

Crossway Multinational Church Constitution

Approved January 26, 2025

ARTICLE I - NAME

The name of this congregation is Crossway Multinational Church being chartered as a non-profit organization under the laws of the State of Michigan.

ARTICLE II - AFFILIATION

This church shall be affiliated with The Evangelical Free Church of America and its Great Lakes District. It shall, however, remain as its own authority in matters of purpose, governance and operation.

ARTICLE III – PURPOSE

We exist to glorify God by welcoming and transforming the peoples of many nations to be united in the praise of God through genuine faith in Jesus Christ, as described in Revelation 7:9-10. We are, and will continue to grow into being, a church of, by, and for the peoples of many nations, in which we endeavor to value all cultures (recognizing that every culture has some aspects that are honoring to God as well as some aspects that dishonor Him) and we seek to incorporate multiple cultures into our body as a foretaste of heaven.

ARTICLE IV - DOCTRINAL STATEMENT

God

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, the Bible is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by

choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

Jesus Christ

4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

5. We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only grounds for salvation.

The Holy Spirit

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

The Church

7. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

Christian Living

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Christ's Return

9. We believe in the personal, bodily and glorious return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as

our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

Response and Eternal Destiny

10. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

ARTICLE V - MARRIAGE

We believe that God created human beings uniquely in His image as male and female (Genesis 1:26-28a), and He has designed marriage to be an exclusive, covenantal relationship between one man and one woman (Mark 10:6-8; Genesis 2:24).

We will faithfully follow this scriptural definition of marriage in the teachings and practices of this church, and therefore, for example, this church will not officiate, solemnize, perform or host a marriage or marriage-like ceremony involving anything other than the union of one man with one woman as instituted by God.

ARTICLE VI - CONGREGATIONAL AUTHORITY

Jesus Christ is the Head of the Church from whom the church takes her direction. The Membership of the church, at all its duly called congregational meetings, holds final authority.

The fundamental requirement for membership of this Church is that members are those who have put their faith in the Lord Jesus Christ.

ARTICLE VII - CHURCH BOARD

The Church Board, elected by and responsible to the membership, shall act as the policy-making body of the Church. It shall be elected by and accountable to the Membership. The Board's focus is to see that the mission of the Church is executed. As such, it will approve and oversee priorities, goals, strategies, ministries and key initiatives of the Church. The Board presents the budget to the Congregation for approval at the annual meeting.

ARTICLE VIII - ELDER TEAM

The Elder Team, a subset of the Church Board, shall be responsible for the scriptural direction of the church and for spiritual oversight of the church. All Elders are voting members on the Church Board.

ARTICLE IX - PASTORAL LEADERSHIP

This church will have a Pastor who meets the qualifications of an elder/overseer (Titus 1:5-10; 1 Timothy 3:1-7). He is a Board Member/Elder and is accountable to the Church

Board, and together they are accountable to the Congregation. Members of the pastoral staff are accountable to the Senior Pastor. Other pastoral staff members are not automatically members of the Church Board or Elder Team, although they are eligible to serve as members based on the same process as other members. Recommendations for additions and removals to the pastoral staff are done in consultation with the Church Board. The call and removal of the Senior Pastor is the responsibility of the Membership according to the guidance of the Holy Spirit and our By-Laws.

ARTICLE X - BUSINESS MEETINGS

An annual business meeting of the congregation shall be held prior to the first quarter of the church fiscal year. Additional business meetings may be held as deemed appropriate by the Church Board.

ARTICLE XI – PROPERTY

The Membership shall have, in the corporate name, the right to own, buy, lease and sell property. In case of dissolution, the property shall be transferred to The Great Lakes District of the Evangelical Free Church of America. In case of a division of the membership, the ownership of property shall remain with those members abiding by this constitution as determined by the Board of The Great Lakes District.

ARTICLE XII – AMENDMENTS

Proposed amendments to this Constitution shall be introduced in writing at any Congregational Meetings and they cannot be voted upon by the Members until the next Congregational Meeting. Motions must receive a three-fourths affirmative vote of the Members present and voting. Members must be notified at least 30 days prior to the meeting at which the proposed amendment will be voted upon.

ARTICLE XIII - BY-LAWS

A supplement to this constitution, known as the by-laws, shall contain procedural matters not outlined herein. Should there be an inconsistency between the Articles of Incorporation, Constitution and By-Laws, the Church Board will have the authority to resolve the inconsistency. When a resolution is found, it will be included in the minutes of the Church Board meeting.

ARTICLE XIV - CORE VALUES

A supplement to this constitution, known as the core values, shall describe the values that shall guide all aspects of our church.

BY-LAWS

ARTICLE I - MEMBERSHIP

Section 1.1 Membership Qualifications

Any person, who professes faith in Jesus Christ, who manifests a lifestyle that evidences the Lordship of Christ, who agrees with the doctrinal statement, who will work in harmony with this Constitution, By-Laws, and Core Values, and who is willing to support the church in attendance, prayers, service, and gifts, may become a member.

Section 1.2 Membership Applications

Persons desiring to affiliate with this church may make an application for membership. Each applicant shall give a personal testimony of Christian experience at a venue approved by the Elder Team. The applicant shall become a member upon approval by a majority of the votes cast at an Elder meeting. New members shall be publicly acknowledged at a public worship service. Pastoral staff members and spouses (if the pastoral staff member is married) shall be accepted into membership concurrent with installation into the local church ministry. Membership records shall be maintained by the Elder Board.

Section 1.3 Memberships Duties and Responsibilities

The privilege of membership has certain duties and responsibilities. Members, by God's grace, should:

- Honor, love, and pray for the leadership and one another (Romans 12:9-10; Hebrews 13:17)
- Endeavor to preserve unity and harmony in the body (Romans 12:14-18)
- Serve the body by using God-given gifts and talents (Romans 12:4-8)
- Attend church worship services and business meetings regularly (Hebrews 10:24-25)
- Contribute, as the Lord leads and according to his Word, with time, talent, tithes, and offerings (Romans 12:13; 2 Corinthians 9:6-15)
- Pursue God's values and practices in the Gospel, in one's personal life, in the local community, and around the world, as God gifts and guides (Hebrews 13:16)

Section 1.4 Member Rights

All members in good standing shall have equal rights, including the right to vote and hold elected office. Those under eighteen years of age shall be ineligible to vote or to hold elected office. No individual shall have rights of ownership to the church property, real or personal, since all contributions to this non-profit organization are freely given for the work of the gospel ministry.

Section 1.5 Member Discipline

Members are expected to conduct their lives according to the standards set forth in the Scriptures. Those found living or teaching contrary to qualifications, duties, and responsibilities of membership shall be counseled in love by the Pastor and Elders. If efforts to bring repentance and restoration fail, then the Pastor and the Elders will follow Biblical principles outlined in Scripture, including: Matthew 18:15-18, I Corinthians 5, II Corinthians 2:5-11, Galatians 6:1-2, and Philemon.

Section 1.6 Member Terminations for Cause

Withdrawal from membership will be accepted by the Elder Team and those in good standing may request a letter of recommendation. Any member who lives contrary to the qualifications, duties, and responsibilities of membership may be subject to removal from membership. If judged necessary, the Elder Team shall remove a person from membership upon approval by a majority of the votes cast at an Elder meeting. A member who dies or becomes a member of another church is automatically removed from membership. Under certain circumstances such as people who are committed to Crossway while they are located in this community (such as students or visiting scholars) as well as to a home church when they are away (whether they are returning home or they are elsewhere for special assignments such as missions or job responsibilities), we will recognize membership in Crossway as well as another church.

ARTICLE II - CHURCH BOARD and ELDER TEAM

The Church Board shall consist of Board Members and Board Member/Elders. The Elder Team shall consist of the Board Member/Elders.

Section 2.1 Church Board Responsibilities

The Board is responsible for and has broad discretion in the following:

- To oversee and authorize the hiring and firing of all pastors, full-time or part-time, (with the exception of the Senior Pastor, whose hiring is reserved for the final approval of the Membership), and to regularly evaluate their performance and compensation.
- To oversee and make decisions regarding the financial condition of the church, including presentation of a budget to the Membership. It will also include communication to Membership of any expenditures exceeding the budget and communication to Membership of procedures for the raising of funds. Purchase or disposition of property in excess of 10% of the annual budget, principal building construction in excess 10% of the annual budget, or an increase/decrease of a major category of the annual budget (e.g., personnel or facilities) in excess of 10% require a vote of the Membership.
- To review and make recommendations to the Membership for the purchase or sale of the real property of the Church
- To oversee the pastor and his staff in the function and effectiveness of any ministry teams, committees or auxiliary organizations of the Church

- To serve as a “final council of appeal” whenever a member dispute regarding an action taken by any committee of the Church Board, ad hoc committees of the Church, any auxiliary organizations of the Church or members of the pastoral staff, is not resolved through conversation with the Senior Pastor.
- To maintain open and active communication with the congregation
- To purchase and maintain liability insurance on behalf of any and all persons who are or were a director, officer, leader, employee, committee member or volunteer of the Ministry (while serving in their capacity as such). Such insurance will be purchased for the purpose of protecting such persons from covered loss resulting in liability asserted against the above individuals in connection with their activities on behalf of the Ministry.
 - Should any director, officer, leader, employee, committee member or volunteer of the Church incur any liability as a result of their affiliation with or service to the Church that is not covered by the Church’s insurance policy, and should such liability result in any out-of-pocket cost to such individual, then such individual may request indemnification from the Church Board. The granting of full or partial indemnification shall be at the discretion of the governing board of the Church.
 - In relation to any indemnification request that is made pursuant to this section, if such request is made by an individual who is not currently serving on the Church Board, then the indemnification decision (whether to indemnify the requesting individual, and the dollar amount of such indemnification), will be made by the Church Board. Such decision of the Church Board will be final. If the indemnification request is being made by a person who is currently serving on the Church Board, then the indemnification decision (whether to indemnify the requesting party, and the dollar amount of such indemnification), will be made by the remaining disinterested members of the Church Board. A decision on the indemnification request by a majority of disinterested members of the Church Board will be final.

The governance of the church shall be vested in the Church Board according to the principles of Scripture and guidance of the Holy Spirit. At the same time, it is expected that the Church Board will enlist the service and leadership of other Church Members in fulfillment of its responsibilities. It is also expected that the Church Board will operate with active dependence upon God and with active care for each other.

Section 2.2 Elder Team Responsibilities

The Elder Team is responsible for the following:

- To provide scriptural direction for the Church
- To determine what shall be the doctrinal teaching of the church

- To provide counsel and accountability to the Senior Pastor in matters relating to doctrine and practice
- To be a primary source of encouragement and support for the Senior Pastor as he provides spiritual leadership
- To administer confidential or sensitive matters of Church discipline
- To oversee the Church membership process and certify each candidate's profession of faith

The Elder Team may consult with the Church Board on the above matters and shall inform the Church Board of any significant decisions made. The decisions of the Elder Team in the above areas shall not, however, be subject to approval by the Church Board, but only to that of the Membership when the propriety of any such decision is raised by the Church Board.

Section 2.3 Church Board and Elder Team Membership

The Church Board shall consist of Board Members and Board Member/Elders. Board Members shall be members of Crossway Multinational Church in good standing. They shall have put their faith in the Lord Jesus Christ, affirmed the Doctrinal Statement of the Crossway Multinational Church Constitution, and agreed to abide by its Constitution, By-Laws, and Core Values. Board Member/Elders shall be spiritually mature men (1 Timothy 3:1-7; Titus 1:5-9), and Board Members shall be spiritually mature men (1 Timothy 3:1-7, Titus 1:5-9; 2:2) or women (Titus 2:3-5) of good reputation and high character. They shall be firmly rooted in the Word of God, prayerful and disciplined. Members of the Board shall possess Biblical leadership qualities, exhibit Christian values and manage their personal lives well.

The Church Board shall identify the Chair, Vice Chair, Church Secretary, and Church Treasurer from its membership. The Chair and Vice Chair shall be chosen from among the Board Member/Elders. The Senior Pastor will not be eligible to serve as Chair.

Church Members may recommend to the Nominating Committee individuals to serve as Board Members and Board Member/Elders in advance of the annual meeting. The Church Board, upon the recommendation of the Nominating Committee, shall recommend to the Church Members people to serve as Board Members or Board Member/Elders for each a three-year term. New and renewing Church Board members must be approved by the congregation. A two-thirds majority of Church Members present and voting at a congregational meeting shall be necessary for approval with a yes or no vote.

Board Members and Board Member/Elders are not limited in how long they can serve. After each three year term, the member must again go through the nomination process and be approved by the congregation for continued service.

Section 2.4 Nominating Committee

The duties of this committee shall be to present a list of candidates to the Church Board who will then present people to the congregation for affirmation for these positions:

- Board Members and Board Member/Elders of the Church Board;
- Nominating Committee;
- Search Committee

The Nominating Committee shall consist of six members plus the senior pastor. New members shall be elected by the membership at the annual business meeting for a two-year term. After each two year term, the member must again go through the nomination process and be approved by the congregation for continued service.. In addition, the Church Board shall select two of its members to serve on this committee. The Nominating Committee contacts the candidates to determine if they are willing to serve if elected by the membership. For the position of Board Member and Board Member/Elder, a formal interview with the candidate will be scheduled with the Senior Pastor and at least two other members of the Nominating Committee. Following the successful completion of the above, an announcement including the candidate's testimony and brief sense of call to this role will be published in the Church bulletin at least two weeks prior to the congregational meeting. For Board Members and Board Member Elders , one candidate for each vacant position will be presented at the congregational meeting. No nominations for any position shall be received from the floor. A two-thirds majority of the votes cast shall be necessary for affirmation. The vote shall be by secret ballot.

Section 2.5 Search Committee

- Shall be elected for the calling of the Senior Pastor.
- Shall consist of seven members, four of these shall be elected by the membership at a called business meeting by a two-thirds majority of those members present and voting.
- In addition, the Church Board shall select three of its members to serve on this committee.

Section 2.6 Ministries

The formation and management of ministry teams, including the selection of ministry leaders as those who take primary responsibility for particular ministry teams, is the responsibility of the pastor and the pastoral staff within approved budgets and policies. The pastoral staff will be accountable for ministry effectiveness to the Church Board.

Ministry teams and ministry leaders may appoint people they deem necessary to carry out functions of ministry.

ARTICLE III – PASTOR AND STAFF

Section 3.1 Senior Pastor

The Senior Pastor shall meet the qualifications as stated in I Timothy 3:1-13 and Titus 1. He shall preach the Gospel, administer the ordinances, watch over the membership

including ensuring that all members receive pastoral care, promote the spiritual interests of the church, and supervise staff members. The Senior Pastor shall be a man who is cooperative with The Evangelical Free Church of America, and has or is pursuing licensure with the EFCA. He shall also be in accord with and uphold the Constitution, By-Laws, and Core Values of this church. He shall be an ex-officio member of all ministry teams of the church.

When a vacancy occurs, the Elder Team shall make temporary provisions for the duties of the Senior Pastor. Upon investigation, the Search Committee shall recommend a candidate to the Church Board. Upon their approval, the Church Board shall then recommend the candidate to the membership. A call shall consist of a favorable vote by at least three-fourths of the votes cast at a meeting of the Membership held two weeks after public notice has been given. The vote shall be by secret ballot.

The Senior Pastor shall be elected by the Membership for an indefinite period of time.

If the Senior Pastor desires to resign, or if a majority of the votes cast at a meeting of the Membership desire the termination of his ministry, a notice must be given in writing by either party sixty days in advance of the terminating date, unless waived by mutual consent, by both the Senior Pastor and the Elder Team. The vote shall be by secret ballot. If the membership approves the termination of the Senior Pastor the Elder Team, at its discretion, may remove some or all of the responsibilities of the Senior Pastor. This action will not affect pay or benefits.

Section 3.2 Senior Pastor Discipline

If the Senior Pastor is found to be living in sin or is willfully neglecting his responsibility as Senior Pastor, two elders shall initiate Biblical principles such as: Matthew 18, I Corinthians 5, II Corinthians 2:5-11, Galatians 6:1-2, I Timothy 5:19-20, and Philemon. Discipline may involve a recommendation from the Elder Team to the membership (requiring a majority vote of the congregation) for removal from office, or for relief from his pulpit responsibility (and possibly other responsibilities at the discretion of the elders) for a period of time deemed appropriate by the elders. Upon termination by the members, the sixty day advance notice may not apply as determined by the Elders.

Section 3.3 Senior Staff – Leadership

The Senior Staff shall consist of people who are employees of the Church who are executive staff. The hiring process for any Senior Staff shall be approved by the Church Board.

Section 3.4 Support Staff

The Support Staff shall consist of all other employees of the church that are not Senior Staff. This staff will be responsible to the senior pastor, or a manager designated by the senior pastor who is responsible for their hiring, work delegation, and performance.

Section 3.5 Misconduct of Other Church Staff

If a member of the Church staff, except the Senior Pastor, commits a grievous act of misconduct he/she may be terminated immediately by vote of the Church Board or undergo other discipline at the discretion of the Church Board.

ARTICLE IV - MEETINGS

Section 4.1 Annual business meeting

The annual business meeting shall be held in the quarter prior to the beginning of the church fiscal year, upon the time and date set by the Church Board. The purpose of the meeting shall be for the election of church officers, approval of the church budget, reception of annual reports and transaction of other business as may be necessary. The fiscal year of the church shall be set by the Church Board.

Section 4.2 Special business meetings

Special business meetings may be called by the Church Board as deemed necessary. A special business meeting may be called by the membership with two weeks' notice by presenting to the Church Board a petition signed by ten percent of the voting membership.

Section 4.3 Notice of called business meetings

Notice of a business meeting shall be announced at least eight days prior to a business meeting and at two Sunday services. Members present and voting at any business meeting shall constitute a quorum for the purpose of transacting business. Members may be physically present, or if physical presence is difficult or impossible, they may join via telephone or other technology; Members who join the meeting via such technology will be counted as being present for the meeting. A simple majority of the members present and voting shall be necessary to pass all items of business unless stated otherwise in the Constitution or the By-Laws. The Chair of the Church Board will preside at business meetings, the Vice Chair in the Chair's absence.

Members may request absentee ballots from a Church Board member prior to the meeting where synchronous participation (either in person or via technology) is not possible. The absentee ballot is a written expression of their vote delivered prior to the meeting to a Church Board member who will be at the meeting.

ARTICLE V - PROPERTY

Section 5.1 Authority

The Church Board shall have the authority to determine the use of church property.

Section 5.2 Conveyance or encumbrance of Property

Conveyance or encumbrance of real or personal property in excess of 10% of the annual budget must be made at a business meeting. Any action involving property in excess of 10% of the annual budget must receive at least two-thirds of the votes cast by the membership at a business meeting. Instruments of conveyance or encumbrance shall be executed in the name of the church by the officers of the church. The Church Board shall have the authority to acquire and dispose of other property not in excess of 10% of the annual budget.

ARTICLE VI - CONFERENCE DELEGATES

Section 6.1 Delegates to the Conference of the Evangelical Free Church of America

The Church Board shall appoint delegates to attend (when able) in accordance with the constitution of the Evangelical Free Church of America.

Delegates shall attend the conference as representatives of the church and shall be prepared to report to the church if called upon.

Section 6.2 Delegates to the Conference of the Great Lakes District

The Church Board shall appoint delegates to attend (when able) in accordance with the constitution of the Great Lakes District.

Delegates shall attend the annual and/or semi-annual conference(s) as representatives of the church and shall be prepared to report to the church if called upon.

ARTICLE VII - AMENDMENTS

Amendments to these by-laws and to the Core Values may be recommended to the membership by the Church Board at a business meeting, and shall require a two-thirds majority of the votes cast to pass. It shall become effective immediately. Such a motion shall be introduced in writing by the Church Board at least thirty days prior to the business meeting.

Every five years, the Church Board shall review the Constitution, By-Laws, and Core Values to determine if a formal review and update is needed, and they will make a recommendation to the congregation at a business meeting. The members will be asked to vote whether to initiate a review and possible update of the constitution. This provision does not preclude revisions in between these five-year reviews.

ARTICLE VIII - OPERATIONS MANUAL

A supplement to these by-laws, known as an operations manual, may be created and shall contain job descriptions, financial policies, employment policies, other general policies, and other matters not outlined herein.