

GUIDING PRINCIPLES

**CROSSOVER
COMMUNITY CHURCH**

Adopted June 1, 2009

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CROSSOVER COMMUNITY CHURCH – GUIDING PRINCIPLES

Adopted June 1, 2009

We declare and establish the following as Crossover Community Church’s Guiding Principles to preserve and secure the principles of our faith, and for the orderly government of the Church body called Crossover Community Church, Inc. (“Church”).

Article One CHURCH NAME

The Church is incorporated under the name of Crossover Community Church, Inc., a non-profit corporation, organized pursuant to the provisions of the Georgia Nonprofit Corporation Code. Crossover Community Church, Inc. Articles of Incorporation were executed May 16, 2002, and are on file with the Georgia Secretary of State. The work and business of the Church are to be carried on, as much as possible, under the name Crossover Community Church.

Article Two CHURCH LOCATION

The address of the business office and principal location of the Church is 101 George Curtis Road, Blue Ridge, Georgia 30513.

Article Three MISSION AND PURPOSE STATEMENT

Crossover Community Church exists to lead people to love God, love others, serve and reproduce (other Christians), so that they will become fully devoted followers of the Lord Jesus Christ.

Article Four CHURCH AFFILIATION

The Church is an independent non-denominational church operating under the Lordship of Jesus Christ. The government of the Church is vested in the body of believers, the Trustees, the Directors, and the Senior Pastor.

Article Five GOVERNANCE – DIRECTORS OF THE CORPORATION

- I. The affairs of Crossover Community Church, Inc. (the “Corporation”) shall be administered by the Senior Pastor and the Senior Staff (the “Senior Staff”).

- II. The board of directors (the “Board of Directors”) shall be composed of five (5) persons, selected as follows:

One Director shall be the Senior Pastor, who shall also serve as the President of the Corporation.
One Director shall be the Secretary / Treasurer of the Corporation (also known as the Finance and Operations Manager of the Church).
One Director shall be the Chairman of the Deacons.
One Director shall be the Chairman of the Trustees.
One Director shall be a member from the Congregation.
- III. The members of the Senior Staff shall be appointed by the Senior Pastor. Persons selected for the Board of Directors and the Senior Staff may hold multiple positions. Upon the relinquishment or termination of any Director from their underlying position (such as from the position of Senior Pastor, Secretary / Treasurer, member of the Congregation) they shall be automatically terminated from the directorship.
- IV. The directors shall meet annually during the month of January at a place, time, and date that shall be fixed by the President. The directors shall hold such other meetings as may be necessary from time to time upon call of the President, or the Secretary / Treasurer which call shall specify the place, time, and date of the meeting.
- V. A quorum for the transition of any business shall be a majority of the five directors specified above.
- VI. The directors of the Corporation shall serve without compensation while acting in their roles as directors. Directors that are also Senior Staff members may receive compensation in accordance with the Employee Policy and Procedure Handbook.

Article Six
INTERPRETER OF SCRIPTURE

In accordance with Scripture found in 2 Peter 1:20, “Knowing this first, that no prophecy of the scripture is of any private interpretation.” In the event of a disagreement as to the interpretation of Scripture, the Senior Pastor, in consultation with the Board of Directors, is the authoritative interpreter of Scripture.

Article Seven
OFFICERS OF THE CORPORATION

- I. The officers of the Corporation shall consist of a President, a Secretary / Treasurer and such other officers and assistant officers as may be elected by the directors. Only directors shall serve as officers of the Corporation.

- II. The Secretary shall be the custodian of the minute books of the Corporation and shall accurately keep, publish and circulate minutes of all meetings of the directors and the trustees to each respective group.
- III. The Treasurer shall have authority and responsibility for the safekeeping of the funds and securities of the Corporation.

Article Eight
TRUSTEES OF THE CORPORATION

- I. The directors shall appoint a minimum of three (3) trustees of the Corporation that shall have primary responsibility for executing any and all legal documents, contracts, loans involving the sale, mortgage, purchase or lease of Church property or any other legal documents requiring the signature of trustees for or on behalf of the Corporation.
- II. One of the trustees shall be the Finance and Operations Manager of the Church, who may also serve as the Secretary / Treasurer of the Corporation.
- III. The remaining trustees shall be appointed at large from the membership of the Church, and will serve for an unlimited term until replaced by the directors of the Corporation.
- IV. Trustees are authorized to receive and disburse monies in accordance with the terms of wills, bequests, and special instruments in which the Church or Corporation is named beneficiary. Gifts in kind including stocks, bonds, real estate or other property may be sold or liquidated by the Finance and Operations Manager of the Church with the concurrence of the trustees of the Corporation.
- V. The directors will appoint one of the trustees as Chairman of the Trustees.

Article Nine
PURCHASE, SALE OR TRANSFER OF ASSETS

- I. Any purchase, sale or transfer of any stock, bond, security, or any other property standing in the name of the Corporation shall be valid only if signed by the Corporation acting through any two officers or trustees, or the President of the Corporation signing with a seal. Real property may be purchased, sold, or transferred with the approval of two-thirds of the Church membership.
- II. Any transaction signed in this manner, having affixed thereon the seal of the Corporation, shall in all respects bind the Corporation as fully and completely as if each transaction had been authorized by a specific vote of the directors. Any person, firm, or corporation to whom a copy of this Article Nine shall have been certified by the Secretary, shall be entitled to rely thereon until notified of its repeal.

Article Ten
RECORDS OF THE CORPORATION

- I. The Treasurer shall at all times maintain records evidencing the property owned by the Corporation and its disbursements, and present the same at the annual meeting of the directors. The Corporation's fiscal year shall begin on September 1 and end on August 31 of each year. The financial records of the Corporation shall always be open for inspection by any member.
- II. The Secretary shall keep minutes of directors meetings, trustees meetings, Church business meetings, and Finance and Operations Team meetings and publish and circulate them to the respective members of each group. Minutes of Church business meetings will not be circulated to members, but will always be open for inspection by any member, upon request.

Article Eleven
FINANCE AND OPERATIONS TEAM

- I. In consultation with the Senior Staff, the Finance and Operations Manager will appoint a Finance and Operations Team to conduct the following roles:
 - a. Provide direction and input to the Finance and Operations Ministry, as necessary.
 - b. Review, assess and assemble the Church Budget, and present it to the Church for final approval.
 - c. Monitor, review and report contributions and expenses on a monthly basis to the Senior Staff.
 - d. Review and recommend changes to the Church Charter and Guiding Principles, as necessary.
 - e. Provide protection, integrity, and financial accountability for the Senior Pastor, Senior Staff and the Church.
 - f. Facilitate, prepare and present SEEK ministry documents to support the Church Budget.
 - g. Assist the Senior Pastor and Senior Staff in creatively finding innovative ways to facilitate and fund the ministry.
- II. The Finance and Operations Manager, acting as Chairman of the Finance and Operations Team, will call regular meetings of the Finance and Operations Team, and will provide minutes of the meetings to all team members.

Article Twelve
AMENDMENT PROCEDURE FOR GUIDING PRINCIPLES

Changes in the Crossover Community Church Guiding Principles document shall be made as needed and determined by the Board of Directors.

Article Thirteen
CHURCH MEMBERSHIP

- I. Qualifications: The membership of Crossover Community Church shall consist of such persons who have made a profession of their faith in Jesus Christ as their Savior and Lord and who, having been Scripturally baptized by immersion, are in agreement with the mission and purpose statement of the ministry.
- II. Reception: Membership in Crossover Community Church may be attained in one of the following manners:
 - a. By Scriptural baptism by immersion after profession of faith in Jesus Christ as personal Lord and Savior;
 - b. By transfer of church letter from another church of like faith and practice. (The Senior Pastor shall determine whether the other church is of like faith and practice);
 - c. By a statement of faith of prior experience of conversion and Scriptural baptism; or
 - d. By restoration to the Church membership after having been dismissed, due to disciplinary action.
- III. Candidates interested in membership will be presented during an altar call, and will be formerly introduced to and affirmed by the Congregation. Although not required, new members are strongly encouraged to attend the *Discovering Crossover* class.
- IV. Duties/Rights: Members are expected: to be faithful in all the duties essential to the Christian life, to attend the services of this Church, to give to its support and its causes, and to serve in its organized work. Members 13 years and older shall have the privilege of full participation in the life and work of the Church. Members 18 years and older shall have the right to a voice in matters brought before the Church for a vote during business meetings.
- V. Active Members: Active (“in good standing”) membership refers to members who are recorded in attendance at least 50 percent of the time, based on Bible Fellowship and Sunday morning worship attendance. Members whose attendance falls below the 50 percent level for a period of two months will be moved to an “inactive membership” status. Shut-ins are considered active members if they are otherwise qualified. The privilege of voting or holding an office within the Church is extended to active members. Church missionaries, members on military duty, and member shut-ins will remain on the active membership roll, unless they request to be removed from the active membership role.
- VI. Inactive Members: Subject to the discretion and approval of the Senior Staff, the names of any members who have not attended a Bible Fellowship Group for a period of two months may be removed from the active membership roll, and placed on an inactive membership roll. The inactive membership roll will not be counted in the reporting of membership totals.

- VII.** Termination: Membership of the Crossover Community Church shall be terminated when a member:
- a. Requests a letter of transfer to join another church;
 - b. Is dropped from the roll when he or she is absent from all services and activities for a period of time in excess of one year; Exceptions: missionaries, members on military duty, shut-ins, etc.
 - c. Dies; or
 - d. Is dismissed by a vote of the Church due to reasons and circumstances related to Church Discipline described in Article Fifteen. The Pastor or his designee will counsel the member for restoration prior to an action of dismissal, or a request of the member to be dismissed from Church membership.

**Article Fourteen
BUSINESS MEETINGS**

- I.** An annual meeting of the Church will be held during the first quarter of each fiscal year to review and discuss the Church budget as presented by the Board of Directors and Senior Staff.
- II.** Special or called business meetings of the Church may be called at any time by the Senior Pastor and/or the Board of Directors. Discussion at these special or called business meetings shall be limited to the purpose for which the business meeting was called. An agenda will be published in advance of the meeting, and Roberts Rules of Order will be used during business meetings. The Senior Pastor or his designee (or in the absence of the Senior Pastor, a designee of the Board of Directors) will be the Church Moderator / Parliamentarian for all business meetings.
- III.** Notification of Church members for all business meetings may be given by the following methods, no less than one week prior to the meeting:
 - a. Distribution of written material to the Congregation in attendance at any Sunday morning service.
 - b. Announcement of the meeting in the Church newsletter or Church website.
 - c. Oral announcement to the Congregation during a Sunday morning service.
 - d. By letter to Church members.

**Article Fifteen
CHURCH DISCIPLINE**

- I.** The threefold purpose of Church discipline is to glorify God by maintaining purity in the local Church (1 Corinthians 5:6), to edify believers by deterring sin (1 Timothy 5:20), and to promote the spiritual welfare of the offending believer by calling him or her to return to a biblical standard of doctrine and conduct (Galatians 6:1).
- II.** Members of this Church and all other professing Christians who regularly attend or fellowship with this Church who err in doctrine, or who engage in conduct that violates

Scripture as determined by the Senior Staff, shall be subject to Church discipline, including dismissal according to Matthew 18:15-18. Before such dismissal, however,

- a. It shall be the duty of any member of this Church who has knowledge of the erring individual's heresy or misconduct to warn and correct such erring individual in private, seeking his or her repentance and restoration. If the erring individual does not heed this warning, then
 - b. The warning member shall again go to the erring individual, seeking his or her repentance, but accompanied by one or two individuals who shall confirm that the sin has occurred or is continuing to occur, and/or that the erring individual has been appropriately confronted and has refused to repent. The first and second warnings may occur with no specified time interval. If the erring individual still refuses to heed this warning, then
 - c. It shall be brought to the attention of the Senior Staff. If the Senior Staff determines—after thorough investigation in accord with the procedures prescribed by pertinent Scripture, including Matthew 18:15-18 and 1 Timothy 5:19—that there is corroborating evidence that the erring individual has sinned or is continuing to sin, that he or she has been appropriately confronted, and that he or she has refused to repent, then one of the pastors on the Senior Staff shall inform the Church and the Congregation thereof at a regularly scheduled worship service in order that the Church may call the erring individual to repentance. If the erring individual demonstrates repentance, then notice to that effect may be given at a regularly scheduled worship service. If, however, the erring individual does not repent in response to the Church in its collective call to repentance, then
 - d. He or she shall be publicly dismissed from the fellowship and/or membership of the Church and the Congregation thereof at a regularly scheduled worship service. If the erring individual after such dismissal, heeds the warning, demonstrates repentance, and requests reinstatement before the Senior Staff, then he or she shall be publicly restored to all the rights, duties, privileges, and responsibilities of fellowship and/or membership.
- III.** Notwithstanding the foregoing, the Senior Staff in the exercise of their discretion may proceed directly to the third stage of Church discipline, (i.e. the informing of the Church and the Congregation thereof at a regularly scheduled worship service in order that the Church may call the erring individual to repentance) or to the fourth stage of Church discipline, (i.e. the dismissal from the fellowship and/or membership of the Church) when one or more of the following have occurred:
- a. Where the transgression and the refusal to repent have been public, i.e. openly and to the offense of the whole Church (1 Cor. 5:1-5);
 - b. Where the disciplined party has taught or otherwise disseminated doctrine deemed false or erroneous by the Senior Staff, then chosen to disregard the direction and reproof of a Church Pastor (Romans 16:17); or
 - c. Where the disciplined party has been warned twice to cease from factious and divisive conduct, and has chosen to disregard that warning (Titus 3:10-11).
- IV.** The members of this Church, and all other professing Christians who regularly attend or fellowship with this Church, agree that there shall be no appeal to any court because of

the dismissal or because of public statements to the Congregation at the third or fourth stages of Church discipline. Members, who are under discipline by the Church, as defined in the previous paragraphs, forfeit and waive the right to resign from this Church. Resignations from membership are possible only by members who are in good standing, and who are not under any disciplinary action.

- V. Separate and apart from the process of Church discipline, but subject to the discretion and approval of the Senior Staff (or an appointee thereof), a member, non-member regular attendee, or other individual may be notified that he or she is not to be present upon Church premises for such a period of time as is deemed necessary for the safety and well-being of others on Church premises. Such required absence may, but need not, be concurrent with Church discipline of that person.

Article Sixteen DEACONS

- I. “Deacon” comes from the Greek word meaning “to serve” or “to wait on”. A deacon is literally the servant of someone. A deacon in the New Testament church was a helper or agent of the governing authorities. In Acts 6, the apostles appointed deacons to supervise food distribution to needy Christian widows. There were high spiritual qualifications for this service, yet it was recognized as a subordinate ministry established to free the apostles for teaching and prayer.
- II. In addition to the Scriptural qualifications, it is essential that every Deacon at Crossover Community Church agree with the purpose and doctrinal statements of our Church. All Deacon nominees who desire consideration for appointment to the Deacon team are asked to sign the Crossover Leadership Commitment Statement.
- III. Information concerning the Church’s view of a Deacon, qualifications, orientation, nominating procedures, service activities, on-call guidelines , hospital visit and notification of death procedures are found in the Deacon Handbook provided to every Deacon, and available to all Church members upon request.

Article Seventeen ORDINATION OF MINISTERS

- I. Any member of the Church who has shown by their life and having felt the call to the ministry may be ordained by the Church to the gospel ministry. An ordination council made up of representatives from the Senior Staff will interview the candidate to be ordained, and make a determination of the qualifications for the ordination. Upon approval of the ordination council, the Senior Pastor will have the appropriate documents prepared and executed certifying the member’s call to the gospel ministry.

- II. When the Church desires to ordain a member who possesses the proper Scriptural qualifications, skills and training; the Senior Pastor shall recommend the individual to be ordained as a minister, and
- III. The Senior Pastor will assemble an ordination council for the ordination of qualified ministerial candidates. Upon approval of the ordination council, the Senior Pastor will have the Certificate of Ordination prepared and executed certifying the minister's Ordination.

Article Eighteen
RELIGIOUS BELIEFS CONCERNING MARRIAGE

- I. Marriage is an ordinance of the Church, instituted by God in Genesis, and codified in the Levitical Law. Crossover Community Church defines "marriage" as an exclusive covenantal union of one man and one woman in which such union is a lifelong commitment. A civil government's sanction of a union will be recognized as a legitimate marriage by the Church only to the extent that it is consistent with the definition of "marriage" found in these ordinances. As such, the Church views marriage as a profound spiritual institution established by God.
- II. Biblical Definition of Marriage: Marriage is God-ordained. "The Creator made them male and female, and said, 'For this reason a man will leave his father and mother and be united to his wife, and the two will become one flesh'" (Matthew 19:4,5). God's design for marriage goes back to mankind's beginning. The family, as God's means of propagating His creation, grows out of this primary human relationship. The marriage relationship encompasses the deepest unity of man and woman in its social and physical expressions. The first woman was declared to be a suitable helper for the man (Genesis 2:18), the perfect complement (Genesis 2:23). God intended them to share both blessings and responsibilities. Mutual esteem and self-giving love strengthen the marriage relationship. God intended this physical, emotional, intellectual, and spiritual union to be focused on one partner only.
- III. Marriage is to be an exclusive relationship, a lifelong faithful union with one's spouse. "What God has joined together, let man not separate" (Matthew 19:6). The Old Testament recognized the existence of polygamy (marriage to multiple partners), but still declared that monogamy (marriage to one partner) was the ideal (Psalms 128:3, Proverbs 5:18; 31:10-29; Ecclesiastes 9:9). "Lifelong" means monogamy and sexual fidelity until the death of one partner. Sexual expression with more than one partner violates the holiness of biblical marriage and thus is sin in God's sight.
- IV. Marriage is a covenant, a solemn binding agreement made before God and man. The religious ceremony of the wedding before Church and community emphasizes that marriage is more than a legal agreement between two individuals. The Church has a responsibility to support and nurture the marriage that has been affirmed by public vows. Ideally, the relationship between husband and wife should parallel the

relationship between Christ and the Church (Ephesians 5:23-30). The husband should love his wife "as Christ loved the Church and gave himself up for her" (Ephesians 5:25). The wife should submit to her husband as the Church should submit to the Lord (Ephesians 5:22-24). But it is a misreading of Scripture, however, to conclude that the husband can become dictatorial. The entire passage is introduced by the admonition, "Submit to one another out of reverence for Christ" (Ephesians 5:21). It is only after each spouse submits one to another from a heart of love that the head/submission relationship will work. The husband has special responsibility for the spiritual leadership and welfare of the wife and family (Psalms 78:5-8, Ephesians 5:23). While the woman has responsibility as a parent, God has called the husband to be the leader in the home. The woman is not inferior to the man. Both have full dignity and equal standing before God. In homes where the father is not a Christian or refuses to provide spiritual leadership, it is right for the mother to assume this responsibility. Strong spiritual training is essential for children to develop spiritually (Proverbs 22:6).

- V. A happy and complete marriage is realized as both partners make Christ the center of their marriage relationship. With Christ as the head, the marriage has an excellent chance to succeed.
- VI. The Church's Ministers / Pastors, may at their discretion determine who they will or will not marry, based on pertinent Scripture, doctrines of the Church as stated in this Article, and their personal conviction.

Article Nineteen **JOB DESCRIPTIONS / LIMITATION OF JOB OPPORTUNITIES**

- I. Policies and procedures related to the recruitment, application process, interviewing, background and reference checks, offer of employment, salary administration, and other employee related matters are established by the Employee Policy and Procedure Handbook.
- II. The Senior Pastor or his designee is responsible for the administration and management of all Ministerial and Church Staff. The Senior Associate Pastor or his designee is responsible for updating the Employee Policy and Procedure Handbook (as required) with consultation from the Senior Staff and the Personnel Committee.
- III. The Personnel Committee consists of members of the Senior Staff and others as appointed by the Senior Pastor. Recommendations for employment are made to the Senior Pastor by the appropriate Senior Staff member.
- IV. Qualifications for employment, and the duties and requirements of each Ministerial and Church Staff position are described in a Position Description located in the Employee Policy and Procedure Handbook. The Church reserves the right to employ persons who have a philosophy of ministry similar to ours and who, in the opinion of the Senior Staff, have a work history and a lifestyle that is consistent with the Scriptural principles of the Church.

- V. All Senior and Ministerial Staff are required to be members of Crossover Community Church. The Church reserves the right to screen applicants for employment in accordance with the procedures found in the Employee Policy and Procedure Handbook.
- VI. A current copy of the Employee Policy and Procedure Handbook is provided to each minister and Church Staff member by the Senior Associate Pastor or his designee at the beginning of their employment, and as revisions are made.

Article Twenty
CHILDREN, YOUTH AND FINANCIAL VOLUNTEER SELECTION

- I. The Church exercises due diligence in selecting volunteers to work with children / youth (defined as anyone under age 18), and volunteers working with money, or the Financial information of the Church (Financial Volunteers).
- II. Adult volunteers complete a Volunteer Application, and the Senior Associate Pastor conducts background investigations, reference checks, and criminal record checks as described in the Church's Volunteer Application Procedures.
- III. The Senior Associate Pastor advises the appropriate Pastor or Ministry Director of the completion of the background investigation. If adverse information is discovered, the Senior Associate Pastor will consult with the appropriate Pastor or Ministry Director and discuss the findings with the prospective volunteer.
- IV. Positions are filled after a successful background investigation is received by the Senior Associate Pastor, and discussed with the appropriate Pastor or Ministry Director.
- V. Background investigation results are considered highly confidential, and are secured in accordance with the Information Privacy provisions found in Article Twenty-One.
- VI. Periodically, the Senior Associate Pastor will request that all Children, Youth and Financial Volunteers complete a new Volunteer Application, at which time another criminal record check will be conducted.

Article Twenty-One
INFORMATION PRIVACY

- I. The Church is committed to protecting the privacy of its members / guests, therefore information provided to the Church such as: Names, mailing addresses, phone numbers, and email addresses are protected accordingly.

- II. The Church does not give, sell, rent or provide member / guest personal information to third parties for any reason. The Church recognizes the importance of protecting the privacy of all personal information. The Church and its Pastors and Staff maintain reasonable and appropriate safeguards to ensure the security, integrity, and privacy of all personal information contained within its records.
- III. Procedures used by Church Pastors, Staff and Financial Volunteers to safeguard the confidentiality of member / guest personal information may be found in the Employee Policy and Procedure Handbook.
- IV. The Church uses personal information from its members / guests for the purpose for which it was originally collected, for example: To respond to an email inquiry, to establish and maintain involvement with the Church, to provide newsletters, to register for events, conferences or workshops; to order resource materials, or to provide various ministries. The Church may use personal information to improve its ministries and understand the needs and interests of its members / guests. The Church will not use member / guest personal information for other purposes unless authorized or required by law.
- V. The Church website encourages users to contact Church Pastors and Staff with questions, comments, or prayer requests. Email addresses and other information collected from website users are obtained to facilitate responses to inquiries or prayer requests.
- VI. Member / guest Email addresses are used to provide information regarding special programs and ministries that may be of interest, and to inform the congregation about business meetings, or the cancellation of services. Personal information provided by members / guests may be used to facilitate those communications.
- VII. Church members / guests may request access to their own personal information file contained within the Church's records by contacting the Church office. Church members / guests are encouraged to correct any personal information which is found to be inaccurate, incomplete or out of date by informing the Church office.
- VIII. Church financial records containing donation information will be protected in strict confidence, with limited access by selected Church Staff / Financial Volunteers under the direction of the Finance and Operations Manager.

Article Twenty-Two
SENIOR PASTOR

- I. The Senior Pastor is the Spiritual leader of the Church, and he will lead the Church in the performance of its mission. The Senior Pastor is the leader of the pastoral ministries of the Church and is supported by the Senior Staff and Church Staff. The Senior Pastor or his designee is responsible for the administration and management of all Ministerial and Church staff.

- II. Should adverse information arise concerning the actions of the Senior Pastor, contrary to the Biblical principles under which he was called as a Minister (1 Timothy 3:1-7), the information will be brought to the attention of the Board of Directors for investigation.
- III. The information will be investigated by the Board of Directors, discussed with the Senior Pastor, and if found to be contrary to Biblical principles of conduct expected of a Minister, the Senior Pastor will resign his position.
- IV. The Board of Directors will advise the Church and the Senior Staff in the event of this occurrence, and will ask the Senior Staff to appoint a Pastor's Search Team in accordance with the following article.

Article Twenty-Three
PASTORAL SEARCH AND SELECTION

- I. A Senior Pastor shall be chosen and called whenever a vacancy occurs. The qualification for a Senior Pastor shall be consistent with those listed in 1 Timothy 3:1-7.
- II. A Pastor's Search Team will be appointed by the Senior Staff to seek individuals qualified for a vacant position.
- III. The Pastor's Search Team will follow the procedures outlined in the Employee Policy and Procedure Handbook for recruiting Ministerial Staff employees. The team's recommendation will serve as a nomination. The Pastor's Search Team will recommend one candidate at a time to the Board of Directors for concurrence. A unanimous vote of the Board of Directors is necessary to recommend the call of a Senior Pastor to the Church.
- IV. The Senior Pastor's call will take place at a special business meeting of the Church called for that purpose, with at least one week notice given to all Church members.
- V. An affirmative vote of three-fourths of the members present is necessary for the Church to call a Senior Pastor.