

**Constitution and Bylaws of  
CROSS CUT CHURCH, INC.**

**CONSTITUTION**

PREAMBLE

WHEREAS, it is the express purpose of God our Heavenly Father to call out of the world a saved people who shall contribute to the Body of Christ, built and established on the foundation of the apostles and prophets, Jesus Christ being the Chief Cornerstone.

WHEREAS, the members of the Body of Christ are enjoined to assemble themselves together for worship, fellowship, counsel, and instruction in the Word of God and the work of the ministry and for the exercise of those spiritual gifts and offices provided for in the New Testament, therefore,

BE IT RESOLVED: That we recognize ourselves a body of Christian believers working together for the common purpose of spreading the Gospel of our Lord and Savior Jesus Christ, and that under the laws of the State of Pennsylvania we may exercise all the rights and privileges granted to religious bodies.

**ARTICLE I NAME**

The name of this corporation shall be CROSS CUT CHURCH, INC. (Acts 2:17-21).

**ARTICLE II PURPOSE**

The purpose of this corporation shall be:

1. To be a church that exalts the name of Jesus Christ.
2. To exist as a body of believers that preaches the uncompromising truth of God's word in love.
3. To hold and conduct worship services where anyone from the general public can come and attend and become a member according the provisions of article V of the constitution.
4. To establish and oversee places of worship under the guidance of the Holy Spirit (Titus 1:5; Ps. 107:3; Acts 2:42, 46, 47; Heb. 10:25).
5. To conduct the work of evangelizing both home and foreign missions in obedience to the command of our Lord Jesus Christ (Matt. 28:19, 20; Mark 16:15,16; Luke 24:46, 47; John 20:21).

6. To create departments as may be necessary in order to establish places of worship, to spread the Gospel, (including but not limited to educational, recreational, community, and social services) and to support missionary activity (Acts 6:1-7).
7. To have the right to own, hold in trust, use, possess, sell, convey, mortgage, lease or dispose of such property, real or chattel, as may be needed for the prosecution of its work.
8. To license ministers of the Gospel and be their covering (1 Thess. 5:12; 2 Thess 3:4; 2 Timothy 2:15; Heb. 13:17).

### **ARTICLE III TENETS OF FAITH**

The human phraseology employed in this statement is not inspired nor contended for, but the truth set forth is held to be essential to a full Gospel ministry. No claim is made that it contains all the truth in the Bible, only that it covers orthodox fundamental matters.

#### **THE SCRIPTURES INSPIRED**

The Bible is the inspired Word of God, a revelation from God to men, the infallible rule of faith and conduct, and superior to conscience and reason, but not contrary to reason (2 Tim 3:15, 17; 1 Pet 1:23-25; Heb 4:12).

#### **THE ONE TRUE GOD**

The one true God has revealed Himself as the eternally self-existent, self-revealed "I AM," and has further revealed Himself as embodying the principles of relationship and association, by simultaneously existing as Father, Son and Holy Spirit. (Deut. 6:4; Mark 12:29; Isa. 43:10, 11; Matt. 28:19).

#### **MAN: HIS FALL AND REDEMPTION**

Man was created good and upright, for God said, "Let us make man in our image and after our likeness." Man, by voluntary transgression, fell, and his only hope of redemption is in Jesus Christ, the Son of God (Gen. 1:26-31; Gen. 3:17; Ro. 5:12-21).

#### **THE SALVATION OF MAN**

##### **Conditions of Salvation**

The Grace of God, which brings salvation, has appeared to all men, through the preaching of repentance toward God and through faith in the Lord Jesus Christ; man is saved by the washing of regeneration and renewing of the Holy Spirit, and being

justified by grace, has become heir of God according to the hope of eternal life (Titus 2:11; 3:5-7; Ro. 10:13-15; Luke 24:47).

### Evidences of Salvation

The inward evidence to the believer of his/her salvation is the direct witness of the Spirit (Ro. 8:16). The outward evidence to all men is a life of holiness (1 Thess. 4:7, 2 Tim.1:9).

### BAPTISM IN WATER

The ordinance of baptism by burial with Christ should be observed (as commanded in the Scriptures) by all that have repented of their sins and in their hearts have believed on Christ as their Savior and Lord. In doing so, they declare to the world that they have died with Christ and that they have also been released to walk with Him in newness of life (Matt. 28:19; Acts 10:47,48; Ro. 6:4).

### THE LORD'S SUPPER (COMMUNION)

The Lord's Supper, consisting of the elements, bread and fruit of the vine, is the symbol expressing our sharing in a memorial to His suffering and death, and a prophecy of His second coming, and is enjoined to all believers "until He comes" (John 6:48,51,53-57; Luke 22:19,20; 2 Pet. 1:4; 1 Cor. 11:25).

### THE PROMISE OF THE FATHER

All believers should ardently expect and earnestly seek the Promise of the Father, which is the baptism in the Holy Spirit. With it comes the infilling of power for life and service, and the bestowment of the gifts and their uses in the work of the ministry (Luke 24:49; Acts 1:4-8; 1 Cor. 12:1-31). This experience may be distinct from and subsequent to the experience of the New Birth (Acts 2:38; 10:44-46; 11:14-16; 15:7-9).

### DIVINE HEALING

Deliverance from sickness is provided for in the atonement of Christ and is the privilege of all believers (Isa. 53:4, 5; Matt. 8:16, 17; Mark 16:18; John 5:14).

## **ARTICLE IV ORDINANCES**

### WATER BAPTISM

The ordinance of water baptism (Matt. 28:19) shall be administered by all established places of worship to all those who have repented of their sins and who have believed on the Lord Jesus Christ to the saving of their souls (Ro. 6:3-5; Col 2:12).

## THE LORD'S SUPPER

The ordinance of the Lord's Supper shall be observed regularly by all established places of worship, as enjoined in the Scriptures (Luke 22:19,20; 1 Cor. 11:23-26).

## **ARTICLE V MEMBERSHIP**

### MEMBERSHIP PROCESS

A person is eligible for membership in this church who gives evidence of his/her faith in the Lord Jesus Christ, who voluntarily subscribes to the Statement of Fundamental Truths and who reads and agrees to be governed by the constitution and bylaws of this church as herein set forth.

CROSS CUT CHURCH, INC. is a fellowship of believers participating in the labors of the Holy Spirit in this community. An individual seeking to become a member of this church must submit in writing, using a form prescribed by this church, that they wish to become a member. The form must meet the following guidelines:

- A. The name of the applicant must be listed. If a married couple is applying for membership both names must be listed and both applicants must sign.
- B. There must be a statement indicating that the member will abide by the Holy Scriptures and submit to the constitution and bylaws of the church.

CROSS CUT CHURCH, INC. is theocratic in government. Therefore, this church subscribes to a non voting membership. In any growing congregation, there will be people at all stages of spiritual growth and maturity. For that reason, it is not proper to submit the affairs of the church to a democratic vote as the same is not God's way, for the purpose of the church is not to do the will of the majority, but the will of God.

Any disputes that arise over the interpretation of these bylaws shall be deferred to the highest authority of this church. In this case it would be the pastor, with the advice of the board of directors. In Watson v. Jones, the court ruled that

"Whenever the questions of discipline, or of faith, of ecclesiastical rule, custom, or law have been decided by the highest church judicatory to which the matter has been carried, the legal tribunals must accept such decisions as final, and as binding on them . . ."

Additionally, it was ruled by the Supreme Court in Jones v. Wolf, 443 U.S. 595 (1979) that to suspend or exclude from the Lord's Supper those found delinquent, are matters concerning membership are solely under the control of the church and that a member may have membership revoked if the pastor and or church board of directors deem it necessary so long as the church follows its own rules in doing so. This right and power cannot go under review by the IRS or courts.

## 2) THE STANDARDS OF MEMBERSHIP

The standard of membership of this church shall be: (1) Evidence of a genuine experience of regeneration (new birth) (John 1:12-14; John 3:3-8; I Peter 1:23-25); (2) Evidence of a consistent Christian life (Romans 6:4; 8:1-4; 13:13-14; Ephesians 4:1-2,15,17-32; 5:1-2,15; I John 1:6-7); (3) Baptism in water by immersion (Matthew 28:19-20; Acts 10:47-48; Romans 6:3-12; Colossians 2:11-12); (4) Full subscription to the tenets of faith as set forth in the bylaws adopted by the church; (5) Willingness to contribute regularly to the support of the church according to his or her ability through tithes and offerings (Malachi 3:10; Matthew 23:23; Hebrews 7:4-5); and, (6) Support of the church with regular attendance at services (Hebrews 10:25).

## 3) RECEPTION OF MEMBERS

Persons desiring to become members in fellowship with the church shall make the fact known to the Senior Pastor by a signed application approved by the board of directors. The application must be submitted to the church secretary.

Any person professing faith in the Lord Jesus Christ as his/her personal Savior and giving evidence of having been born again and evidence of water baptism, by making a written request to the Senior Pastor and board of directors and upon their recommendation, may acquire membership in this church in the following manner:

The Senior Pastor shall present the names of those who apply for membership, to the board of directors, who shall act upon said recommendation. All persons who shall meet the membership requirements and have been passed on favorably shall be received into the church publicly at any of the regular services and their names inscribed on the roster.

## 4) DISCIPLINE

This church is committed to Biblical discipline in order to prepare a spotless bride for the Lord Jesus Christ's return, to maintain holiness as a way of life, to restore the sinning person to a right relationship with the Lord, and to expose sin so that it will not become a polluting influence in the rest of the church (Ephesians 5:11, I Peter 1:15-16, I Corinthians 5:6-7, Joshua 7:1-26).

Divisive persons shall be confronted according to the pattern outlined in Titus 3:9-11. At least two elders, or those whom they designate, shall meet with the divisive person and warn him/her to repent. If the person does not repent at least two elders, or those whom they designate, shall meet with him/her again and warn him/her a second time. If the person still refuses to repent of his/her sin of divisiveness, the board of directors, at the pastor's recommendation, may at a regular or special meeting excommunicate him/her from the church in accordance with the Word of God (Romans 16:17-19).

If a believer observes a sin in another believer's life, he/she is to confront the person according to the pattern outlined in Matthew 18:15-17, by first going to him/her in private. If the sinning person does not listen and repent, the believer is to take one or two other believers and confront him/her again. If he/she stays unrepentant, he/she

shall be brought before the board of directors who will do everything necessary to restore the sinning brother/sister. If everything has been done Biblically to restore the sinning brother/sister and the person refuses to repent, then the board of directors shall excommunicate him/her from the church at a regular or special meeting.

All believers are encouraged to consult with one of the board members when confronting another believer about sin in his/her life (Matthew 18:15-17). In both the above cases, the board member shall determine the appropriate time between steps and everyone involved shall, to the best of their ability, carry out this discipline in the spirit of love, humility, and meekness putting the interests of others ahead of their own (Galatians 6:1-2).

In the event of a serious difference arising between members of the assembly, if the parties involved cannot effect reconciliation, they shall have the right to appeal to the board of directors. The board of directors will consider no charges of misconduct unless they are made in writing. When formal charges have been made against a member, and the Senior Pastor decides that disciplinary action must be taken, the member so charged shall be advised in writing and a date shall be set for a hearing before the board of directors in the presence of the one laying the charge, at which time the evidence shall be considered and a verdict shall be determined by secret ballot. If guilt is established and contrition, sorrow and repentance are not evident on the part of the offender, suspension of membership shall be considered as disciplinary action. However, unless his/her attendance at church would be cause for scandal, he/she should be permitted to attend church services in the hope that he/she would be reconciled to the Lord. Every effort shall be made to restore such a one to membership upon evidence of repentance (Matthew 18:15-17, 35).

## 5) TERMINATION OF MEMBERSHIP

The Senior Pastor and board of directors shall be authorized to revise the membership roll of the corporation and the Senior Pastor and board of directors shall be authorized to revise the membership roll of the church at least once a year, and to remove from the list of active members those in fellowship under the following categories:

- A. Issuance of Letter of Transfer.
- B. Voluntary withdrawal from membership.
- C. Deceased during the year.
- D. Propagation of doctrines and practices contrary to the Tenets of Faith, which cause discord, dissension and division in the church (Romans 16:17-18; Galatians 1:8-9; Titus 3:9-11; II Thessalonians 3:6).
- E. Any member absent from the services without reasonable excuse for a period of three (3) months shall be placed upon the inactive roll. After one year any member absent from the service without reasonable excuse for a period of one year shall be removed from the membership roll.

- F. The board of directors reserves the right to remove, without warning, any member which is deemed to be harming the flock or to be in purpose and willful contention with the church.

Any person who may have been terminated as a church member shall be notified of this action in writing by the church secretary and shall have the right to appeal to the board of directors for reconsideration of said action.

The board of directors may restore to membership any person previously excluded, upon request of the excluded person, and upon evidence of the excluded person's repentance and reformation. This should be done in the Spirit of forgiveness and love (II Corinthians 2:6-8).

## 6) DUTY OF CHURCH MEMBERS IN FELLOWSHIP

- A. To contribute financially for the support of the church and its ministries in tithes and offerings in accordance with the Scriptures as God may prosper them, for the support of its various missionary work, both at home and foreign.
- B. By a godly and Christian life each member shall cooperate with the church, its Senior Pastor board of directors, and deacons (if applicable) in their various efforts to attain to Scriptural church life.
- C. Members shall regularly attend all church services, and special meetings as called by the Senior Pastor.
- D. The duties of the members to themselves are: the acquisition of Scriptural knowledge, constant progress in spirituality, and consistency of external conduct.
- E. Each member must consent to be in subjection to church discipline and order as directed in a Scriptural manner by the Senior Pastor and board of directors. It is the duty of the members to honor and esteem their Senior Pastor; to pray for him fervently and daily; to attend constantly upon his ministrations; to manifest a tender regard for his reputation, and to follow his vision. He shall publicly be referred to as "pastor."
- F. It is the duty of each member to cultivate and cherish brotherly love for all people, especially members of the Body of Christ.
- G. It shall be understood that matters discussed among the membership shall remain confidential within the membership.
- H. Membership in CROSS CUT CHURCH, INC. shall terminate by voluntary transfer of membership or membership to another church. It shall also terminate by excommunication of an unruly member, according to Matthew 18:15-17.

## 8. LIMITATION OF CORPORATE MEMBERSHIP

Membership in the CROSS CUT CHURCH, INC. is limited. Voting in the corporation is limited to those individuals permitted to vote by the constitution and bylaws of the church. The general qualifications for corporate membership are a firm and consistent adherence to the Statement of Fundamental Truths of CROSS CUT CHURCH, INC.

In addition, the specific qualifications for corporate membership shall consist of the present and evident ability to meet the current needs of the church as perceived by the board of directors and the Senior Pastor.

## **ARTICLE VI FINANCE**

The corporation shall be financed by the freewill offerings of the members and friends of the corporation.

## **ARTICLE VII GOVERNMENT**

### OFFICERS

There shall be a senior pastor/president.  
There may be an associate pastor/executive vice-president.  
There shall be a secretary.  
There shall be a treasurer.  
Other officers shall be added as needed

### OFFICIAL BOARD

The official board shall consist of the individuals listed above in this article, the majority of which shall serve without remuneration and not be related by blood or marriage. The senior pastor/president shall be chairman of the board and chief executive of the corporation.

### COMMITTEES

There shall (as the occasion may demand) be operational to serve under the supervision of the board of directors in the capacity of expediting the work of the ministry. These operation committees shall serve in an advisory manner to the board of directors.

### THE PASTOR

The Senior Pastor shall be responsible for the spiritual atmosphere of the church and have the final word regarding matters of doctrine, polity and ecclesiastical hierarchy of the church. He/She is the chief overseer of all ecclesiastical matters and doctrine of the church.

## ARTICLE VIII ADVISORY COUNCIL

There shall be an advisory council made up of no less than three (3) persons and no more than 5. The council shall be made up of individuals nominated and confirmed by a simple majority of the board of directors. (II Timothy 3:16, 17; Acts 15).

### PURPOSE

The purpose of the advisory council is to:

Provide a spiritual covering by prayerfully giving necessary aid, comfort, instruction, guidance, protection and correction as well as counsel, wisdom and fellowship to the Senior Pastor/President (II Timothy 3:16, 17; Acts 15).

To make themselves available to listen to complaints/accusations against the Senior Pastor/President of the corporation brought to them unanimously by the official board of directors excluding the Senior Pastor/president and to make a determination.

The Board of directors may call the advisory council into session for the following reasons/accusations against the President/ Pastor:

1. Adultery
2. Embezzlement
3. Compulsive lying
4. Sexual impurity
5. The president/pastor not acting in the best interest of the church

The President/Senior Pastor may be dismissed by the Advisory council for the following reasons.

1. Adultery
2. Embezzlement
3. Compulsive lying
4. Sexual impurity
5. The president/pastor not acting in the best interest of the church

The council will determine if the Senior Pastor/President is guilty or innocent and whether to dismiss him/her from office. The advisory council is the only entity that has the authority to dismiss the Senior Pastor/President from his/her position if, after being called into session in accordance with the provisions of the article and after considering all accusations against him/her; they determine that it is the best course of action for him/her and the church. The decision of the advisory council is final.

In the event of death or resignation of the Senior Pastor/President the board of directors may exercise article V(1)(c) of the bylaws or call the advisory council into session to serve in an apostolic function to seek the face of God and install a new Senior Pastor/President.

## 2) STRUCTURE

The secretary of the corporation shall be present at all officially called meetings of the advisory council and shall record the proceedings. The secretary shall also create minutes of the meeting and present them to the advisory council within one week (seven days) after the meeting has come to a close.

Any member of the advisory council may be replaced or removed at any time deemed necessary by **request and confirmation of the board of directors of the corporation, including the president**, provided that it not be after the advisory council has been called to officially meet in accordance with section 3 of this article. **Specific reasons this might occur include the following: a) by request of an advisory council member to be removed, b) by an advisory council member moving from the area and being unable to fulfill their duties, c) by an advisory council member meeting any of the following conditions: adultery, embezzlement, compulsive lying, sexual impurity, having a reputation that would be a poor reflection on the reputation of the church or by d) a situation where the organization (Cross Cut Church, Inc.) would grow to such a size that the experience and counsel of the advisory board member in question would not be sufficient to fulfill the duties of the office of the advisory council.**

The advisory council shall be chaired by the representative nominated and confirmed by the board of directors, including the president.

Future vacancies shall be nominated by and confirmed by the board of directors, including the president, with the counsel of the remaining members of the advisory council of this corporation.

The representatives of the advisory council shall be made up of current or former senior pastors or other people in ministry who have or have had at least five (5) years experience and have displayed an uncompromising commitment to the Word of God.

A record of the current and past members of the advisory council shall be kept in a log under the custody of the official board of directors. The log shall clearly list the name of the current chairman.

Any successor Senior Pastor/President to the founding or current Senior Pastor/President shall keep the advisory council that was in existence at the time he/she became Senior Pastor/President. He/she may, after a two year period, **request the board to** make nominations for replacements of no more than one representative per year. He/she must follow the procedure set forth in section 2 of this article.

## 3. QUORUM

100% of the advisory council must be present to constitute a quorum. The council may only meet if it has been called to do so unanimously by the official board excluding the Senior Pastor/President.

#### 4. DETERMINATIONS

Any action taken by the advisory council is valid by a two-thirds majority.

#### 5. POWER

The advisory council shall have no innate power or authority as a legal, organizational entity, except that which is invested in them by these bylaws. Their decisions, when called together in accordance with section 1 of this article, shall be final.

### **ARTICLE IX MEETINGS**

#### CHURCH MEETINGS

The senior pastor shall be responsible for all regular and special church services.

#### CORPORATION MEETINGS

The corporation year shall coincide with the calendar year beginning on January 1<sup>st</sup>, and run through December 31<sup>st</sup>.

The senior pastor/president will call to order official board meetings to discuss the direction of the corporation. The board may have invited guests present at any meeting so long as the board, including the senior pastor/president, has approved it.

The secretary shall keep an accurate account of the minutes that were discussed at any board meeting. He/she then has to submit them at the next board meeting for discussion by the official board and approval. Upon approval by the majority of the board of directors, the minutes shall be adopted, and all policy and procedure in them will continue to be enforced.

### **ARTICLE X QUORUM**

Two-thirds of the board members (including the senior pastor/president) at an official board meeting constitutes a quorum. The Senior pastor is the only one who can call an official board meeting by notifying the board members verbally or in writing with 72 hours notice.

### **ARTICLE XI MEMBERSHIP REVIEW OF CHURCH RECORDS**

#### REQUESTS MADE BY MEMBERS

To ensure the trust of the membership and to also ensure that a public interest is being served, all church records, financial information and all kinds of financial transactions must always be available for membership inspection and review. Any

questions by any members shall be addressed to the treasurer either in writing or by scheduled appointment.

#### REQUIRED PROVISIONS OF THE REQUEST

The request must state the name of the member making the request, the reason for the request and that the information shall in no way be made public or shared with any other member in a way that will jeopardize the church.

#### REQUIRED FEE

If requested by a member of this church, a photo copy of any financial transaction in question shall be given. The member shall pay a reasonable fee of \$0.15 per copy (per sheet of paper).

#### CONFIDENTIALITY

In order to keep the records of the church confidential, records shall not be released to any outside agency, person or entity unless due process has been served and a certified subpoena has been personally delivered. This includes the IRS, except under the provisions of section 7611 which shall be limited only to information deemed to be relevant to the inquiry being made. At all times the IRS will be expected to comply with all of the provisions of section 7611.

#### DENYING A REQUEST

The board of directors reserves the right to deny such a request for any of the following reasons:

- A. The request is considered by the board of directors and deemed to be frivolous.
- B. The member making the request has a history of being divisive.
- C. The member does not adequately provide the required information on the request as stated in paragraph 1 of this article.
- D. The person making a request is a non-member or a person whose membership was terminated.

### **ARTICLE XII DEFINITIONS**

Presbytery or elders: Any mention of the word presbytery or elders means the board of directors.

Officers: The officers of the church are also the board of directors.

## **ARTICLE XIII AMENDMENTS**

Amendments to this constitution may be made by a 75% vote of the official board, including the senior pastor's/president's approval.

# **BYLAWS**

## **ARTICLE I ORDER**

For the purpose of conducting business, the senior pastor/president shall, in an orderly manner, preside over all of the affairs of the corporation.

## **ARTICLE II DEPARTMENTS AND COMMITTEES**

The corporation shall hereby provide for departments and committees to be created as needs may require. All such departments and committees shall be under the general supervision of the board of directors. Departments and committees are for the sole purpose of furthering the purposes of this organization.

## **ARTICLE III FINANCES**

### **BUDGET**

The funds for the maintenance of the corporation shall be provided for by the freewill offerings of friends of the corporation. If approved, an offering shall be passed on to the treasurer for deposit in the corporation's treasury.

### **AUDIT**

An internal audit shall be completed by the treasurer and/or other board appointed person. This audit of all financial records shall be made after the close of the calendar year, prior to the end of February.

### **WITHDRAWALS**

The treasurer, under the supervision of the board of directors, shall make deposits to the regular corporation treasury. Withdrawals from the corporation treasury shall be made with dual signatures according to bank records.

### **SALARIES**

The senior pastor/president may be given a regular and reasonable salary as determined by agreement of the official board. His/her salary may be reviewed each year during the last meeting of the calendar year.

The salaries of all other officers and employees shall be determined by the official board of directors.

## **ARTICLE IV PROPERTY RIGHTS**

All property, real or chattel, shall be taken, held, sold, transferred or conveyed in the corporation's name.

No real or chattel property of the corporation shall be sold, leased, mortgaged, or otherwise alienated without authorization of the senior pastor/president.

The secretary of the corporation shall certify in such conveyances, leases, or mortgages.

In the event that the corporation ceases to exist, all assets of CROSS CUT CHURCH, INC. shall at the discretion of the board of directors be given to organizations that are exempt as described in section 501(c)(3) and/or 170(c)(2) of the Internal Revenue Code of 1986. The organization must be of similar purpose and also apply ARTICLE III, PARAGRAPHS 1, 2 and 4 of the constitution as essential tenets of the Christian faith.

## **ARTICLE V GOVERNMENT AND OFFICIAL FUNCTIONS**

### I. SENIOR PASTOR/PRESIDENT

#### A. Qualifications

The senior pastor/president shall have been saved at least five years and shall have wisdom in handling the corporation's affairs. He/she shall be of sound doctrine and good judgment. He/she must also cooperate with and listen to the sound advice given by the officers.

#### B. Duties

The senior pastor/president shall be chairman of the official board and preside over all corporation meetings.

#### C. Manner of Appointment

In the event that the corporation needs a new senior pastor/president due to sudden death or resignation, the board of directors shall work with the advisory council to search for a qualified pastor to fill the vacancy. A 100% vote of the board of directors is required for the pastor to be hired.

#### D. Term of Office

The term of the senior pastor/president's office shall be for an indefinite period of time subject to the provisions below.

The senior pastor/president may be dismissed for the following reasons:

Adultery  
Embezzlement  
Compulsive lying  
Sexual impurity  
Not acting in the best interest of the church.

This may happen only after a thorough investigation has been conducted by the Pastor's Advisory Counsel and it has been unequivocally and unanimously determined by the Advisory Counsel that just cause has been found for dismissal.

## II. SECRETARY

### A. Qualifications

The secretary shall be a spiritually minded person and of sound judgment.

He/she must be capable of recording the minutes of meetings, and of doing all of the correspondence necessary in the conducting of official corporation business.

### B. Duties

By virtue of his/her office, the secretary shall keep a true and accurate record of all meetings, including business meetings of the corporation. He/she shall perform clerical duties, and shall be the custodian of all legal documents.

### C. Manner of Appointment

The board of directors, including the senior pastor/president shall nominate and confirm the secretary to office.

### D. Term of Office

The term of office shall be reviewed for renewal every two years with a majority vote of the Board of Directors including the Pastor/President. The secretary is subject to dismissal if he/she violates the constitution and bylaws of CROSS CUT CHURCH.

## III. TREASURER

### A. Qualifications

The treasurer shall be a spiritually minded person, and of sound business judgment. He/she shall be capable of doing the accounting required to maintain the corporation books.

## B. Duties

By virtue of his/her office, the treasurer shall keep, in a business-like manner, an itemized account of all receipts and disbursements of moneys committed to his/her trust and shall make reports to be presented during the official board meetings. He/she shall deposit and make withdrawals in a manner prescribed in article III of the bylaws.

## C. Manner of Appointment

The board of directors, including the senior pastor/president shall nominate and confirm the treasurer to office.

## D. Term of Office

The term of office shall be reviewed for renewal every two years with a majority vote of the Board of Directors including the Pastor/President. The treasurer is subject to dismissal if he/she violates the constitution and bylaws of CROSS CUT CHURCH.

## IV. BOARD OF DIRECTORS

Terms of Board Members shall be reviewed for renewal every two years by the board, including the Senior Pastor. A member shall be subject to dismissal if he/she violates the constitution and bylaws of CROSS CUT CHURCH.

## V. OTHER EMPLOYEES

Employees may be hired from time to time in order to carry out the work of the ministry. Because the environment of a church may be very sensitive, the hiring of additional employees needs to be done by both the board of directors and the senior pastor/president. The Pastor must approve an employee.

## **ARTICLE VI OTHER CONSIDERATIONS**

Anything that has not been discussed in this constitution and bylaws shall be discussed and decided upon at an official board meeting.

## **ARTICLE VII MINISTERS OF THE GOSPEL**

### CLASSES OF MINISTERS

This church shall have four classes of ministers. Each class of minister will have distinct rights and privileges; they are listed below:

**Commissioned Minister:** This recognition is automatically given to all believers and members of this church. They are not authorized to perform any sacerdotal services, but primarily assist others in the Body of Christ. Individuals in this category

may include, but are not limited to: teachers, worship leaders, instructors, hospital and jail visitation, ministerial assistance, and lay persons.

**Chaplain:** This recognition is for ministers of the gospel that are called by God and recognized by the senior pastor to minister primarily in prisons, hospitals and government agencies.

**Licensed Minister:** This recognition is given by the senior pastor of this church. This recognition is for those who are somewhat seasoned in the ministry, but need further experience. Many of these are individuals that have been working in their chosen vocation, but for some reason or another have never entered full-time ministry, or have only been in full-time ministry for less than three (3) years. Such persons are authorized to perform all sacerdotal services. However, this person is not in charge of a congregation. Limited authority is granted to run the affairs of the church.

**Ordained Minister:** This recognition is given by the senior pastor to those persons who have an "established" or "proven" ministry. Ordained ministers are authorized to perform all functions of the Christian ministry and sacerdotal services, and must be capable of doing so. He must be capable, as determined by the senior pastor, to take charge of a congregation.

#### SENIOR PASTOR'S AUTHORITY

The senior pastor of this church shall have the authority to decide if a candidate meets all of the requirements to be licensed by this church to hold any of the four classes mentioned above (Matthew 16:13-19).

The senior pastor of this church shall by virtue of his/her office automatically be recognized as an ordained minister after meeting the following prescribed requirements:

1. Must have at least 5 years of walking the Christian life.
2. Must have at least 5 years of voluntary ministry experience at a previous church.
3. Must be able to verbally acknowledge having read the New Testament and most of the Old Testament.
4. Must pass a multiple choice test administered to him/her by the board of directors and/or be recognized by a separate qualified entity having authority to grant ministry licenses and ordination and approved by the board of directors.

#### **ARTICLE VIII LOANS**

The church shall have the authority to enter into transactions with banks, lenders and other providers of financial services to further its exempt purposes.

## 1) LOANS AND MORTGAGES

The church must follow the guidelines set forth below in order to enter into such transactions.

- A. In addition to a board approved resolution, the transaction must be approved by the pastor.
- B. The church board of directors and pastor must perform their own inquiry to ensure that the loan they seek is the best one available to the church and that after meeting at arms length, they have determined that the church can afford such transaction, including all monthly payments and any additional expenses which may be incurred.
- C. The closing documents must be signed by the senior pastor/president and the secretary.

## **ARTICLE IX HOMOSEXUALITY**

This church is opposed to a homosexual lifestyle as being an alternative lifestyle. Additionally, this church holds that a homosexual lifestyle is contrary to God's will and purpose for humanity. The Bible instructs that it is a sin that leads to death. Moreover, this church is instructed to love those living such lifestyles, while abhorring their sin. 1 Cor 6:9 says the following: "Do you not know that the wicked will not inherit the kingdom of God? Do not be deceived: Neither the sexually immoral nor idolaters nor adulterers nor male prostitutes nor homosexual offenders." Lev. 20:13 says, "The penalty for homosexual acts is death to both parties. They have committed a detestable act and are guilty of a capital offense."

### HOMOSEXUAL MARRIAGE

This church will not perform any homosexual marriages. It will not condone or recognize such marriages, even if the state passes laws that provide for recognition of such unions.

## **ARTICLE X PRIVACY**

This church shall diligently watch to keep private all records concerning polity, doctrine, counseling and information on membership. This church must not disclose any records that may compromise information about a member's attendance, membership status, giving and counseling records. Additionally, no request shall ever be released to any government authority without due process and a valid subpoena delivered by the proper government agency.

Any church owned computer that has internet access must install and maintain filtering software to reduce the potential of harmful content being accessed.

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## ARTICLE XI CLERGY PENITENT PRIVILEGE

All ministers who are recognized by this church according to article VII of the bylaws must follow the rules set forth below:

When a member asks to meet with a minister, the minister must ask the following questions before proceeding:

- A) Are you seeking to communicate with me in my capacity as a minister, in confidence, while acting in my spiritual capacity as a spiritual adviser?
- B) Do you intend the communication to be confidential?
- C) Are you seeking to confess any sins according to the discipline of this church?

Additionally, the minister must make the member aware that in order for clergy –penitent privilege to apply all other parties must leave the room before the session may begin.

## ARTICLE XII AMENDMENTS

Amendments to the bylaws may be made by a 75% vote of the board of directors, and approval of the senior pastor/president.

These bylaws adopted on this day make null and void all prior addendums and these bylaws supersede and replace all previous bylaws voted on prior to this day.

Amended, signed and certified this 27<sup>th</sup> day of July, 2010, to be effective immediately.

Pastor Laura McCombe  
Senior Pastor/President  
CROSS CUT CHURCH, INC.

Debra A. Chela  
Secretary, Board of Directors  
CROSS CUT CHURCH, INC.

Sharyn Em Zolner  
Treasurer, Board of Directors  
CROSS CUT CHURCH, INC.

