

# The Official Constitution of Cross Point Baptist Church, Inc.

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An imperfect system filled with men and women of integrity will function far better than a perfect system filled with men and women who lack integrity. *The people we choose are as important as the system we use.* This document outlines the guidelines Cross Point Baptist Church (“CPBC”) employs in selecting key leadership while managing ongoing ministries, policies, and procedures. In addition, this constitution provides accountability for ministry leaders and key information for the church body. While impossible to anticipate all future contingencies, the intent of this document is to provide flexibility to meet long-term challenging needs.

The Cross Point government is built around six teams of people:

1. The Leadership Team
2. The Stewardship/Finance Team
3. The Executive and Pastoral Staff
4. The Personnel Team
5. The Ministry Team Representatives
6. The Deacons

## **Leadership Team**

The leadership team is comprised of no fewer than five and no more than twelve men, including the senior pastor. The senior pastor is a permanent member of the leadership team. A staff member, other than the senior pastor, may not serve as a member of the leadership team.

### **The Purpose of the Leadership Team**

The purpose of the leadership team will be to fill the role of the “elders” identified in Scripture in I Timothy 3 and Titus 1. The leadership team functions primarily as *guides* and *guardians* of the Church, by focusing in particular on the Church’s doctrine, direction, discipline, and distinctiveness. They are not expected to oversee specific projects or ministry areas in their capacity as a leadership team. They function as overseers for the entire Church. The leadership team evaluates the effectiveness and welfare of the church according to three criteria:

1. The Church’s mission: to spread the Gospel and develop fully-devoted followers of Jesus Christ.
2. The Church’s resources.
3. The Church’s dogma:

*We believe the entire Bible is the inspired Word of God and that men were moved by the Spirit to write the words of Scripture. Therefore, the Bible is without error.*

*We believe in one God who exists in three distinct persons—Father, Son, and Spirit. We believe that Jesus Christ is the second member of the Trinity, and became flesh to reveal God to man to become the Savior of the lost world.*

*We believe that man was created in the image of God to have fellowship with Him, but became alienated from that relationship through sinful disobedience. As a result, man is totally incapable of coming back into a right relationship with God by his own effort.*

*We believe that the shed blood of Jesus Christ on the cross provides the sole basis for the forgiveness of sins. Therefore, salvation only occurs when a person places his faith in the death and resurrection of Christ as the sufficient payment for his sin.*

*We believe that every Christian should live for Christ and not for himself. By obedience to the Word and daily yielding to the Spirit, every believer will mature and become conformed to the image of Christ.*

*We believe that the church is the body of Christ of which Jesus Christ is the Head. The members are those who have trusted by faith the finished work of Christ. The purpose of the church is to glorify God by loving Him and by making Him known to a lost world.*

The leadership team does not determine programming. This responsibility falls to the pastoral staff. However, the leadership team is responsible for evaluating programming based on its appropriateness and effectiveness in furthering the overall mission of CPBC.

The senior pastor will meet with the leadership team on a monthly or quarterly basis, as determined by majority vote of the team.

#### *The Authority of a Leadership Team Member*

For all practical purposes, the leadership team has the final say in any and all matters concerning the overall direction of the Church. Unless otherwise specified in this document, anything voted on by the leadership team requires a three-fourths majority of all in attendance in order to pass. A quorum of three-fourths must be present and voting at the time any vote is taken.

There are four decisions that the leadership team may not make without membership approval at the Church Business Meeting:

1. The team may not appoint a new senior pastor.
2. The team may not approve debt for the Church in excess of one-twelfth of the previous year's annual operating budget.
3. The team cannot change or establish the denominational affiliation of CPBC.
4. The team may not change the Articles of Incorporation, or the Constitution.

#### *The Dismissal of a Leadership Team Member*

If it becomes apparent that a team member should not serve in the office of elder (leadership team), he may resign, or by three-fourths vote of the team, excluding the man under consideration, be immediately retired from the office. His position will remain vacant until the

next regularly scheduled election or until the current leadership team chooses a suitable replacement.

The leadership team has the authority to dismiss the senior pastor without Church approval by three-fourths vote of all team members, excluding the senior pastor. In addition, any complaints or concerns regarding the senior pastor should be directed to and handled by the leadership team.

### The Election of Leadership Team Members

At a time set by the Leadership Team, but no less frequently than annually, each member of the Church will be given the opportunity to nominate any man who has been a member of the Church for a minimum of one year. All nominations will be gathered and evaluated by the existing leadership team members, including those preparing to rotate off. The evaluation will include an application, interview, and background check. Upon consideration of all candidates nominated, the leadership team will then fill the appropriate number of vacancies, depending on the number of men rotating off, with twelve as a maximum number of team members.

The decision of the leadership team is final. Newly appointed team members will be presented and confirmed by the laying on of hands by current leadership team members and pastors.

Team members, other than the senior pastor, serve one three-year term. Team members are required to rotate off for one year before becoming eligible for another term.

### The Qualifications of a Leadership Team Member

A candidate for the leadership team must have been a member of Cross Point for at least one year prior to his election to office, and have been actively involved in ministry at Cross Point through worship and small groups. Furthermore, all leadership team members are required to meet the qualifications for elder/overseer as outlined in I Timothy 3:1-7 and Titus 1:5-9.

*It is a true saying that if someone wants to be an elder, he desires an honorable responsibility. For an elder must be a man whose life cannot be spoken against. He must be faithful to his wife. He must exhibit self-control, live wisely, and have a good reputation. He must enjoy having guests in his home and must be able to teach. He must not be a heavy drinker or be violent. He must be gentle, peace loving, and not one who loves money. He must manage his own family well, with children who respect and obey him. For if a man cannot manage his own household, how can he take care of God's church? An elder must not be a new Christian, because he might be proud of being chosen so soon, and the Devil will use that pride to make him fall. Also, people outside the church must speak well of him so that he will not fall into the Devil's trap and be disgraced.*

I Timothy 3:1-7

*I left you on the island of Crete so you could complete our work there and appoint elders in each town as I instructed you. An elder must be well thought of for his good life. He must be faithful to his wife, and his children must be believers who are not wild or rebellious. An elder must live a blameless life because he is God's minister. He must not be arrogant or quick-tempered; he must not be a heavy drinker, violent, or greedy for money. He must enjoy having guests in his home and must love all that is good. He must live wisely and be fair. He must live a devout and disciplined life. He must have a strong and steadfast*

*belief in the trustworthy message he was taught; then he will be able to encourage others with right teaching and show those who oppose it where they are wrong.*

Titus 1:5-9

In light of the increased expectations imposed upon spiritual leaders and their families, CPBC feels compelled to raise the bar with the men it places on the leadership team. Therefore, these men are to be of the highest quality and character, in their private life, family life, business, and community.

### **Stewardship/Finance Team**

The stewardship team oversees all financial matters related to the Church. The senior pastor and business administrator are accountable to the stewardship team in all matters relating to finances. The senior pastor and/or business administrator will attend stewardship team meetings, but do not have voting privileges. The stewardship team's primary function is to ensure the financial health of the Church.

The pastoral staff may not exceed the approved budget without approval from the leadership team.

The stewardship team is ultimately accountable to the leadership team of the Church. The leadership team has the authority to override any decision made by the stewardship team. However, if such an occasion should arise, it will be necessary for the leadership team to meet with the stewardship team and discuss the matter fully.

The stewardship team consists of six to nine members. The existing members of the stewardship team select new team members. New members need the approval of the leadership team annually.

Stewardship team members are required to be members of the Church and have professional skills necessary to perform their assigned tasks. Members serve one three-year term. Former members are eligible to serve again after being inactive for one year.

The stewardship team may not hire or dismiss a staff member. This is the responsibility of the senior pastor. Executive staff members may attend stewardship team meetings, but do not have voting privileges.

### **Executive and Pastoral Staff**

The senior pastor, in conjunction with the leadership team, shall select the executive and pastoral staff. The purpose of this group is to determine programming, give vision to the various ministries of the organization, and oversee the day-to-day operations. The executive staff is accountable to the senior pastor. All executive and pastoral staff members are required to meet the character qualifications as outlined in I Timothy 3 and Titus 1.

## **Personnel Team**

The personnel team establishes guidelines for staff salaries and protocol. The personnel team is comprised of the business administrator and current or former leadership team and stewardship team members. This team is chosen by the senior pastor and submitted to the leadership team for annual approval. Salaries are not published or discussed in Church Business Meetings. If any member of the church is appropriately compelled to inquire about a staff member's salary, he should make an appointment with the business administrator to discuss the matter.

## **Ministry Team Representatives**

A ministry team representative (MTR) is an individual chosen from the leadership of a particular ministry within the Church to represent the interests of that group. An MTR serves as a channel of communication to and from the various ministries of the Church. MTR meetings are a time for open exchange of ideas and information to improve the overall well being and health of the Church.

An MTR commits to serve a one-year term and may be appointed for an additional term.

The pastoral staff determines which ministry areas are represented, as well as the number of representatives.

An MTR meeting is not an official business meeting of the Church. However, the MTRs can request a special meeting with the leadership team to arrange any number of items that may improve the overall well being and health of the Church.

## **Deacons**

Like the leadership team, deacons are expected to model the highest standards of integrity and character (Acts 6:1-6; I Timothy 3:8-13). Their primary task is to serve and manage the various physical needs of the church membership, ministries, and properties. Deacons are to be men of good reputation, full of the Holy Spirit, and men of great wisdom and service. Deacons are expected to be the lead servants and ministers of the congregation.

Deacons will be selected from the Church membership by the leadership team, and then ultimately affirmed by the congregation. Each deacon will serve one three-year term, followed by a year off before being eligible for the deacon ministry again.

## **Church Business Meetings**

A Church Business Meeting will be scheduled annually. This will provide a forum for handling the business of CPBC not otherwise reserved for the leadership team.

The leadership team will schedule the annual business meeting. Official votes taken in the annual business meeting require the presence of 20 percent of the total membership of the Church through attendance, proxy, or written vote. This will constitute a quorum. All issues voted on in an official Church business meeting require a three-fourths affirmative vote to pass.

The leadership team will appoint a moderator in case of the senior pastor's absence. Matters properly brought and passed at business meetings shall be binding on the organization.

The leadership team and the senior pastor have the authority to call special business meetings. The meeting will be scheduled and an agenda published at least one week in advance.

### **Electing a New Senior Pastor**

When the position of senior pastor is vacated, the leadership team will take appropriate action to secure a qualified candidate to serve as senior pastor. The leadership team will recommend the candidate to the membership. Approval by the membership requires a minimum participation of 20 percent of the total membership. This will constitute a quorum. A new senior pastor will be called with at least a three-fourths affirmative vote by those participating in order to pass.

### **Pastor Accountability Team**

The pastor accountability team is a group of men to whom the senior pastor is accountable regarding issues relating to his qualifications to serve. The members of this group will be selected by the senior pastor and approved by the leadership team. They may be church members, or non-church members. The members of the pastor accountability team do not serve a pre-determined term. However, each member must be reaffirmed by the leadership team each year, and report no less than annually to the leadership team.

### **Amending the Constitution**

Constitutional amendments require a three-fourths majority vote by the leadership team before they can be presented to the Church membership. Additionally, amending the constitution requires a minimum participation of 20 percent of the total membership of the Church. This will constitute a quorum. All amendments require a three-fourths affirmative vote of those participating to pass.

### **Parliamentary Procedure**

Church business meetings will be conducted according to Robert's Rules of Order, except as this constitution conflicts.

### **Budget**

The pastoral staff, in conjunction with the stewardship team, will develop the budget annually. The stewardship team will present the budget to the leadership team for approval. At the Church Business Meeting, the membership will adopt the budget with at least a three-fourths affirmative vote of those participating to pass.

### **Ordination, Licensing and Commissioning**

CPBC reserves the right to ordain, license, or commission individuals as ministers of the gospel to perform the ordinances and ceremonies of the church including, but not limited to, marriage, baptism, communion, and funerals.

## Church Membership

CPBC shall have one class of membership. Membership in this Church shall consist of all persons who have met the qualifications of membership and are listed on the membership roll. Any person may offer himself as a candidate for membership in this Church. All candidates ultimately accepted as members will be presented to the Church at any regular worship service for membership. Membership is granted on the following basis:

- 1.1 New Member Orientation—New members of this Church are expected to participate in the church’s new member orientation, where they will sign and affirm the Church Membership Covenant.
- 1.2 Following a professed faith in Jesus Christ as Lord and Savior, and acknowledgement of a scriptural mode of baptism.
- 1.3 By promise of a letter of recommendation from another church of like faith.
- 1.4 By restoration upon a statement of prior conversion experience and baptism in a church of like faith when no letter is obtainable.
- 1.4.1 Should there be any question or dissent as to any candidate for membership, the pastor and the leadership team of the Church will investigate the matter before a formal decision on the Church’s behalf is made.

### Qualifications for Membership

1. A personal commitment of faith in Jesus Christ for salvation.
2. A formal, scriptural baptism as a testimony of salvation. It shall be the practice of this Church to practice baptism by immersion.
3. Completion of the Church’s membership class and its requirements.
4. Basic agreement with the Church’s Statement of Faith.

### Designation of Membership

In an effort to properly reflect the membership of the Church the following membership roll will be maintained:

Active/Resident Membership, whereas all members who reside within the Church’s ministry area or are currently active in the church.

### Rights of Membership

Every active/resident member shall have the right to participate in the following matters: annually nominating a candidate for the Church leadership team, the annual budget of the Church, the acquisition of property, and amendments to the Constitution of the Church.

### Termination of Membership

Members shall be removed from the Church roll for the following reasons:

1. Death.
2. Transfer of membership to another church.
3. By personal request of the member.
4. Persistent inactivity and lack of participation in the Church’s ministry.
5. Dismissal by the congregation or leadership team according to the following conditions:
  - a. The member’s life and conduct is not in accordance with the Statement of Faith in such a way that the member hinders the ministry influence of the Church in the community.

- b. Procedures for dismissal of a member shall be according to Matthew 18:15-17 and Titus 3:10-11.

Restoration of Members

Dismissed members may be restored by the Church's leadership team according to the example demonstrated in II Corinthians 2:7-8, when their life-styles are judged to be in accordance with the membership covenant. Restoration of Church membership shall require the vote of three-fourths of the Church leadership team members.

Voting Limitations

Each member is entitled to one vote.

**Dissolution and Liquidation of the Church**

Dissolution

The leadership team may determine to cease corporate activities of CPBC and dissolve and liquidate the corporation by a three-fourths vote. Upon dissolution of the corporation, the Board of Trustees shall pay or make provision for the payment of all of the liabilities of the corporation, and shall thereafter dispose of all of the assets of the corporation exclusively to such organization or organizations organized and operated exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations within the meaning of Section 501 (c) (3) of the Internal Revenue Code (or the corresponding provision of any future United States internal revenue law), as the leadership team shall determine.

Contingent Provision

If any such assets are not so disposed of, the appropriate court of the county in which the principal Georgia office (or if none, the Georgia registered office) of the corporation is then located shall dispose of such assets exclusively to such organization and organizations which are organized and operated exclusively for such purposes and at the time qualify as an exempt organization or organizations within the meaning of section 501 (c) (3), as said court shall determine.