

Crossroad Baptist Church
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Littleton, NH 03561
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THE CROSSROADS BAPTIST CHURCH, INC
of Littleton New Hampshire.

CHURCH CONSTITUTION & MINISTRY BY-LAWS

PREAMBLE

So that things may be done decently and in order in accordance with the accepted tenets of other churches of like faith, and that we may more readily help each other in our Christian service, we declare and establish this constitution to which we voluntarily submit ourselves.

ARTICLE I

Name, Organization, and Purpose

This congregation shall be known as The Crossroads Baptist Church, Inc., a non-profit New Hampshire corporation, and its present mailing address is PO Box 836, Littleton, New Hampshire 03561. This congregation is organized as a church exclusively for charitable, religious, and educational purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law), including ANY ministries that the Church may be led of God to establish. In the event of dissolution of this Church, its assets remaining after payment, or provision of payment of all debts and liabilities of this Church, shall be distributed exclusively for religious purposes to the New Hampshire Baptist Association (a non-profit organization), which is then exempt from deferral tax under Section 501 (c) (3) of the Internal Revenue Code of 1986.

The Crossroads Baptist Church exists for the purpose of serving and pleasing God. We begin by acknowledging that Jesus Christ is Lord and the only way by which men and women can have eternal life. We further acknowledge that Christ is the Head of the Church and we seek to accomplish our purpose as a church in the following ways:

- 1) Exaltation. We worship God, glorifying and magnifying Him for who He is and what He has done and continues to do in our lives. Through worship, we come to an awareness of His attributes and His presence.
- 2) Education. We seek not only to worship God, but also to learn and grow in His Word. In doing so, we draw closer to God, building up our faith and reliance in Him.

3) Edification. We fellowship with each other as believers in Christ, through a Christ-centered love for one another. As a church body, we seek to build each other up to maturity in the Lord through the use of our God-given spiritual gifts, resources, and talents.

4) Evangelization. We demonstrate our concern and love for those outside the church through missions, by sharing the gospel of Jesus Christ with those who may not know Him as personal Savior and Lord, and by caring for those who are in need, both spiritually and physically. In doing so, we seek to bear fruit as disciples of Jesus, thus bringing glory to God.

The principal office of the Church in the State of New Hampshire shall be located in Grafton County, New Hampshire. The Church may have other such offices either within or without the State of New Hampshire, as the Church may determine.

ARTICLE II

Adoption

This Constitution, and By-laws, and Amendments shall be considered adopted and in immediate effect if and when a majority of the members present and voting at the special church meeting at which the vote is taken shall vote in favor of the same. This vote shall be taken no less than seven (7) days and no more than thirty (30) days after formal presentation of the constitution to the church. The date of adoption shall be noted at the end of this document.

ARTICLE III

Declaration and Statement of Faith

This church, The Crossroads Baptist Church of Littleton, New Hampshire, Inc., a non-profit New Hampshire corporation, is a cooperating Southern Baptist congregation of baptized believers in Christ, united by the covenant stated in Article IV for the worship of Almighty God; for the extension of His kingdom throughout the earth; associated in the faith and fellowship of the Gospel, to practice its precepts, to recognize and acknowledge Jesus Christ as Savior, Law-Giver and Lord, and to take God's inerrant Word alone as the standard by which all matters of belief and conduct are to be decided. If any portion of these Bylaws is found to be inconsistent with or contrary to God's inerrant word, said portion will be deemed null and void, however, it will not nullify any other portion of this document. The final authority in all matters of faith and conduct shall be the Bible.

The Holy Bible is the inspired Word of God and the basis for any statement of faith. This church subscribes to the doctrinal statement of The Baptist Faith and Message as adopted by the Southern Baptist Convention in 2000. It is the purpose of this statement of faith and message to set forth certain teachings that we believe. This statement of faith and message is available to all members and prospective members of The Crossroads Baptist Church, upon request.

The Lord Jesus Christ, who is the Head of the body, governs this church, the church (Colossians 1:18), as He shall reveal His leadership to us through the Word of God and the Spirit of God. This church is subject to no other ecclesiastical body, organization, etc., but recognizes and sustains the obligations of mutual consent and cooperation that are common among Southern Baptist churches. Insofar as is practical, this church will cooperate with and support the Southern Baptist Convention, the New Hampshire Baptist Association, and other churches of like faith in our community.

ARTICLE IV
Covenant of Members

"Having received Jesus Christ as my Lord and Savior, having been baptized by immersion in the name of the Father, Son, and Holy Spirit, and having accepted God's inerrant Word alone as the standard by which all matters of belief and conduct are to be decided, I, being led by the Holy Spirit to unite with the fellowship of The Crossroads Baptist Church commit myself to God and to the other members of this church to faithfully do the following..."

- 1) "I WILL PROTECT THE UNITY OF MY CHURCH
... by acting in love toward others,
... by refusing to gossip,
... by praying for its leaders."

"Now I plead with you, brethren, by the name of our Lord Jesus Christ, that you all speak the same thing, and that there be no divisions among you, but that you be perfectly joined together in the same mind and in the same judgment." I Corinthians 1:10

"Let no corrupt word proceed out of your mouth, but what is good for necessary edification, that it may impart grace to the hearers." Ephesians 4:29

"Obey those who rule over you, and be submissive, for they watch out for your souls, as those who must give account. Let them do so with joy and not with grief, for that would be unprofitable for you." Hebrews 13:17

- 2) "I WILL SHARE THE RESPONSIBILITY OF MY CHURCH
... by praying for its growth
... by inviting the lost
... by loving one another."

"We give thanks to the God and Father of our Lord Jesus Christ, praying always for you," Colossians 1:3

"Go out into the highways and hedges, and compel them to come in, that my house may be filled." Luke 14:23b

"Beloved, let us love one another, for love is of God; and everyone who loves is born of God and knows God.... Beloved, if God so loved us, we also ought to love one another." I John 4:7, 11

- 3) "I WILL SERVE THE MINISTRY OF MY CHURCH
... by discovering my spiritual gift(s),
... by being equipped to minister,
... by being a servant."

"As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God." I Peter 4:10

"And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ," Ephesians 4:11-12

"If I then, your Lord and Teacher, have washed your feet, you also ought to wash one another's feet. For I have given you an example, that you should do as I have done to you." John 13:14-15

- 4) "I WILL SUPPORT THE TESTIMONY OF MY CHURCH
... by attending faithfully
... by living a godly and holy life
... by being faithful in my giving."

"And let us consider one another in order to stir up love and good works, not forsaking the assembling of ourselves together, as is the manner of some, but exhorting one another, and so much the more as you see the Day approaching." Hebrews 10:24-25

"For the grace of God that brings salvation has appeared to all men, teaching us that, denying ungodliness and worldly lusts, we should live soberly, righteously, and godly in the present age, looking for the blessed hope and glorious appearing of our great God and Savior Jesus Christ," Titus 2:11-13

"Now concerning the collection for the saints, as I have given orders to the churches of Galatia, so you must do also: On the first day of the week let each one of you lay something aside, storing up as he may prosper..." I Corinthians 16:1-2

ARTICLE V

Membership

Membership in this Church shall consist of all persons 18 years of age and older who have met the qualifications for membership and are listed on the membership roll. Member's minor children are considered non-voting members until they are 18 years old at which time they must meet the membership requirements.

SECTION 1: Qualifications for Membership

The Crossroads Baptist Church, Inc. recognizes that any individual who professes his or her faith in Jesus Christ as Savior and Lord, and thus is born again, is a member of the body of believers in Jesus Christ. As such, all Christians are recognized as brothers and sisters in Christ. For purposes of local church government, the membership of this church reserves the right to determine who shall be members of this church. This church shall not discriminate against members and attendees on the basis of race, color, or national or ethnic origin. The membership of

this church also reserves the right to determine the conditions of membership in this church.

Following the candidate's presentation of himself/herself to the church for membership the membership candidate shall be fully informed of the responsibilities of church membership by the Pastor or an appointed church member. A person shall be welcomed as a member of this church when the following conditions have been met:

- 1) A public profession and commitment of faith in Jesus Christ as Savior and Lord.
- 2) Baptism by immersion (Believer's Baptism) as a testimony of salvation.
- 3) A commitment to abide by the Membership Covenant in **Article IV.**
- 4) Has been in fellowship with this church for a minimum of three (3) months.
- 5) Completion of The Crossroads Baptist Church New Members class.
- 6) Has been accepted by majority vote of members present at a business meeting.

As ascribing to the above conditions for membership, a person may be received for membership in this church by any of the following ways:

- 1) By profession of faith. A person publicly confessing personal faith in the Lord Jesus Christ, giving evidences of a regenerate heart, shall upon baptism by immersion be received into the membership of this church.
- 2) By statement. Any person who has been baptized by immersion upon profession of faith in the Lord Jesus Christ in another church of like faith in Jesus Christ, but who, because of loss of records or similarly unavoidable circumstances, has no letter of dismissal, shall be received into the membership of this church by personal statement of their faith.
- 3) By letter. Any person from another church of like faith in Jesus Christ, having been baptized by immersion, shall be received into the membership of this church upon receipt of letter of transfer from that respective church.
- 4) By restoration. In the event a member has been removed from membership, according to Section 3. No.4 of this Article, that person may be re-admitted to the membership by a majority vote of the congregation upon evidence of repentance and reformation.

Every member of the church may participate in the ordinances of the church as administered by the church.

SECTION 2: Voting Rights of Membership

Every active member in good standing shall have the right to vote on the following matters:

- 1) The annual budget of the church, the election of the Deacons, the election or removal of Ministry Team members as outlined in Article X of these by-laws, the disposition of all or substantially all of the assets of the church, the merger or dissolution of the church, the acquisition of real property and related indebtedness, amendments to the Articles of Incorporation or By-laws of the church, and the calling or removing of the Pastor.
- 2) Each member 18 years of age or older is entitled to one vote. Voting by proxy is prohibited.

SECTION 3: Termination of Membership

Membership in this church shall be terminated for any of the following reasons:

1. Death.
2. Transfer of membership to another church.
3. By personal request of the member.
4. Specific disciplinary action of this church according to the following conditions:
 - a) The member's life and conduct is not in accordance with God's Word and the Membership Covenant of the church in such a way that the member has become a liability to the general welfare of the church.
 - b) Procedures for the dismissal of a member shall be according to Matthew 18:15-17.
 - c) The Deacons, Elders, duly authorized leadership staff of the church or ordained ministerial staff of the Church, will present to the Church for vote to terminate an individual's membership upon meeting the qualifications listed in (a) and (b) above.
5. Inactive member in accordance with **Article 5, Section 5 paragraph 3.**

SECTION 4: Church Discipline

It is the God-given responsibility of every church member, including church staff and officers, to participate in and subject oneself to both formative and corrective church discipline. When biblically administered, church discipline is beneficial to both the individual and the church body. Out of obedience to God, we purpose to exercise biblical discipline in order: to maintain and, where necessary, restore full fellowship with Christ and His Church (Matthew 18:15; 1 Corinthians 5:4-5; II Corinthians 2:7-9; Galatians 6: I; II Thessalonians 3:14-15); to protect the purity of the Church (I Corinthians 5:6-8, 13; Hebrews 12:14-15); and to keep the name of the Church above reproach in the community (Romans 2:23-24).

Discipline will be administered by a team of three, including the Pastor (or a person of his appointment).

[NOTE: Any disciplinary action taken on the part of the Church which may arise will be done so in a spirit of Christ-centered love toward the individual under such action. It will be done so with the attitude and purpose of restoration, and not punishment.]

Section 5: Membership Status

1) Active membership: Any member who is in regular attendance of worship with the church body; will be entitled to all rights, privileges and responsibilities as outlined in these by-laws, including voting at membership meetings.

2) Honorary membership: Any member who is prevented from regular attendance due to extended obligations such as military service, missions, higher education, etc. Honorary members are maintained on the membership roster roll, but not counted in the calculation of a quorum. Honorary members do not enjoy voting rights at business meetings.

3) Inactive members: Members who have not been in attendance for six months or more, and have not transferred to another church or requested termination of their membership will be considered inactive and will not be counted in the calculation of a quorum. When a member has been on the inactive roll for six months or more, their membership may be terminated according to **Article V, Section 3.**

ARTICLE VI Meetings

SECTION 1: Meetings for Worship

Unless otherwise determined by the Pastor, the Church shall meet each Sunday morning for public worship, and once during the week for Bible study and prayer. The Pastor reserves the right to schedule Sunday evening worship services and any other worship services as well, including but not limited to baptism services, Bible conferences, revival services, etc.

SECTION 2: General Membership Meetings

A general meeting of the members shall be held annually. The meeting will take place during the month of each November, or when absolutely necessary, an alternate date as the Pastor may determine. The purpose of this meeting shall be to adopt an annual budget, to approve the appointment of Elders, to elect the Deacons and Officers, and to elect the members of Church Ministry Teams. Subject to Section 4 of this Article, any other business may also be conducted at this time. A simple majority of the quorum present is required to pass a motion.

SECTION 3: Special Membership Meetings

Special meetings of members may be called at any time by the Pastor and/or Elders, or by the Chairman of the Deacons upon unanimous consent of the Deacons, for any purpose by giving notice to the members in accordance with Section 4 of this Article.

SECTION 4: Notification Requirements For Membership Meetings

General Requirements. Whenever the members are required or permitted to take any action at a meeting, notice shall be given to members no less than one (1) week prior to a meeting. Notification of membership meetings shall be given in any of the following manners that shall be deemed to be a reasonable method of calling a membership meeting:

- a) Distribution of written material at a Sunday service;
- b) Announcement of the meeting in the Church newsletter;
- c) Oral announcement to the congregation at a Sunday service;
- d) Delivery by mail to each member on the membership roll; or
- e) Telephone notification.

Notice of Certain Agenda Items. Approval of any of the following proposals, other than by unanimous approval by those members entitled to vote, is valid only if the notice or waiver of notice specifies the general nature of the proposal:

- a) Calling or removing the Pastor;
- b) Amending the Articles of Incorporation;
- c) Adopting, amending, or repealing the Constitution and By-laws;
- d) Approving the acquisition of real property and related indebtedness;
- e) Disposing of all or substantially all of the Church's assets; or
- f) Approving the election to dissolve the Church.

SECTION 5: Quorum

A: Quorum For Business Meetings

One-third of the current The Crossroads Baptist Church, Inc. qualified voting members present at a meeting duly noticed and called shall constitute a quorum of the membership for the transaction of church business.

B: Quorum For Calling Of Or Removal Of A Pastor

In the calling of or removal of a Pastor two-thirds of The Crossroads Baptist Church, Inc. qualified voting members present at a duly noticed and called shall constitute a quorum of the membership.

SECTION 6: Fiscal Year

The fiscal year for the church shall begin January 1st and end December 31st.

ARTICLE VII

Officers

SECTION 1: Election of Officers

The Pastor of the Church shall be called by the members at a membership meeting by an two-thirds vote of the quorum present and shall serve until his services are terminated by his request or by the request of the Church as outlined in Section 3 of this Article. All officers of the Church shall be elected at the annual Membership Meeting and shall serve at the pleasure of the Church. The Chairman of the Deacons, shall be appointed by the Pastor.

SECTION 2: Duties of Officers

The Pastor: The duties of the Pastor are three-fold: as preacher and teacher, to proclaim God's inerrant Word consistently and continuously; as overseer, to superintend the work of the Church; as pastor, to be shepherd of the flock (II Timothy 4:1-2; Acts 20:28, 1 Peter 5:1-3). He is the Senior Elder of the church; inasmuch, he is considered to be a fellow Elder of the church. He shall have oversight of the Church in all departments of its work, serve as or appoint a moderator for all meetings of the Church, with approval of the Elder board and be ex-officio member of all Church Ministry Teams.

In the event of a pastoral vacancy, a Pastoral Selection Ministry Team shall be elected by the Church membership to seek God's leadership and direction in filling the vacancy. Their recommendation shall constitute a nomination. The election of the Pastor shall take place at a properly called meeting for that purpose. The Pastor shall serve the Church until the relationship is terminated by his request or by the request of two-thirds of the members voting in a meeting called for that purpose as subject to Article VI, Section 3 of these by-laws. The Pastor may resign the care of the Church upon giving 30 days notice of his intention to do so, and the Church shall have the right to dispense with his services upon giving similar notice. The 30 days notice may be dispensed with by the Church.

Chairman of Deacons: The Chairman of Deacons shall act in the absence of the Pastor, to moderate all meetings of the Church in the event of a pastoral vacancy. In the absence of both a Pastor and a Chairman of Deacons, the Secretary shall call the meeting, and a Moderator pro-tem shall be elected (I Corinthians 14:40).

Treasurer: The Treasurer shall be nominated by the Nominating Ministry Team for approval by the Church. The Treasurer is to ensure that all offerings are properly received, accounted for, safeguarded, and deposited. The Treasurer also is to assist in the check signing procedures to ensure that proper accounting control is maintained in the disbursement of church funds. The Treasurer shall automatically be a member of the Finance Ministry Team. The Treasurer shall present a written report of all itemized disbursements at the annual Membership Meeting.

Secretary: The Secretary shall be nominated by the Nominating Ministry Team for approval by the Church. The Secretary shall keep a true and legal record of the minutes of the meetings of the Church corporation, shall maintain a record of the names and addresses of all members in good standing and entitled to vote at membership meetings, and shall perform such other duties as determined by the officers of the Church.

SECTION 3: Removal of Officers

The Pastor may only be removed by the members at any regular or specially called membership meeting as outlined in Section 3 of this Article. Any other officer, elected or appointed, may be removed by the persons authorized to elect or appoint such an officer whenever, in their judgment, the best interests of the Church will be served thereby.

SECTION 4: Conflict of Interest Policy

(a) Duty to Disclose. Each officer, Elder, or Deacon prior to taking his position, and all present officers, Elders, and Deacons shall submit in writing to the Chairman of the trustees, a list of all businesses or other organizations of which he is an officer, director, trustee, member, owner (either as a sole proprietor or partner), shareholder, employee or agent, with which the Corporation has, or might reasonably in the future enter into, a relationship or a transaction in which the officer could have conflicting interests. The Chairman of the trustees, shall become familiar with the statements of all officers, Elders, and Deacons in order to guide his conduct should a conflict arise.

(b) Voting. At such time as any matter comes before the Corporation in such a way as to give rise to a conflict of interest, the affected officer, Elder, or Deacon shall make known the potential conflict, whether disclosed by his written statement or not, and after answering any questions that might be asked him, shall withdraw from the meeting for so long as the matter shall continue under discussion. In addition, other officers, Elders, or Deacons who themselves have had pecuniary benefit transaction with the Corporation within the same fiscal year, should also not be present and not participate in the discussion. Should the matter be brought to a vote, neither the affected officer nor any other officer with a pecuniary benefit transaction with the Corporation in the same fiscal year shall vote on it. The Corporation will comply with all the requirements of New Hampshire law where conflicts of interest are involved, including but not limited to the requirement of a two-thirds vote where the financial benefit to the

officer, Elder, Deacon or trustee is between \$500 and \$5,000 in a fiscal year, and to the requirement of a two-thirds vote and publication in the required newspaper where the financial benefit exceeds \$5,000 in a fiscal year.

(c) Statutory Requirements. The New Hampshire statutory requirements dealing with pecuniary benefits (RSA 7:19, II and 292:6-a) are hereby incorporated in full into and made an integral part of this conflict of interest policy: and a copy of the relevant New Hampshire statutes are attached hereto so that every officer, Elder, and Deacon is aware of the statutory requirements. These requirements include but are not limited to, (i) absolute prohibitions on loans from a charitable trust to an officer, Elder, Deacon or trustee; and (ii) prohibition of any sale or lease (for a term greater than five years) or conveyance of real estate from an officer, Elder, Deacon or trustee without the prior approval of the probate court. These requirements extend to both direct and indirect financial interests, as defined by the attached statutes.

ARTICLE VIII

Elders

SECTION 1: Call and Appointment of Elders

The Body of Elders, which automatically includes the Pastor, shall consist of godly men who meet the spiritual qualifications set forth in I Timothy 3:1-7 and Titus 1:5-9. Prior to the annual Membership meeting, an Elder-candidate may be appointed by the Pastor and Body of Elders (Acts 14:23 and Titus 1:5) for approval of the church by two-thirds majority vote at the annual Membership Meeting. Upon approval of the church, the Elder shall be ordained and accepted as such. The Pastor shall act as Senior Elder, and chairman of the Elder Body.

SECTION 2: Term of Office

Elders shall serve an indefinite term; however:

- a) Elders will typically serve three years and receive one year sabbatical before resuming official responsibilities, however, the timing and length of the sabbatical may be adjusted by the Elder Body according to the needs of the church;
- b) an Elder may resign his office;
- c) any Elder who for any reason no longer meets the scriptural qualifications set forth in Section 1 above, or who is unwilling or unable to carry out the duties of the office shall be subject to the following procedure:
 - 1) following a review and upon recommendations by the Body of Elders, a special church meeting open only to members shall be called to consider the matter. The matter shall be presented to the church body with the opportunity for the Elder in question to respond;
 - 2) the Elders shall recommend appropriate action to the church body;

3) upon recommendation of removal, an Elder shall be removed by two-thirds majority vote of members present, by written ballot;

4) once removed from office and after completing a restoration process prescribed by the Elder Body, a man may again be eligible to serve as an Elder through the normal Elder appointment process.

SECTION 3: Duties and Responsibilities

It shall be the duties of the Elders to oversee the spiritual well being of the church. They shall work with and assist the Pastor in the oversight of all church affairs and ministries. They shall oversee the business of the church. They shall, with those serving in the "ministry of trusteeship" (as specified in Article IX, Section 4), determine the compensation of any licensed and/or ordained ministerial staff or other employees of the church. They shall assist the Pastor in the employment of church staff, including associate pastors and other personnel. They shall represent the church in any litigation brought by or against the church. Elders are called to and have the responsibility to:

- a) oversee, administer, and rule over the flock, in accordance with Acts 20:28, 1 Timothy 3:4-5, Hebrews 3:17, and I Peter 5:1-2. therefore, every ministry, officer, and activity of the church shall be under the oversight and consultation of the Elder Body.
- b) guard the active membership from doctrinal error (I Timothy 4:15-16; II Timothy 2:15 and 3:14-17; Titus 2:1);
- c) feed God's church (John 21:15-17; Acts 6:4; Acts 20:28);
- d) control the spiritual and moral use of the church property, and to procure speakers for regular services of the church in the absence of a Pastor.

Any decision by the Elder Body shall be reached after prayerful consideration in the spirit of humility with each Elder regarding one another before himself.

SECTION 4: Associate Pastors as Elders

Any Associate Pastor hired by the church shall automatically be considered a member of the Elder Body until such time as that minister may leave the church for whatever reason. However, Associate Pastors shall not have the responsibility of hiring or dismissing staff, determining the compensation of staff, or representing the church in matters of litigation. All other duties of the Elder Body otherwise apply to any Associate Pastor of the church.

ARTICLE IX
Deacons and Trustees

SECTION 1: General

The number of Deacons shall be determined by the Pastor and the Elders. The term of each Deacon shall be one (1) year. Deacons may be considered for re-election at the end of their one year term.

SECTION 2: Call of Deacons

The Nominating Ministry Team of the church will bring to the church recommendations for the election of Deacons. All nominees must meet the scriptural qualifications of Acts 6:1-6 and I Timothy 3:8-13. Upon the Nominating Ministry Team's recommendations, a list of men will be presented to the church for election and ordination. Nominees will be examined by the existing Deacons, Pastor and Elders to determine their suitability and willingness to serve. The Pastor will appoint one Deacon to serve as Chairman of Deacons. No Deacon may serve as Chairman for more than two (2) consecutive years.

SECTION 3: Function of Deacons

The Deacon board shall be solely comprised of Deacons. The Deacons shall assist the Pastor and Elders Body as lay ministers and servants of the flock. It shall be the duty of the Deacons to seek the salvation of the lost, to promote the Kingdom of God on earth, and to devote themselves to the spiritual welfare of God's church. It shall also be their duty to set the example in attendance upon all regular services and in prospective member visitation. The Deacons shall represent the Pastor to the church, and not the church to the Pastor. They shall assist the Pastor in the administration of the ordinances of Baptism and the Lord's Supper, and to ascertain such members as may need assistance, and to use when necessary the offerings of the church donated for such relief purpose.

A Deacon is to be an extension of an Elder in that he shall care for the spiritual and physical well-being of the church family in those areas which the Pastor shall so designate. The Deacons will also be responsible for reviewing any question concerning a potential member's candidacy for membership into the church, for studying any disciplinary situations which may arise, and for taking any necessary actions regarding any Church member subject to Article V, Section 3 of these by-laws.

The Deacons in no way will serve as a decision-making body. They will exist solely for the purposes listed above.

If at any time a Deacon of the church fails to maintain the standards of Acts 6:1-6 or I Timothy 3:8-13, or to live by and uphold the Membership Covenant of this church, he may be dismissed from the Deacons by two-thirds majority vote of all active Deacons and Elders voting (not including himself) in a meeting called for that purpose.

SECTION 4: Ministry of Trusteeship

The Nominating Ministry Team shall recommend a minimum of three (3) men who will serve the Church as Trustees. Upon approval by the members by a two-thirds majority vote at the annual Membership meeting these men will serve a one (1) year term. At the end of that term they shall be considered for re-election. The Pastor shall appoint one Trustee to serve as Chairman of the Trustees. Those elected and appointed to serve as trustees shall have the following duties and powers. They will serve at the convenience of the Church and their authority is expressly limited to the functions set forth in these by-laws and as otherwise authorized by the membership:

- a) To determine, with and under the oversight and direction of the Elder Body, the compensation of the licensed and/or ordained ministers and other employees of the Church. The Trustees will work closely with the Pastor in determining future staff needs, and the administration of salaries and benefits to existing personnel. The Pastor and the Chairman of the Trustees (to be chosen be those serving as trustees in a particular year) will recommend to the Budget Planning Ministry Team such adjustments as are deemed necessary and proper. The Pastor will have the authority and responsibility for hiring and dismissing church staff as stated in Article VII, Section 3 of these by-laws;
- b) To sign any legal documents on behalf of the Church;
- c) To be authorized, upon approval by the members, to buy, sell, mortgage, lease, or transfer any church property on behalf of the Church. In and of themselves, the trustees have no power to buy, sell, mortgage, lease, or transfer any property without a specific vote of the church authorizing such action.

ARTICLE X Ministry Teams

SECTION I: General

The following ministry teams shall be formed along with other such ministry teams as the Pastor deems necessary from time to time. All Ministry Teams listed in this Article, with the exception of Section 2, will be nominated by the Nominating Ministry Team for approval by the Church at the annual Membership Meeting.

SECTION 2: Nominating Ministry Team

The Nominating Ministry Team will be appointed by the Pastor and Elders. The members of this team shall serve for one (1) year. They will be responsible for nominating members of Church Ministry Teams in accordance with the Church policies on Ministry Teams and for presentation of these nominations to the Church for election. The Team will also nominate Church messengers to state and national Southern Baptist Convention meetings, and the Deacons.

SECTION 3: Finance Ministry Team

The members of this team shall serve for a one (1) year term. The Treasurer and the Trustees are automatic members of this team. The other members of this team will be presented by the Nominating Ministry Team to the Church for approval. The purpose of this team is to review the monthly financial statements of the Church, to assist in the administration of sound financial practices for the church operating budget, and to encourage the members of the Church to be faithful in Christian stewardship.

SECTION 4: Other Ministry Teams

All other Ministry Teams deemed necessary for the proper functioning of the Church may be appointed by the Pastor and Elders from time to time, or nominated by the Nominating Ministry Team under the consultation of the Pastor and Elders.

ARTICLE XI

Other Positions of Leadership

SECTION I: General

Any person in a position of church leadership shall come under the leadership authority of the Pastor. These include, but are not limited to, the Sunday School Director, Sunday School and Bible study teachers, youth leaders, and worship leaders with approval of the elder body. The Pastor reserves the right to appoint or remove any individual to/from any of the above positions of leadership, as he deems necessary. Any person who would serve in any of the above positions of leadership must be a member in good standing of this Church as stated in Article V, Section I of these by-laws.

SECTION 2: Positions of Leadership

NOTE: The following positions will be filled by nomination of the Nominating Ministry Team and approval of the church as needed. These positions will be for a one (1) year term with consideration for re-elections at the end of the term.

Christian Education Coordinator. The Christian Education Coordinator, in consultation with the Pastor, will work closely with the Sunday School Director, Jr. Church Leader, and Youth Director to ensure and coordinate a quality Christian education ministry.

Sunday School Director. The Sunday School Director shall supervise all aspects of the Sunday School, in consultation with the Pastor and Elders. The Director shall recommend teachers for the Sunday School, and is responsible for the oversight of the ordering of Sunday School literature.

Sunday School Teachers. All teachers must teach what is in accordance with sound biblical doctrine, and are expected to live their lives in accordance with such doctrine.

Youth Leaders. All youth leaders come under the direction of the staffed Youth Pastor and the Pastor. Youth leaders are expected to live their lives as examples to the youth and children in accordance with sound biblical doctrine.

Worship Leader. The Worship Leader(s) will be responsible for the selection of music for the worship services. The Worship Leader(s) is also responsible for scheduling special music events.

Youth Director. The Youth Director oversees the spiritual, social, and recreational activities of the youth programs. The Youth Director is responsible for selecting youth leaders and workers.

Junior Church Leader. The Junior Church Leader is responsible for obtaining materials and literature used for Junior Church and for recruiting and scheduling Junior Church Workers.

ARTICLE XII Ordinances

SECTION 1: Baptism

Baptism is a symbolic act of obedience to Christ. A person who receives Jesus Christ as Savior and Lord by personal faith, who professes Him publicly at any worship service, and who indicates a commitment to follow Him as Lord, shall be received for baptism. Baptism shall be by immersion in water. It may be administered by the Pastor or whomever he shall authorize. Baptism shall be administered as an act of worship during any worship service, and it shall be administered as soon as possible, as determined by the Pastor, after the public profession of faith.

SECTION 2: The Lord's Supper

The Lord's Supper is a symbolic act of obedience to Christ whereby any professing Christian, through partaking of the bread and fruit of the vine, commemorate the death of Jesus Christ and anticipate His second coming. The Lord's Supper should be observed regularly, as often as determined by the Pastor, The Pastor and Deacons shall be responsible for the administration of the Lord's Supper.

ARTICLE XIII Indemnification

SECTION 1: Policy of Indemnification and Advancement of Expenses

To the full extent permitted by New Hampshire Non-Profit Corporation laws, as amended from time to time, the Church shall indemnify any Pastor or Trustee of the Church against judgments, penalties (including excise and similar taxes), fines, settlements, and reasonable expenses (including court costs and attorneys' fees) actually incurred by such person who was, is, or is threatened to be made a named defendant or

respondent in a Proceeding because the person is or was a Pastor or Trustee of the Church and shall advance to such person such reasonable expenses as are incurred by such person in connection therewith.

SECTION 2: Definitions

1. "Pastor" means any person who is or was a pastor of the Church and any person who, while a pastor of the Church, is or was serving at the request of the Church as an officer, employee, agent, or similar functionary of the Church, or of another foreign or domestic corporation, partnership, joint venture sole proprietorship, or other such enterprise.

2. "Trustee" means any person who is or was a Trustee of the Church and any person who, while a Trustee of the Church, is or was serving at the request of the Church as an officer, employee, agent, or similar functionary of the Church, or of another foreign or domestic corporation, partnership, joint venture sole proprietorship, or other such enterprise.

3. "Proceeding" means any threatened, pending, or completed action, suit or proceeding (whether civil, criminal, administrative, arbitrative, or investigative), any appeal in such action, suit or proceeding, and any inquiry or investigation that could lead to such action, suit or proceeding.

SECTION 3: Employees and Agents

The Church may indemnify and advance expenses to any employee or agent of the Church who is not a Pastor or Trustee to such further extent, consistent with law, as may be provided by general or specific action by the membership of the Church, or contract, or as permitted or required by common law.

SECTION 4: Insurance or Other Arrangements

The Church shall have the power to purchase and maintain insurance on behalf of any person who is or was a Pastor, Trustee, employee, or agent of the Church, against any liability asserted against such person and incurred by such person in such capacity, arising out of such person's status as such, whether or not such person is indemnified against such liability by the provision of this Article.

SECTION 5: Determination of Good Faith Conduct

The indemnification granted in this Article XIII is conditioned on the following:

1. Required Standard of Conduct. The person seeking reimbursement must be found, in the manner provided below, that he acted in good faith, in a manner he believed to be in the best interest of the Church, and with such care, including reasonable inquiry, as an ordinarily prudent person in a like position would use in similar circumstances.

2. Manner of Determination of Good Faith Conduct. The determination that the individual did act in a manner complying with Section 5 above shall be made by:

- a) Approval of the members, with the persons to be indemnified not being entitled to vote thereon; or
- b) b) The court in which the proceeding is or was pending. Such determination may be made on application brought by the Church or the individual, or the attorney or other person rendering a defense to the individual, whether or not the application by the individual, attorney or other person is opposed by the Church.

ARTICLE XIV
Designated Contributions

From time to time the Church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. Contributors may suggest uses for their contributions, but all suggestions shall be deemed advisory rather than mandatory in nature. All contributions made to specific funds or otherwise designated shall remain subject to the exclusive control and discretion of the Pastor, Elders, and the Deacons (under the oversight of the Elder Body). No fiduciary obligation shall be created by any designated contribution made to the Church other than to use the contribution for the general furtherance of any of the purposes stated in Article I of these by-laws.

ARTICLE XV
Amendments

This constitution and by-laws may be revised, amended, or repealed by the membership of this church upon an affirmative vote of three-fourth majority vote of the members voting at any annual or special meeting of the Church subject to Article VI Section 3 of these by-laws.

ADOPTION

This constitution and by-laws were adopted by a unanimous vote of the members present and voting at a duly-called meeting of The Crossroads Baptist Church, Inc., in which a quorum was present, on this 12th day of November, 2006.

This constitution and by-laws supercedes any other constitution of The Crossroads Baptist Church.