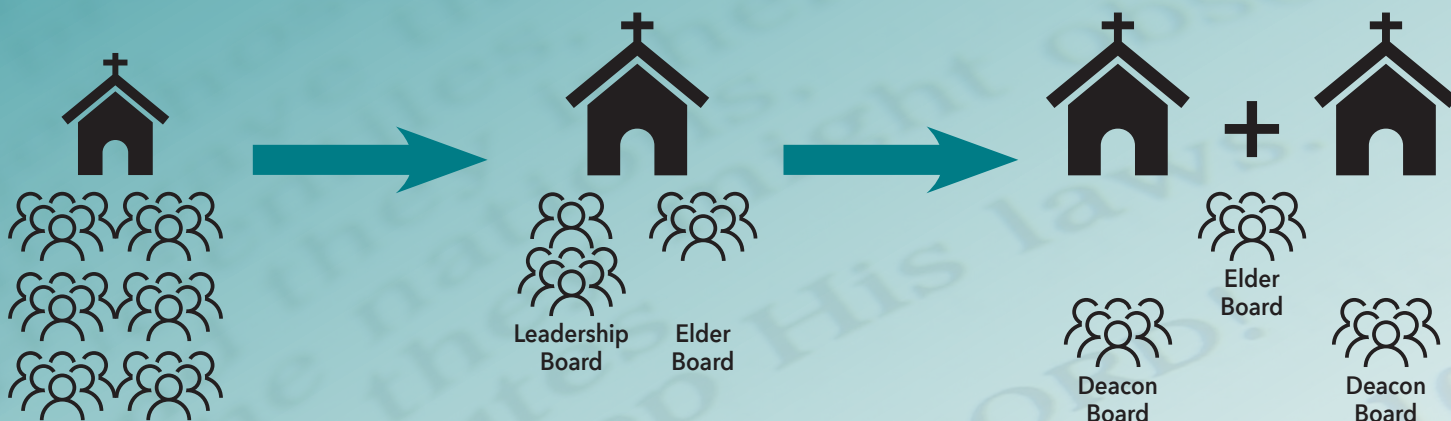


BYLAWS OF THE CHURCH

Revised July/2018

To Better Serve

Governance Serves The Church That Serves The Mission



Align governing model more closely with Scripture

Increase local engagement • Increase numbers affirmed for leadership in ministry

Elders

- Men Committed to Doctrine, Direction, Disciple-making and Discipline
- Single elder board across campuses
- Pastors - Lead pastor (voting), Campus pastor (vote if ordained), Executive pastor (non-voting)
- Affirmed elders - up to seven, serving up to 3 x 2-year terms; all voting.

Deacons

- Men and Women committed to serve and lead ministry through Congregational Care and Ministry Assistance
 - One board per campus, affirmed by campus
 - Deacon board size determined by campus size
 - 2-year terms, no term limits

Nomination Committee

- Present both elder and deacon candidates to the congregations for affirmation
- Lead pastor, Campus pastors, current or former elder, 2 members-at-large per campus

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ARTICLE I

VISION, MISSION AND CORE VALUES

MISSION

Cultivate passion for God, compassion for our neighbor, as we reach our region and beyond with the life-changing message of Jesus Christ. *Matthew 22:37–40, Matthew 28:19–20*

CORE VALUES

What makes CrossWinds Church unique?

- **BIBLE:** We believe relevant, expositional Bible teaching and Christ-centered worship are the backbone of church health. We hold the Bible to be the inerrant, inspired and authoritative truth. There are many good, helpful and wise books in the world, but only one, The Holy Bible, that is one hundred percent reliable and true. *2 Timothy 2:15; 3:16–17*
- **COMMUNITY:** We believe authentic relationships that serve one another honor Christ in the life of the church. Jesus Christ is our chief role model in how to love people and serve them. This kind of love goes beyond convenience. We love because He first loved us. *John 13:34–35; Galatians 6:6–10; 1 John 4:19*
- **GOSPEL:** We believe the Gospel message is the power to change lives and grow the church. Without Christ, people are spiritually lost; thus we must go to them and share the life-changing message of Jesus Christ. *Matthew 28:19–20; John 14:6; 1 Corinthians 9:19–23*
- **OUTREACH:** We believe in reaching our community by serving our community. We desire to use our resources generously, wisely and for the glory of His Kingdom to draw our community to Christ. We participate in our community by forming relationships in society to live out a biblical world view in a loving manner. *1 Chronicles 29:1–9*
- **DISCIPLESHIP:** We believe God called us to be disciples and make disciples. We want to help others mature in Christ not just mature ourselves. *Colossians 2:6–7; John 4:30*
- **FAMILY:** We believe in the importance of a healthy biblical family and supporting parents in their responsibility for the spiritual health of their children. Our goal is to strengthen families and to offer ministries that meet the specific needs of children and teens. *Deuteronomy 6:6–9; Ephesians 5:22—6:4*
- **CULTURE:** We believe the church should engage our culture and redeem it for the glory of Christ. Our desire is to be culturally relevant without sacrificing biblical principles.

We prayerfully seek to accomplish these values under the leading and power of the Holy Spirit.

ARTICLE II MEMBERSHIP

SECTION 1

ADMISSION to membership in the church shall be as follows:

- Applicants will take a membership class that explains the EFCA Statement of Faith plus CrossWinds Church's vision and values. Applicants will signify evidence of their understanding of, and agreement with, the Statement of Faith, the Articles of Incorporation, the Bylaws, as well as the vision and values of the church.
- Applicants will receive a copy of the CrossWinds Church Bylaws.
- Applicants will be interviewed and give testimony to their personal relationship with Christ to a group of deacons, deaconesses and/or Elders.
- Those interviewing and receiving testimony will approve entering the name for membership.
- The names of the candidates will be published to the campus at least two Sundays prior to the date of their introduction to the church. If any member has a valid reason for objecting to the acceptance of any candidate into the church, the member shall immediately present to the campus pastor or Lead Pastor and/or a member of the Elder Board their reasons for the objections. The Lead Pastor or the campus pastor and the Elder Board shall consider the scriptural validity of the objections for discussion and vote.
- Approved candidates will be introduced as new members to the congregation at a subsequent worship service.
- Full-time pastoral staff and their spouses become members when accepting the call to join CrossWinds Church.

SECTION 2

MEMBERSHIP RESPONSIBILITIES

- To live daily to please the Lord, through the power of the Holy Spirit and in accordance with the Scriptures. *1 Corinthians 6:10, 19–20; Romans 6:13; Colossians 3:1–17*
- To study the Bible and pray faithfully and diligently. *2 Timothy 3:16–17; Colossians 4:2; Psalm 119:9–11; 1 Peter 4:7; 1 Thessalonians 5:17*
- To be supportive of the people and ministries of the church. *1 Peter 4:8; Acts 2:42–47*
- To be faithful, in so far as possible, in attending worship services, congregational meetings, and other ministries of the church, which will aid in spiritual growth. *Hebrews 10:25*
- To use the spiritual gifts and abilities God has given to serve others in the church. *1 Peter 4:10–11; 1 Corinthians 12:7–11*
- To give regularly, proportionately, generously and cheerfully for the work of the Lord. *Malachi 3:8–10; 1 Corinthians 16:2; 2 Corinthians 9:7*
- To be accountable to the church for any sin, which might need church discipline. *Galatians 6:1; Matthew 18:15–17*
- Lean fully on God's grace when we fall short.

SECTION 3

ABSENCE AND WITHDRAWAL

It is the goal of CrossWinds Church to see members and attendees grow spiritually by serving the Lord and CrossWinds Church through regular attendance and using their spiritual gifts.

Members will be shepherded so that absenteeism is addressed.

SECTION 4

DISCIPLINE

Church discipline shall be carried out according to the discipline guidelines as found in Scripture.

- If any member conducts themselves in a manner which, in the studied opinion of the pastoral staff and Elder Board, is not in harmony with scriptural principles and for which he/she does not show evidence of repentance, he/she shall be interviewed and counseled by a Pastor and/or Elder Board after the manner clearly indicated in the Word of God (Matthew 18:15-17; Galatians 6:1). The restoration of the erring member and protection of the flock shall be the purpose. Love is the motivating force in these interviews.
- If, however, the member should choose to continue in their unrepentant condition, by a vote of the Elder Board, they shall be deprived of membership, service involvement and warned against taking communion.

ARTICLE III GOVERNMENT

We believe it is critical that we be led and directed by the Head of the Church, Jesus Christ. Our structure of government is meant to achieve that end, to produce theocracy (government by God), not democracy (government by the people). Only in that end will our structure of government have meaning. In that spirit and based on our understanding of the pattern of Scripture, we set forth the following on how this church will be governed.

Our government shall be congregational in its form in the sense that all leaders are accountable to the congregation. In order to make our government efficient, the congregation will delegate some of its duties and responsibilities to administrative bodies or people.

- Congregation. Shall entrust the policy matters of church leadership, long-range planning and business implementation to the Elder Board, Pastoral staff, ministry teams, and committees.
- Pastoral Staff. The Lead Pastor will provide biblical teaching, and, with the Elder Board, shall provide vision and leadership; and, with pastoral and lay staff, will provide day-to-day church administration.
- Ministry teams and committees are composed of those who by virtue of giftedness, motivation and character can be trusted to act in accordance with Scripture and the mind of Christ. All Elder Board members, deacons and deaconesses and chairpersons of ministry teams must be selected from among members of the church.

SECTION 1

THE CONGREGATION

Under Christ, ultimate authority in the church shall reside in the members. The Elder Board is empowered to make decisions in all matters except the following, which must be brought before the members for approval.

- Hiring and discharging the Lead Pastor
- Approval of the annual budget
- Changing the Articles of Incorporation and/or bylaws
- Approve Elder Board members, deacons and deaconesses and all vacancies
- Buying and selling real estate
- Approve any unexpected opportunity/emergency expense that exceeds two percent (2%) of the annual budget per fiscal year
- Approve any loan
- Any other issue brought to it by the Elder Board

SECTION 2

ELDER BOARD

The leadership of CrossWinds Church shall be invested in an Elder Board, which shall act as a Board of Directors or a Board of Trustees for this corporation. The Elder Board shall consist of up to seven (7) affirmed lay Elders. Each Elder Board Member shall serve two (2) year staggered terms. An Elder Board Member can be elected to no more than three two-year consecutive terms. Elder Board Member terms shall be November 1 through October 31.

Elder Board Member Qualifications

- They shall meet the qualifications outlined for Elders in 1 Timothy, Titus and 1 Peter
- Mature, believing men that are life-long learners
- Able to teach the Word of God
- Protector of church doctrine, teaching and people
- Spiritual power to lead others
- Ability to engage in strategic planning
- Approachable and able to communicate effectively
- Members and faithful attendees of CrossWinds Church
- Supportive of the CrossWinds Church's Mission, Vision and Core Values
- The Lead Pastor and campus pastors are automatically members of the Board. Only the Lead Pastor and only ordained campus pastors have voting privileges.

Elder Board Duties

- The main duties are doctrine, discipline, disciple-making and overall direction
- Model loving leadership of their own families
- Be the overseers and spiritual leaders of the congregation
- With pastoral staff, give guidance on scriptural and doctrinal matters in the church
- Exercise church discipline
- Engage in discipling relationships
- Exercise hospitality
- Lay Elders will conduct an annual review of the Lead Pastor
- Ensure the staff maintains a procedure/policy/job description manual that is complete, up-to-date, and details the operating procedures of the church
- Oversee budget and finances
- Oversee necessary teams through the Lead Pastor and his staff
- Define the direction of CrossWinds Church through setting annual goals in accordance with CrossWinds Church mission, vision and core values.
- Provide a written annual report to the congregation regarding their activity during the past year and their plans for the upcoming year

Elder Board Officers

- Chair (elected by the Elder Board from its members) shall preside over Elder Board meetings and congregational meetings. He is to ensure all decisions are fully carried out.
- Vice Chair (selected by the Elder Board from its members) shall fill the role of Chair in the Chair's absence.
- Secretary (selected by the Elder Board from its members) shall keep accurate record of the proceedings and decisions at all congregational meetings of the church and meetings of the Elder Board.

Church Records

- The Elder Board shall ensure that the following records are kept:
 - Minutes of its meetings
 - Minutes of the meetings of the congregation
 - Rolls of the members in the congregation
 - Appropriate accounting records
 - Articles of Incorporation currently in effect
 - Bylaws currently in effect
- Any church member shall be entitled to inspect and copy, at a reasonable time and location specified by the Elder Board, any of the church records described above, provided the Elder Board finds that the member has a proper purpose and is acting in good faith. The Elder Board may limit access to any records that contain confidential information about a particular person or persons.

If a conflict of interest by an Elder Board Member or pastor should arise, that person shall abstain from being involved in the decision in which there is a conflict of interest.

SECTION 3

PASTORAL STAFF

Lead Pastor

- The Lead Pastor shall preach and teach the Word of God, oversee the public worship services of the church, watch over the spiritual welfare of the church, manage the church pastoral and administrative staff, lead the congregation in practical Christian life and, in conjunction with the Elder Board, develop the mission and core values of the church and discharge all the functions of the ministry.
- He shall be a voting member of the Elder Board in addition to elected lay elders.
- The Lead Pastor shall be chosen, by a three-fourths majority vote at any regular or special Congregational meeting of the church.
- The Lead Pastor shall be an ordained minister in accordance with EFCA standards.
- He shall be called for an indefinite period of time.
- The Lead Pastor's employment may be terminated by a decision of the congregation or, in the case of grievous misconduct, by Elder Board without notice
- He shall present a written report to the Annual Business Meeting

Pastoral Staff

- The pastoral staff shall consist of people who are called by God to vocational ministry. They shall provide servant leadership to the area of ministry they are called to serve.
- The titles given to each pastoral staff member shall be determined by the Lead Pastor and Elder Board based on the nature of their ministry, their training and background, and the policies and procedures of the Evangelical Free Church of America.
- Pastoral Staff will work under the direction of the Lead Pastor or the Elder Board in the absence of a Lead Pastor.
- The Lead Pastor will employ and dismiss pastoral staff with prior notification to the Elder Board.
- Individual staff members shall present a written report of their annual activities to the Annual Business Meeting.

Non-pastoral staff ultimately report to the Lead Pastor and are employed and dismissed with prior notification to the Elder Board. Specific job description, duties and reporting responsibility must be approved by the campus pastor or Elder Board before hiring. In the absence of a Lead Pastor, all staff report to the Elder Board or person they designate. Written reports to the Annual Business meeting, if applicable, may be part of the job requirements.

All staff will receive annual reviews of previously agreed upon action steps, to plan for future activities and to consider salary adjustment

SECTION 4

MINISTRY TEAMS AND COMMITTEES

The Lead Pastor or campus pastor may appoint campus-specific ministry teams to assist in fulfilling the church's ministries and mission as they deem appropriate. The Elder Board will be informed when ministry teams are created. They may offer help to determine team size, composition and duties.

Nominating Committee

- This committee shall be annually appointed by the Elder Board and consists of voting members who shall be appointed as follows: One from the Elder Board, the Lead Pastor, all campus pastors, and two active members per campus at large.
- Nominating Committee shall consider church members, consider members recommended by others, and prepare ballots with the names of biblically qualified and willing candidates for elders.
- The elder board will review and approve nominations from the Nomination Committee.
- The committee shall present the ballot to the congregation two weeks prior to the business meeting.
- The Nominating Committee shall serve the entire fiscal year to address any vacancies that may occur.
- All nominations must be made through the Nominating Committee.
- The Nominating Committee shall suggest to the Elder Board potential leaders for ministry teams.

Deacons

- Qualifications include being active members that meet the biblical qualifications of 1 Timothy 3:8–13. They are chosen based on giftedness, availability and need.
- The Elders determine the size of the team based upon the needs of the individual location. CrossWinds Church strives for each campus to follow a ratio of two Deacons, consisting of men and women, per 100 attendees with at least four (4) regardless of attendance.
- Members will serve two (2) year staggered terms with no limit of number of terms they may serve.
- Primary duties of this team are congregational care and ministry assistance.
- Specific duties are outlined in CrossWinds Church's Operating Structure and Procedures.
- The term of service of Deacons shall be November 1 through October 31.

Other Ministry Teams

- The functions and ministries of the church shall ultimately be directed by the Elder Board through the Lead Pastor and his pastoral team to ministry team leaders. Ministry team leaders direct their teams.
- Team leaders must be members.
- The term of service of Ministry Team members shall be June 1 through May 31.
- Team duties may be campus specific.

ARTICLE IV

MARRIAGE AND SEXUALITY

CrossWinds Church upholds the biblical perspective of marriage as being a holy covenant between one man and one woman in a single, exclusive relationship with God as a witness. CrossWinds Church's facilities may only be used for such weddings. Only ministerial staff who share this theological position will be employed at CrossWinds Church. Any sexual behavior outside the boundary of such marriages is unbiblical.

ARTICLE V

OTHER CHURCH ORGANIZATIONS

- No organization shall be formed or considered to be a part of the church activities before the sponsors have submitted their plans to the Pastoral Staff and/or the Elder Board for their approval and sanction.
- Methods of raising funds shall be subject to the approval of the Pastoral Staff and/or Elder Board.
- Other organizations may not schedule events that conflict with congregational worship or business meetings without specific Elder Board approval.

ARTICLE VI MEETINGS

- The Annual Business Meeting of the church shall be held in October each year after the completion of the fiscal year which is October 1 through September 30.
- The Elder Board will decide the time and will notify the congregation of the meeting specifics at least two Sundays prior to the meeting.
- At this meeting, annual reports shall be received, elected offices filled, and other necessary business transacted.
- Special congregational meetings may be called by the Chair of the Elder Board, on request of the Lead Pastor or by a request signed by a quorum of church members. Specific time, date and place of the meeting will be set by the Elder Board Chair. Notice of a special meeting shall be given either by announcements at the regular Sunday service(s) of the church at least two Sundays prior to the date of the meeting, or by written notice mailed in time to reach all resident members at least 10 days prior to the date of the meeting. No other church activity may be scheduled that conflicts with a congregational meeting.
- The Chair shall conduct the Annual Meeting and other congregational meetings. The rules of order contained in Roberts' Rules of Order (Revised) shall govern this organization when it is consistent with its Articles of Incorporation and Bylaws.
- Fifteen percent (15%) of the active membership shall constitute a quorum for transaction of business.
- All members above 18 years of age have the right to vote in all matters coming before the congregational meetings. All matters shall be determined by majority vote (one more than one-half of all the votes cast), except when otherwise specified in these Bylaws. Proxy ballots will not be permitted.
- Electronic meeting attendance and voting are allowed whenever such meetings are streamed and electronic voting is enabled.

ARTICLE VII AMENDMENTS

These bylaws may be amended or altered by a sixty percent (60%) majority vote of the members present at any regular or special congregational meeting of the church, providing notification of the proposed alteration or amendment has been made to the congregation at least thirty (30) days prior to such meeting.