

1 Constitution and Bylaws  
2 of  
3 Crosspoint Church  
4

5  
6 PREAMBLE  
7

8 Since it pleased Almighty God, by His Holy Spirit, to call certain of His servants to unite here under the name  
9 Crosspoint Church of Clemson, SC, for the worship of God and the spread of the gospel of Jesus Christ, we,  
10 the members of Crosspoint Church do hereby organize ourselves and adopt this Constitution as our articles  
11 of governance, to be interpreted at all times to reflect the character of and bring glory to Jesus Christ, as  
12 revealed in the Holy Bible and articulated in the Statement of Faith and Covenant of this church.  
13

14  
15 ARTICLE I  
16 Name and Principal Office  
17

18 The name of this church is Crosspoint Church, located in Clemson, South Carolina. Crosspoint Church  
19 maintains its principal office at 1019 Tiger Boulevard, Clemson, SC, 29631.  
20

21  
22 ARTICLE II  
23 Mission, Vision, and Core Values  
24

25 The mission of Crosspoint Church is to make disciples of all people for God's glory.  
26

27 The vision of Crosspoint Church is to be a people transformed by the gospel, living daily on mission, and  
28 sending laborers to the nations.  
29

30 The core values of Crosspoint Church are (1) Worship exalts God, (2) Scripture reveals truth, (3) Fellowship  
31 encourages growth, and (4) Sending advances the gospel.  
32

33  
34 ARTICLE III  
35 Statement of Faith  
36

37 **Preface**

38 We believe that the authors of the Bible, not the readers, determine the meaning of it. Therefore, on matters  
39 of doctrine, we cannot assume the Scriptures to mean anything other than what they were intended to mean  
40 originally. We hold this statement of faith to be authoritative for matters pertaining to church practice. The  
41 final interpreter of Scripture will be by vote of the covenant members according to the constitutional  
42 provisions.  
43

44 **A. The Scriptures**

45 We believe that the Bible was written by divinely inspired men and is God's revelation of Himself and  
46 His will to man. The Bible in its entirety is the Word of God, and as such is wholly true in everything  
47 it affirms. The Scriptures are the unique, full and final authority on all matters of faith and practice.  
48 (Ps. 18:30, 119; 2 Tim. 3:16-17; 2 Pet. 1:20-21; 3:15-16; Rev. 22:18-19).  
49

50 **B. God**

1 We believe that the Godhead exists eternally in three persons: Father, Son and Holy Spirit. These  
 2 three persons are one God, and are worthy of precisely the same confidence, obedience, and worship  
 3 (Mt. 28:18-19, Mk. 12:29, Jn. 1:14, Acts 5:3-4).  
 4

5 **1. God the Father**

6 God as Father reigns with providential care over His universe, His creatures, and the flow of  
 7 the stream of human history according to the purposes of His grace. He is all-powerful, all-  
 8 knowing, all-loving, and all-wise. God is Father in truth to those who become children of God  
 9 through faith in Jesus Christ, yet He remains fatherly in His attitude toward all men (Gen. 1:1,  
 10 2:7; Ex. 3:14, 6:2-3, 15:11ff, 20:1ff, Lev. 22:2; Dt. 6:4, 32:6; 1 Chr. 29:10; Ps. 19:1-3; Isa. 43:3,15,  
 11 64:8; Jer. 10:10, 17:13; Mt. 6:9ff, 7:11, 23:9, 28:19; Mk. 1:9-11; Jn. 4:23-24, 5:26, 14:6-13, 17:1-8;  
 12 Acts 1:7; Rom. 8:14-15; 1 Cor. 8:6; Gal. 4:6; Eph. 4:6; 1 Tim. 1:17; Heb. 11:6, 12:9; 1 Pet. 1:17).  
 13

14 **2. God the Son**

15 We believe that Jesus Christ in the flesh was fully God and fully man, that He was born of a  
 16 virgin and that He lived a sinless life. He taught and worked mighty works, wonders and signs  
 17 as recorded in the four Gospels. He was crucified, died as a penalty for our sins, and was later  
 18 raised from the dead, bodily, on the third day. Later, He ascended to the Father's right hand  
 19 where He is head of the church and intercedes for believers. He will come again personally,  
 20 bodily, and visibly to this earth (Matt. 16:27; Rom. 8:34; 1 Cor. 15:3-8; Heb. 1:2, 4:15).  
 21

22 **3. God the Holy Spirit**

23 We believe that the Holy Spirit is God, and possesses all the divine attributes. He exists to  
 24 bring glory to the Father and the Son. He convicts the world of sin, indwells all believers, and  
 25 baptizes and seals them at the moment of salvation. He uniquely endows each believer with  
 26 gifts for the building up of the body. He guides believers in understanding and applying the  
 27 Scriptures and empowers them to lead a life of Christ-like character (Jn. 16:7-15; Rom. 8:9; 1  
 28 Cor. 12:13; Eph. 4:30; Gal. 5:22-23).  
 29

30 **C. Providence**

31 God, from eternity, decrees or permits all things that come to pass, and perpetually upholds, directs,  
 32 and governs all creatures and all events; yet He is not the author or approver of sin nor does He  
 33 destroy the free will and responsibility of intelligent creatures (Prv. 16:33; Isa. 46:9-11; Col. 1:17; Heb.  
 34 1:3; Jas. 1:13-15).  
 35

36 **D. Man**

37 Man is the special creation of God, made in His own image. He created them male and female as the  
 38 crowning work of His creation. In the beginning man was innocent of sin and was endowed by his  
 39 Creator with freedom of choice. The sacredness of human personality is evident in that God created  
 40 man in His own image; therefore, every person of every race possesses full dignity and is worthy of  
 41 respect and Christian love (Gen. 1:26-30).  
 42

43 **E. Sin**

44 By his free choice man sinned against God and brought sin into the human race. Through the  
 45 temptation of Satan, man transgressed the command of God, and fell from his original innocence  
 46 whereby his posterity inherit a nature and an environment inclined toward sin and evil. Therefore, as  
 47 soon as they are capable of moral action, they become transgressors and are under condemnation  
 48 (Gen. 3; Rom. 1:19-32, 3:10-23, 5:6-19, 6:6; Eph. 2:1-3).  
 49

50 **F. Salvation**

1 We believe that God, by His sovereign choice and His love for mankind, sent Jesus into the world to  
 2 bring people back into fellowship with Him through regeneration. Regeneration is a change of heart,  
 3 wrought by the Holy Spirit, who gives life to those dead in trespasses and sins, enlightening their  
 4 minds to understand the word of God, and renewing their whole nature. This salvation, with its  
 5 forgiveness of sin, is a gift, wholly a work of God's grace, not the result of human works, and this  
 6 salvation must be personally appropriated by repentance and faith, resulting in God declaring believers  
 7 righteous through the merit of Christ. Through sanctification, beginning in regeneration, the believer  
 8 is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through  
 9 the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue  
 10 throughout the regenerate person's life. All those whom God has regenerated will never totally nor  
 11 finally fall away from the state of grace, but shall certainly persevere to the end. Though they may fall,  
 12 through neglect and temptation, into sin, they shall be renewed again unto repentance and be kept by  
 13 the power of God through faith unto the culmination of salvation. (Mk. 1:15; Jn. 6:37-40, 10:28-29;  
 14 Rom. 3:23, 5:8, 8:28-39; 1 Cor. 1:8-9; Eph. 2:8-9; Phil. 1:6; Heb. 12:5-6; 1 Jn. 5:12-13).

### 15 16 **G. The Church**

17 The Lord Jesus is the head of the church, which is composed of all His true disciples, and in Him is  
 18 invested supremely all power for its government. We believe there is one universal church which is  
 19 comprised of all who place their faith in the Lord Jesus Christ alone. According to His commandment,  
 20 Christians are to associate themselves into particular, local churches; and to each of these churches He  
 21 has given needful authority for administering that order, discipline and worship which He has  
 22 appointed. The regular officers of a church are elders (pastors) and deacons; the regular ordinances of  
 23 a church are baptism and the Lord's Supper. (Mt. 26:26-29, 28:19; Jn. 10:16; Acts 2:38, 20:17, 28; Rom.  
 24 6:3-5; 1 Cor. 10:16-17, 11:23-34, 12:13; Eph. 1:22-23, 5:23; 1 Tim. 3:1-13, 5:17-18; Tit. 1:5-9; Heb.  
 25 10:25)

- 26  
27 1. Baptism is an ordinance of the Lord Jesus, obligatory upon every believer, wherein he is  
 28 immersed in water in the name of the Father, and of the Son and of the Holy Spirit, as a sign  
 29 of his fellowship with the death and resurrection of Christ, of remission of sins, and of giving  
 30 himself up to God, to live and walk in newness of life. It is prerequisite to church  
 31 membership.
- 32  
33 2. The Lord's Supper is an ordinance of Jesus Christ, to be administered with the elements of  
 34 bread and the fruit of the vine, and to be observed by His churches till the end of the world. It  
 35 is in no sense a sacrifice, but is designed to commemorate His death and to be a bond, pledge  
 36 and renewal of a believer's communion with Him, and of their church membership, preceded  
 37 always by solemn self-examination.

### 38 39 40 **H. Marriage, Gender, and Sexuality**

41 The gift of gender as male and female is part of the goodness of God's created order, is the  
 42 fundamental and universal biological distinction of the human race, and is not determined by one's  
 43 self-perception. As embodied spirits, gender is a part of the very core of the body-soul unity that  
 44 determines the very essence of human nature. It is therefore not possible to sever the connection  
 45 between one's gender and one's biological sex.

46  
47 Marriage is the joining of one man and one woman in an exclusive, lifelong, public covenant. Sexual  
 48 intimacy is a good gift from God to be enjoyed only within the confines of marriage. Any form of  
 49 sexual intimacy outside the marriage covenant constitutes immorality. Sexual immorality includes lust,  
 50 pornography, adultery, polygamy, fornication, homosexuality, same-sex marriage, bestiality, incest, and

1 disagreement with and attempts to change one's biological gender (Gen. 2:18-25; Matt. 15:18-20; Mark  
2 7:21-22; Rom. 1:21-32; 1 Cor. 6:9-10; 6:18; 7:2-5; Eph. 5:21-33; 1 Tim. 1:9-10; Heb. 13:4; Jude 7).  
3

4 I. **Last Things**

5 The bodies of men after death return to dust, but their spirits return immediately to God—the  
6 righteous to rest with Him; the wicked, to be reserved for the final judgment. The bodies of all the  
7 dead, both just and unjust, will be raised. God has appointed a day, wherein He will judge the world by  
8 Jesus Christ, when every one shall receive according to his deeds; the wicked shall go into everlasting  
9 and conscious punishment; the righteous, into everlasting life (Mt. 25:46; Jn. 5:22-29; Acts 17:31; Rom.  
10 2:6-11; 1 Cor. 15:12-28; 2 Cor. 5:1-10; Phil. 1:23; 2 Thes. 1:7-10; 2 Tim. 4:8; Rev. 7:13-17, 14:9-11).  
11

12 In addition, Crosspoint Church affirms *The Baptist Faith and Message, 2000*.  
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ARTICLE IV  
Affiliation

This Church is autonomous and maintains the right to govern its own affairs. Recognizing, however, the benefits of cooperation with other churches, this church voluntarily affiliates with the Southern Baptist Convention [SBC].

ARTICLE V  
Membership

A. **Qualifications for Membership**

It is the desire of Crosspoint Church to freely extend its fellowship to all individuals. At the same time, Crosspoint desires to uphold the principles of commitment to Christ and to His church that Scripture teaches must accompany true membership in the body of Christ. To qualify for membership in this church, a person:

1. Must be a believer in Jesus Christ who gives evidence of regeneration
2. Must have been baptized by immersion in obedience to Christ, following his or her regeneration
3. Must be sixteen years of age or older (see Article V Section G for further explanation)
4. Must hold without mental reservation the doctrines of our church as expressed in the Statement of Faith
5. Must promise to keep the commitments expressed in the *Crosspoint Church Covenant* (see Appendix A)

B. **Procedure for membership.** To be admitted into church membership, applicants shall be recommended by the elders (pastors) for affirmation by the church upon completion of the following:

1. **Membership class**

Membership classes shall regularly be offered to provide the following instruction:

- a. The Crosspoint statements of faith and mission
- b. The Scriptural principles of commitment to the body of Christ
- c. Crosspoint’s principles of government and ministry

2. **Covenant Signature**

A potential member expresses intent to join by signing the *Crosspoint Church Covenant*.

3. **Follow-up Membership Interview**

Following the candidate’s affirmation of the church covenant, this candidate desiring membership shall submit to an elder (pastor) or appointed leader his/her personal testimony to determine the integrity of his/her faith and desire to be committed to Crosspoint Church as a local body of believers.

1           4. **Letter of transfer**

2           For candidates who are currently members at another SBC Church, Crosspoint will contact  
3           that church and request a letter of transfer. Receiving them into membership at Crosspoint is  
4           pending until a letter of recommendation from that SBC church is received.  
5

6           5. **Public affirmation of new members before the Congregation**

7           Crosspoint entrusts its elders (pastors) with the task of screening candidates for membership.  
8           The congregation shall be given opportunity to freely voice any reservations or concerns  
9           regarding any of the candidates to an elder (pastor) prior to these candidates' presentation to  
10          the congregation. The congregation will then affirm the decision of the elders (pastors) to  
11          receive these candidates into membership.  
12

13 **C. Duties and privileges of membership**

14  
15          1. **Minister**

16          In accord with the duties enumerated in the Church Covenant, each member shall be  
17          privileged and expected to participate in and contribute to the ministry and life of the church,  
18          consistent with God's leading and with the gifts, time, and material resources each has received  
19          from God. Only those shall be entitled to serve and lead in the ministries of the church who  
20          are members of this congregation; non-members may serve on an informal basis with the  
21          approval of the elders (pastors). Notwithstanding, non-members may serve the church for  
22          purposes of administration and professional consultation.  
23

24          2. **Decision Making**

25          Under Christ, this congregation is led by its elders (pastors) under the authority of the  
26          members. It is the privilege and responsibility of members to attend all members' meetings  
27          and vote on the following matters: the election of elders (pastors), the annual budget of the  
28          church, the disposition of all or substantially all of the assets of the church, the merger or  
29          dissolution of the church, acquisition of property, amendments to the Constitution and Bylaws  
30          of the church, the calling of paid elders (pastors), and other matters that the elders (pastors)  
31          deem necessary for the congregation. An affirmative vote would consist of 75% majority of  
32          the members present.  
33

34          3. **Covenant Living**

35          Members covenant together to live corporately under the authority of Christ and His Bride,  
36          the Church. As a result, members are encouraged to live in mutually sanctifying relationships  
37          with other believers where the art of care and correction is practiced. At the point where a  
38          member strays from this covenant lifestyle into unrepentant sin, the church will exercise  
39          discipline for the purpose of the member's restoration according to the *Crosspoint Church*  
40          *Discipline Policy* as developed and interpreted by the elders (pastors). [see Appendix B]  
41

42 **D. Voting limitations**

43          Each member is entitled to one vote. Voting by proxy is prohibited.  
44

45 **E. Amendments**

46          This Constitution may be amended by a vote of 75% of the voting members present at a duly called  
47          business meeting called for the purpose of amending this Constitution. Should a member identify a  
48          subject of the constitution, which he deems in need of amending, he ought to bring his proposal and  
49          rationale to the elders (pastors). If the elders (pastors) affirm the recommendation, they shall bring  
50          this proposed amendment before the congregation at the following business meeting. If the elders

(pastors) do not affirm the proposed amendment, they shall offer to the member an explanation, at which time the member should take thirty days to prayerfully consider his amendment request in light of the counsel of the elders (pastors). Following this time of reflection, should he still desire his amendment proposal to be considered, he may re-approach the elders (pastors) with his amendment request or modified amendment request. The elders (pastors) shall allow this proposed amendment to come before the church, though they may do so with declared reservation.

#### F. **Associate membership**

Students and others temporarily residing in the Clemson, SC, area who are members of an evangelical church may apply for associate membership. Qualifications are identical to those for full membership as set out above, except that home church membership must be retained. A letter of commendation will be sought from the applicant's home church.

##### 1. **Limitations of associate membership**

Duties and privileges of associate members are the same as for members with the following exceptions:

- a. When absent from the Clemson, SC area for extended periods of time, associate members are released from the responsibility to attend our church services
- b. While associate members are encouraged to participate in members' meetings, they will not be eligible to stand for any office (elder (pastor) or deacon) or to vote.

##### 2. **Termination of Associate Membership**

Termination of Associate Membership as a disciplinary measure will be as it is for other members, except that the elders (pastors) shall notify the pastor or elders (pastors) of the home church of that termination. Associate membership will normally terminate immediately upon the ending of the period of temporary residence in the Clemson, SC area.

#### G. **Fellowship membership.**

Affirming that children under the age of sixteen can have a credible testimony of regeneration and gifts to serve in the church, Crosspoint desires to prepare them for the responsibilities of church membership through this category of lesser responsibility and corporate accountability. Additionally, the tragic effects of the fall render some to a mental disability such that they are able by God's grace to understand and believe the gospel, yet are not capable of fulfilling the responsibilities of membership entailed in the church covenant. Recognizing that all people are image bearers of God, that God has sovereign control over every disability, and that God has good purposes for every one of his children, Crosspoint desires to affirm evidences of grace and accept shepherding responsibility for such brothers and sisters (Gen. 1:27, Ps. 139:13, Rom. 15:1).

##### 1. **Qualification for fellowship membership**

Persons who meet the following qualifications shall be eligible for Fellowship Membership:

- a. Must be a believer in Jesus Christ who gives evidence of regeneration
- b. Must have been baptized by immersion in obedience to Christ, following his or her regeneration

##### 2. **Procedure for fellowship membership**

The procedure for one to be admitted into Fellowship Membership is the same as that of members.

3. **Limitations of fellowship membership**

Fellowship Members shall not exercise the responsibility to vote nor will be candidates to administer nor receive church discipline.

4. **Transition from fellowship membership to membership**

Following a Fellowship Member's sixteenth birthday and prior to his receiving membership, he shall request of the elders (pastors) a membership interview to pursue covenant membership.

H. **Termination of membership**

Membership may be terminated for the following reasons:

- 1. Death
- 2. Transfer of membership to another church, or ceasing to be an active participant in the body of Crosspoint, as determined by the elders (pastors).
- 3. By personal request of the member, except when that member is in the process of church discipline. If it appears to the elders (pastors) that a member has requested removal merely to avoid church discipline, that request may not be honored until the disciplinary process has been properly concluded.
- 4. As an act of church discipline in accord with the *Crosspoint Church Discipline Policy*.

ARTICLE VI  
Meetings of Members

A. **Worship Meetings**

Worship services shall be held each Lord's Day, and may be held throughout the week as the elders (pastors) determine.

B. **Business Meetings**

In every meeting together, members shall act in that spirit of mutual trust, openness, and loving consideration which is appropriate within the body of our Lord Jesus Christ. Business meetings of the members shall proceed according to a reasonable order according to the occasions, in the manner, and for the purposes set forth below.

- 1. An annual business meeting of the Church will be held to adopt an annual budget and conduct any other business deemed appropriate by the elders (pastors).
- 2. A special business meeting of the Church may be called at any time by the elders (pastors).
- 3. Notification of business meetings shall be given to members by any one of the following methods:
  - a. Distribution of written material to the congregation in attendance at all Sunday services
  - b. Announcement of the meeting in the church newsletter or email
  - c. Oral announcement to the congregation at all Sunday services
  - d. By first-class letter to members



- 1
- 2 4. Members shall be notified no less than one week prior to a business meeting.
- 3
- 4 5. A quorum shall consist of those members present and voting on a given matter.
- 5
- 6 6. The chairman of the elders (pastors), namely, the Senior Pastor, will preside over the meeting.
- 7 If absent, another elder (pastor) chosen by the elders (pastors) will preside over the meeting.
- 8
- 9 7. A motion shall be adopted upon the agreement of 75% of the members present and voting on
- 10 the matter.
- 11
- 12

## ARTICLE VII Church Government

Scripture indicates that the responsibility for shepherding and leading the church under Jesus Christ belongs to the elders (pastors) (1 Ti. 3:1-7; Tit. 1:5-9; 1 Pet. 5:1-4).

### A. Elders (Pastors)

#### 1. Qualifications and Responsibilities of Elders (Pastors)

- a. Subject to the will of the congregation, the elders (pastors) shall provide broad oversight to the ministry, financial management, and resources of the church. In keeping with the principles set forth in Acts 6:1-6, 1 Tim. 3:1-7, 5:17, Tit. 1:5-9, Jas. 5:14, and 1 Pet. 5:1-4, the elders (pastors) shall seek the mind of Christ through the guidance of the Holy Spirit and the word of God as they undertake the work of shepherding God's flock. The elders (pastors) shall teach and exhort; refute those who contradict the truth; pray for the sick; care for the church's members; devote themselves to prayer, to the government of the church and to ministry.
- b. The elders (pastors) shall be comprised of a number of men determined by the active elders (pastors) who satisfy the qualifications for the office of elder (pastor) set forth in 1 Tim. 3:1-7 and Tit. 1:6-9. Only men may serve as elders (pastors) in accord with 1 Tim. 2:12, 3:2. The duties of an elder (pastor) shall be as follows:
  - i. He will be responsible to manage or administrate the local church before Almighty God, exercising leadership and authority (1 Tim 3:4-5; Tit 1:7).
  - ii. He will be responsible to be a guardian to the truth and to care for the welfare of the members of the local church in every area and will give account to God (1 Tim 3:1-2; Tit 1:7; Heb. 13:17).
  - iii. He will be required to hold fast to the Scriptures and to be able to apply them to life situations (Tit. 1:9).
  - iv. He will be required to reprove, rebuke, and exhort according to the principles of Scripture as necessary (2 Tim. 3:16; Tit. 1:9-13).
  - v. He will be required to "feed the flock," by ministering the Word of God whether publicly or privately (Acts 20:28; 1 Tim 3:2; 1 Pet 5:2-3).
  - vi. He will be an example to the membership of the church. (1 Pet. 5:3)
  - vii. He will be required to "shepherd" (pastor) the members of the local church (Acts 20:28).
- c. No elder (pastor) shall hold the office of deacon during his tenure. Those elders (pastors) not receiving compensation from the church will be called "lay elders" for the

1 purpose of this constitution, although biblically and functionally there is no difference  
2 among the elders (pastors).

- 3 d. The elders (pastors) may establish and oversee ministry positions and committees to  
4 assist them in fulfilling their responsibilities. The elders (pastors) shall also have  
5 primary responsibility for the employment, supervision, and evaluation of staff  
6 members. The outworking of this responsibility may, on a case-by-case basis, be  
7 delegated to deacons or another staff member.
- 8 e. A paid or volunteer staff position does not in and of itself constitute an elder's  
9 (pastor's) position.
- 10 f. The elders (pastors) may hire and fire non-ministerial staff on a case-by-case basis.
- 11 g. The elders (pastors) must have at least 75% approval of the elders (pastors) in order to  
12 proceed with an action.
- 13 h. The Senior Elder (Pastor) will serve as chairman of elders' meetings and as moderator  
14 of members' meetings. If desired, he may delegate this to another elder (pastor). In his  
15 absence, the elders (pastors) shall appoint another elder (pastor) to fulfill these duties.
- 16 i. Should a member desire to add an item to the agenda of the elders' meeting, he shall  
17 make this request in writing to the elders (pastors) no less than fourteen days prior to  
18 the meeting.

19  
20  
21 **2. The Senior Elder (Pastor)**

22 The Senior Elder (Pastor) shall perform the duties of an elder (pastor) described in Section  
23 A above. He shall be recognized by the church as particularly gifted and called to the  
24 ministry of preaching and teaching the word of God. He will serve as an elder as first  
25 among equals. While being a chairman of the meetings, his vote will exercise the same  
26 authority as other elders (pastors). In his absence, the other elders (pastors) shall assume  
27 responsibility for his duties, any of which can be delegated.

28  
29  
30 **3. Selection of Lay Elders (Pastors)**

31 The church shall recognize men gifted and willing to serve in this calling, in accordance  
32 with the constitutional provisions on elections. These men shall be received as gifts of  
33 Christ to His church and set apart as elders (pastors). This recognition shall be reaffirmed  
34 by the church triennially. After a lay elder (pastor) has served one three-year term, he shall  
35 be eligible for a one year sabbatical if desired either by the elder himself or the elders  
36 (pastors). Exceptions to this term limitation shall require the unanimous consent of the  
37 remaining elders (pastors). The selection process shall be as follows:

- 38 a. The current elders (pastors) shall provide the congregation with Biblical teaching  
39 concerning the tasks and qualifications of elders (pastors).
- 40 b. The congregation shall submit names of nominees to the elders (pastors) for their  
41 consideration.
- 42 c. The nominees shall perform extensive self-evaluation based upon the  
43 Scriptural teaching concerning elders (pastors).
- 44 d. The elders (pastors) shall interview those nominees who remain in the process  
45 following the self-evaluation.
- 46 e. The elders (pastors) shall recommend to the congregation the nominees they feel best  
47 fulfill the Biblical requirements for elders (pastors).
- 48 f. The congregation shall then evaluate the recommended nominees. Any  
49 concerns shall be taken up first with the nominee in question and then with the current  
50 elders (pastors).

1 g. Following the congregational evaluation a time of dedication and congregational  
2 affirmation shall be held for the new elders (pastors).  
3

4 **4. Dismissal of Lay Elders (Pastors).** Any two members with reason to believe that an  
5 elder (pastor) should be dismissed should express such concern first to the elder in  
6 question and, if necessary, to the elders (pastors). Any such action shall be done in  
7 accordance with the instructions of our Lord in Mt. 18:15-17 and 1 Tim. 5:17-21. The  
8 dismissal of an elder shall be the responsibility of the remaining elders (pastors). Action to  
9 dismiss an elder shall require the unanimous consent of the remaining elders (pastors).  
10

11  
12 **B. Deacon Ministry**

13  
14 **1. Role of Deacons**

- 15 a. The office of deacon is described in 1 Tim. 3:8-13 (cf. Acts 6:1-7). The church shall  
16 recognize, in accordance with the constitutional provisions on elections, men who are  
17 giving of themselves in service to the church, who possess gifts of ministry, who are  
18 called to further service and care for the church’s members, and meet the qualifications  
19 of a deacon as described in 1 Tim. 3:8-13. The number of deacons shall be determined  
20 by the needs of the ministry and the call and qualifications of men in the church.  
21 b. Deacons shall assist the elders (pastors) in any service that shall support and promote  
22 the ministry of the Word, new and existing ministries of the church, and the care of  
23 the members of the congregation. The deacons may be organized in the most fitting  
24 way to accomplish the mission of the church.  
25

26 **2. Selection of Deacons**

27 The church shall recognize men gifted and willing to serve in this calling, in accordance with  
28 the constitutional provisions on elections. Deacons shall serve one-year terms and are subject  
29 to elder evaluation at the end of each year with congregational input. There is no limit placed  
30 on the number of consecutive terms deacons may serve. The selection process shall be as  
31 follows.

- 32 a. The current elders (pastors) shall provide the congregation with Biblical teaching  
33 concerning the tasks and qualifications of deacons.  
34 b. The elders (pastors) shall solicit from the congregation names of nominees for their  
35 consideration.  
36 c. The nominees shall perform extensive self-evaluation based upon the Scriptural  
37 teaching concerning deacons.  
38 d. The elders (pastors) shall interview those nominees who remain in the process  
39 following the self-evaluation.  
40 e. The elders (pastors) shall recommend to the congregation the nominees they feel best  
41 fulfill the Biblical requirements for deacon.  
42 f. The congregation shall then evaluate the recommended nominees. Any concerns shall  
43 be taken up first with the nominee in question and then with the current elders  
44 (pastors).  
45 g. Following the congregational evaluation a time of dedication and congregational  
46 affirmation shall be held for the new deacons.  
47

48 **3. Removal of Deacons**

49 Any member with reason to believe that a deacon should be dismissed should express such  
50 concern first to the deacon in question and, if necessary, to the elders (pastors). Any such

1 action shall be done in accordance with the instructions of our Lord in Mt. 18:15-17. The  
 2 dismissal of a deacon shall be the responsibility of the elders (pastors). Action to dismiss a  
 3 deacon shall require the unanimous consent of the elders (pastors).  
 4

5 **C. Clerk**

6 It shall be the duty of the clerk to record the minutes of all regular and special members' meetings  
 7 of the church, to preserve an accurate roll of the membership, and to render reports as requested  
 8 by the elders (pastors), deacons, or the church. In the absence or incapacity of the clerk, the elders  
 9 (pastors) shall appoint a member to perform the duties of the church clerk. For purposes of  
 10 compliance with the nonprofit corporation laws of the state of South Carolina, the clerk shall  
 11 serve as the secretary of the corporation. The church clerk shall ensure that dated copies of the  
 12 most recent revision of this constitution shall be available for all church members. The clerk shall  
 13 be appointed by the elders (pastors).  
 14

15 **D. Treasurer**

16 The treasurer, who shall not be an active elder (pastor) or a paid church staff member, shall ensure  
 17 that all funds and securities of the church are properly secured in such banks, financial institutions,  
 18 or depositories as designated by the church. The treasurer shall also ensure that full and accurate  
 19 accounts of receipts and disbursements are kept in books belonging to the church, and that  
 20 adequate controls are implemented to guarantee that all funds belonging to the church are  
 21 appropriately handled by any officer, employee, or agent of the church. The treasurer shall render  
 22 to the elders (pastors) annually, or whenever they may require it, an account of all transactions as  
 23 treasurer and of the financial condition of the church. The treasurer shall also be responsible for  
 24 presenting regular reports of the account balances, revenues, and expenses of the church at regular  
 25 members' meeting. The treasurer shall be appointed by the elders (pastors).  
 26

27 **E. Trustees**

28 The trustees shall serve the church as official representatives of the church in terms of business  
 29 contracts and other legal matters. Trustees, under the direction of the elders (pastors) and  
 30 congregational approval, may borrow money and incur indebtedness on behalf of the church and  
 31 cause to be executed and delivered for the church's purposes and in the church's name,  
 32 promissory notes and other evidences of debt and securities. The trustees shall be appointed by  
 33 the elders (pastors) for a three-year term.  
 34  
 35  
 36

ARTICLE VIII  
Paid Staff

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A. **Qualifications of Paid Elders (Pastors)**

All pastoral staff shall meet the Biblical qualifications for elders (pastors). Reference Article VII, Section A above.

B. **Calling of Paid Elders (Pastors)**

In the event of a vacancy in the office of a paid elder (pastor), the elders (pastors) shall conduct a search for an acceptable candidate to present to the congregation, if filling this vacancy is deemed necessary by the remaining elders (pastors). Having selected the candidate, he shall be presented to the congregation for a congregational vote. The extension of a call shall be made upon an affirmative vote by a minimum of 75% of the members present and voting at a duly called business meeting.

C. **Dismissal of Paid Elders (Pastors)**

The dismissal of a paid elder (pastor) shall be the responsibility of the elders (pastors). Action to dismiss the elder (pastor) shall require the unanimous consent of all of the remaining elders (pastors).

D. **Calling of Support Staff**

The creation of support staff positions and hiring of support staff shall be the responsibility of the elders (pastors).

E. **Dismissal of Support Staff**

The dismissal of a support staff member shall be the responsibility of the elders (pastors). Action to dismiss a member of the support staff shall require the unanimous consent of all of the elders (pastors).

APPENDIX A  
The Crosspoint Church Covenant

1  
2  
3  
4  
5 Having been, as we trust, brought by the grace of God to repent and believe in the Lord Jesus Christ and to  
6 offer ourselves to Him, and having been baptized by immersion upon our profession of faith, in the name of  
7 the Father and of the Son and of the Holy Spirit, we do now, by His grace, solemnly and joyfully renew our  
8 covenant together.<sup>1</sup>  
9

- 10 I. We will seek to walk together in the unity of the Spirit, praying for one another and exercising mutual  
11 care as members one of another.<sup>2</sup>  
12
- 13 II. We will not forsake the assembling of ourselves together, and we will make it a priority to attend  
14 corporate gatherings. Under the Word of God, we will work together for the continuance of a faithful  
15 gospel ministry in this church, as we sustain its worship, doctrines, and the ordinances of Baptism and  
16 the Lord's Supper.<sup>3</sup>  
17
- 18 III. We will frequently encourage, exhort, and admonish one another to hold to our confession of Christ,  
19 remembering that as we have been voluntarily buried by baptism and raised again from the symbolic  
20 grave, so there is on us now a special obligation to lead a new and holy life.<sup>4</sup>  
21
- 22 IV. We will work together to support the ministry of the church by: upholding its mission, submitting to our  
23 elders (pastors), using our gifts for the edification of one other, and praying for its health. We will  
24 contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief  
25 of the needy, and the spread of the gospel to all nations.<sup>5</sup>  
26
- 27 V. We will aim to make Disciples of Christ in our own city and abroad, sending to the nations those from  
28 among us and readying ourselves to go when called.<sup>6</sup>  
29
- 30 VI. We will endeavor to bring up in the nurture and admonition of the Lord those who may be under our  
31 household. In view of this calling, we will not neglect the Word of God in our homes.<sup>7</sup>  
32
- 33 VII. We will, when we move from this place, as soon as possible, unite with some other church where we can  
34 carry out the spirit of this covenant and the principles of God's Word.<sup>8</sup>

35 May the grace of the Lord Jesus Christ and the love of God and the fellowship of the Holy Spirit be with us  
36 all. Amen.<sup>9</sup>  
37

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Adapted in part from Capitol Hill Baptist Church Covenant and New Hampshire Baptist Convention Covenant of 1833.

<sup>1</sup> Matt. 16:13-20; Mark 16:16; Acts 2:38; Eph. 1:3-14

<sup>2</sup> Matt. 22:39; Ro. 12:5; 1 Cor. 1:10; Js. 5:16; 1 Pet. 4:10-11

<sup>3</sup> 1 Cor. 11:17-34; Heb. 10:24-25

<sup>4</sup> Matt. 4:19, 16:24; Rom. 6:4, 12:1; Eph. 4:1; Heb. 3:12-14

<sup>5</sup> Matt. 18:15-20; Acts 2:45; 1 Cor. 12:4-11; 2 Cor. 8, 9:6-15; 2 Tim. 2:2; Heb. 13:17; 1 Pet. 5:1-5

<sup>6</sup> Matt. 28:18-20; Acts 1:8; Tit. 2

<sup>7</sup> Deut. 6:4-9; 2 Tim. 3:14-17

<sup>8</sup> John 13:34-35; 1 Cor. 3:5-17; Heb. 10:24-25

<sup>9</sup> 2 Cor. 13:14

APPENDIX B  
Crosspoint Church Discipline Policy<sup>10</sup>

*We must love each other with a biblical love – a love that discerns, desires, and does what is best for another person, according to Scripture. We have to value each other’s holiness more highly than we value our own comfort. Even more importantly, we must value the approval of our Lord more highly than we value each other’s approval. Otherwise, we will be unwilling to do the right thing when we fear that it might upset someone.*

- Biblical Church Discipline Manual

*God’s desire for His children here on earth is purity of life. It is impossible to study Scripture attentively and not be overwhelmingly convinced that God seeks above all else for His people to be holy and that He is grieved by sin of any kind. Directly quoting God’s command to His Old Covenant people Israel, Peter wrote the same command to Christ’s church: ‘You shall be holy, for I am holy.’ Because God is so concerned for the holiness of His people, they should be equally concerned. The church cannot teach and preach a message it does not live, and have any integrity before God, or even before the world.*

- The MacArthur New Testament Commentary

*Pursuing someone in sin is the most loving thing that can be done for that individual, the body of Christ, and the name of Christ.*

- Shepherding the Church Family

Church discipline at Crosspoint is founded upon the holiness and the love of our glorious God, the Lordship of Jesus Christ who is the head of the church, and an understanding of the church as the Body of Christ. (Eph. 4-5; Col. 1:9-29)

Discipline is a courageous and compassionate act of love, desiring only good for the person caught in sin. Its aim is rescue, restoration, and reconciliation. Just as discipline is a mark of a healthy family, church discipline is a mark of a healthy church. The context and prerequisite for church discipline is authentic Christian community. (Prv. 3:11-12; 1 Cor. 5:5, 11:32; 1 Tim. 1:20; Heb 12:5-11; Rev. 3:19)

The primary teaching and hopeful desire of the elders (pastors) at Crosspoint is for believers to develop self-discipline, so that they may be lead godly lives characterized by obedient faith. We believe that love for God, the first and greatest command by our Lord Jesus Christ, is manifested primarily through diligent obedience to the Word of God and love for other believers. (Rom. 12:1-2; 2 Cor. 7:1; Col. 3:5-10; 1 Thes. 4:3-8; Heb. 3:12-15, 12:14-17; 1 Pet. 1:13-16; 2 Pet. 1:3-11; Rev. 3:14)

Church discipline has 3 purposes: 1) To glorify and honor God through obedience to His Word. 2) To protect and maintain the purity of the local church by pursuing individual and corporate holiness. 3) To rescue and restore believers overtaken by sin.

We believe that church discipline should be exercised in every case of substantiated, habitual, willful, unrepentant sin when the erring party is not willing to make any attempt to resolve the matter. Though not an exhaustive list, the following sins are addressed by the New Testament church: divisiveness (2 Thess. 3:11; Tit. 3:10-11; Rom. 16:17-20), irresponsible and undisciplined living (1 Thes. 5:14; 2 Thess. 3:6-15), sexual immorality (1 Cor. 5:1-13), doctrinal heresy (1 Tim. 6:3-5; 2 Tim. 2:16-18; 2 John 1:10-11; Rev. 2:14-16).

The actions and heart attitude of the church, particularly the elders (pastors), are to be characterized by humility, compassion, mercy, gentleness, and fairness (Gal. 6:1-2; Js. 5:19-20; 2 Thes. 3:15; 1 Cor. 5:2; 2 Cor. 2:4-8; Mic. 6:8). Elders and deacons are held to an even higher standard of accountability (1 Tim. 3:1-7, 5:17-22; Jas. 3:1).

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<sup>10</sup> Adapted from the Church Discipline Policy of North Wake Baptist Church, Wake Forest, NC.

1  
2 We believe that church discipline is applicable to all members and believers who fellowship with us.  
3 Withdrawal of membership or fellowship does not necessarily negate the process of church discipline,  
4 particularly where it appears that a person has done so to avoid church discipline. Such requests may not be  
5 honored until the disciplinary process has been concluded. If a believer fails to discipline himself and  
6 demonstrates no evidence of repentance, the Scriptures clearly indicate that loving confrontation is the  
7 responsibility of the church. Church discipline is a biblical process that is to be handled prayerfully, carefully,  
8 justly, and only after several individual attempts at correction have been attempted and have failed.

9  
10 The basic stages of church discipline, according to Mt. 18:15-20, are as follows.

11  
12 FIRST: If a Christian fails to discipline himself and is trapped in unrepentant sin, Christ commands the  
13 individual who is aware of the matter to go to him in private to lovingly confront, counsel, and encourage him  
14 to repent (“Go and show him his fault, just between the two of you” Mt. 18:15).

15  
16 SECOND: If he will not listen to the one person, especially after several attempts, and there is no evidence of  
17 repentance, “take one or two others along” to further address the matter and to continue to encourage him to  
18 repent. The intent of others being involved is to guarantee clear communication and to enlist others for prayer  
19 and discernment (Mt. 18:16).

20  
21 THIRD: If these personal and informal steps do not elicit repentance, Jesus says we should “tell it to the  
22 church.” Tell it to the church necessarily involves bringing the elders (pastors) into the process and requesting  
23 their direct assistance in resolving the problem, if they were not involved in the previous steps. In some cases,  
24 one or more elders (pastors) may repeat the previous steps and try to persuade the offender to repent. The  
25 elders (pastors), after confirming the information, a proper process, and continued refusal to repent may then  
26 inform the church when it is assembled (Mt. 18:17).

27  
28 The elders (pastors) will send a letter by registered mail warning the individual that the third or fourth step of  
29 church discipline will be taken if they have not received significant evidence of repentance by a specific date.

30  
31 “Telling it to the church” means that the congregation will be informed about the general nature of the sin,  
32 given a general description of the process that has taken place, and about the refusal to repent. They will be  
33 asked to pray for and plead with the offender to repent and to pursue the person for the purpose of  
34 restoration.

35  
36 Personal visits, telephone calls, and letters are examples of what it means to “pursue” them. The church is to  
37 keep on loving them and seeking their restoration.

38  
39 FOURTH: If the offender refuses to submit to the caring admonition of the church and continues to harden  
40 his heart, then Jesus says we are to “treat him as you would a pagan or a tax collector.” This means that the  
41 person is publicly dismissed from the church with the hope of future repentance and reconciliation. In  
42 addition, this means that the person will be denied Christian fellowship, treated as an unbeliever, and delivered  
43 over to Satan in the hope that his soul will be saved (Mt. 18:17; Rom. 16:17; 2 Thes. 1:20, 3:6,14; 1 Cor. 5:1-5;  
44 1 Tim. 6:3-5; Tit. 3:10).

45  
46 If at any point during this process, the offender demonstrates repentance, then notice to that effect will also  
47 be made publicly so that the church may rejoice and gently and judiciously restore the repentant believer to  
48 the fellowship of the church.



1 We accept these stages as principles prescribed by our Lord and our Scriptures. The elders (pastors) of the  
2 church, after prayer and consultation with one another and the Holy Scriptures, may eliminate, compress,  
3 contract, or combine into one any of these stages. Elders (pastors) are commanded to protect the flock and  
4 some forms of sinful conduct deemed harmful to the flock may require immediate action (Acts 20:28-31; Tit.  
5 3:10; 1 Cor. 5:1-5).  
6