



By-Laws

Created: 11/2013 & Amended: 2/2025

We exist to reach disconnected people & equip them to be fully engaged followers of Jesus.

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Preamble

Although church governance systems have value because of man-made laws, none are equal to the Bible and all are imperfect. Therefore, the people chosen to lead this organization are as important as any system put in place. Any church governance system put in place must be fluid and constantly under evaluation in order to deal with growth, and allow the flexibility necessary to meet the changing needs of the organization.

In order for the congregation to organize itself according to its calling and purpose, we adopt and set forth these bylaws. They contain the guidelines Grace Crossing will employ in selecting key leadership and in managing ongoing systems and procedures.

Article 1: Name & Affiliation

The name of the church shall be Grace Crossing Church (referred to in this document as Grace Crossing). It shall also be known to the community as Grace Crossing or Grace.

Grace Crossing shall be affiliated with the Fellowship of Evangelical Churches, headquartered in Fort Wayne, Indiana. We will maintain membership, fellowship, affiliation and identification with the Fellowship of Evangelical Churches (referred to in this document as FEC). We hold to the [Manual of Faith, Practice and Organization](#) adopted by the Fellowship of Evangelical Churches, Inc.

Article 2: Nonprofit Purposes

Grace Crossing is organized exclusively for one or more of the purposes as specified in Section 501 (c) (3) of the Internal Revenue code of 1986, or as amended, including, charitable, religious and educational purposes.

The specific objective and purpose of Grace Crossing shall be to exist as a Church, founded upon the faith and practices of the church as established in the New Testament. To hold us accountable to this objective we shall maintain membership with the Fellowship of Evangelical Churches.

1. To establish and oversee places of worship under the guidance of the Holy Spirit Titus 1:5; Psalms 107:3; Acts 2:42, 46, 47; Hebrews 10:25).
2. To create departments as may be necessary in order to establish places of worship, to spread the Gospel by all necessary means, and to support other religious activity as deemed necessary by the Elder Team to further our exempt purposes (Matthew 28: 18-9, 20).
3. 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.
4. To license and ordain ministers of the Gospel and be their covering. All licensing and ordaining will be done through F.E.C. and/or Grace Crossing Church. (1 Thessalonians. 5:12; 2 Thessalonians 2:15; 3:4; Hebrews 13:17, 1 Timothy 3:2).

Article 3: Our Mission

The mission of Grace Crossing is to be a church that reaches disconnected people and equips them to fully engage with Jesus. We will carry out this mission by focusing on a four-fold ministry strategy (Matthew 28: 18-9, 20):

Reach:

We are committed to reaching people far from God and disconnected from the local church. This will be achieved through removing barriers, forming intentional relationships, creating a culture of bringers, strategic marketing, and outreach events (Acts 1:8).

Renew:

We are committed to helping people renew their relationships with God, with others and with themselves. This will be achieved through teaching, classes, groups, and intentional relationships (Romans 12:1-2).

Reveal:

We are committed to revealing God's plan for spiritual growth to individuals through a series of classes, teaching, groups, and intentional relationships (Romans 12:3)

Release:

We are committed to releasing people to do the work that God has called them to do. We will achieve this through assessing the spiritual gifts, passions and calling of individuals and matching them up with various opportunities in and outside of our church to have lasting Kingdom impact. (Romans 12:4-8).

Article 4: Statement of Faith

God

We believe in one God. God is the Creator and Ruler of the universe. He has eternally existed in three persons: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God. (Genesis 1:1, 26-27; 3:22; Psalm 90:2; Matthew 28:19; I Peter 1:2)

God the Father

God the Father loved the world enough to send the Son, Jesus Christ, as the Savior of the world. Anyone who knows the Father also knows the Son. Through a personal relationship with Christ, we come to know God as our Father and can say, "Abba Father." (John 3:16; Galatians 3:26; 2 Corinthians 1:3; Ephesians 4:6-7)

God the Son: Jesus Christ

Jesus Christ is the Son of God. He is co-equal with the Father and born of the Virgin Mary. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all men by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return again to earth to reign as King of Kings and Lord of Lords.

(Matthew 1:22-23; Isaiah 9:6; John 1:1-5 & 14:10-30; Hebrews 4:14-15; I Corinthians 15:3-4; Romans 1:3-4; Acts 1:9-11; I Timothy 6:14-15; Titus 2:13)

God the Holy Spirit

The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make humanity aware of their need for Jesus Christ and to convict the world of sin. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth and guidance in doing what is right. The Christ-follower seeks to live under His control daily. (II Corinthians 3:17; John 14:16-17 & 16:7-13; Acts 1:8; I Corinthians 2:12 & 3:16; Ephesians 1:13; Galatians 5:25; Ephesians 5:18)

Man

Man is made in the spiritual image of God to be like Him in character. He is the supreme object of God's creation. Although created in the likeness of God, man is marred by an attitude of disobedience toward God called sin. Sin is what separates man from God. We believe that man has no way to commend himself to God. He has inherited a sinful nature, is alienated from God and is in need of salvation. (Genesis 1:27; Psalm 8:3-6; Isaiah 53:6; Romans 3:23; Isaiah 59:1-2; Colossians 1:16-17; Ephesians 2:1-2)

The Bible

The Bible is God's Word to all men. It was written by human authors under the supernatural guidance of the Holy Spirit. It is literally "God breathed". It is the supreme source of truth and authority for Christian beliefs and living. Because it is inspired by God, it is absolute truth without any mixture of error. (II Timothy 3:16; II Peter 1:20-21; Psalms 12:6 & 119:105, 160; Proverbs 30:5)

Salvation

Salvation is a gift from God to man. Man can never make up for his sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can man be saved from sin's penalty. Eternal life begins the moment one receives Jesus Christ into his or her life by faith. (Romans 6:23; Ephesians 2:8-9; John 1:12 & 14:6; Titus 3:4-6; Galatians 3:26; Romans 5:1)

Eternity

Man was created to exist forever. He will either exist eternally separated from God by sin or in union with God through forgiveness and salvation. To be eternally separated from God is to spend eternity in Hell. To be eternally in union with Him is eternal life in Heaven. Heaven and Hell are real places of eternal existence. (John 3:16; I John 2:24-25 & 5:11-13; Romans 6:23; Revelation 20:11-15)

The Local Church

We believe in the local church as a part of the universal Body of Christ. It is to be a witness in its local community and extend to the whole world. The local church provides an avenue for the proper use of spiritual gifts and the observance of the ordinances of baptism and the Lord's Supper. (Matthew 28:19-20; I Corinthians 12-14; I Corinthians 11:27-29; Ephesians 4:11-16)

Believers Baptism and Communion

The Word of God places on the church two perpetual ordinances of the Lord Jesus Christ. The first, believer's baptism, is the outward sign of what God has already done in the individual's life and is a testimony to all the person now belongs to Jesus Christ. It is identification with Jesus and is affected in the name of the Father, the Son and the Holy Spirit. At Grace Crossing, we will practice baptism by immersion, however we acknowledge that some have participated in a pouring ceremony, what is most important is that it was done in response to what God has done in their life.

The second, Communion, is a commemoration of the death of the Lord and is done in remembrance of Him until He comes again; it is a sign of our loving participation in Him. Both institutions are restricted to those who are believers. (1 Corinthians 11:17-34; Matthew 3:6; Acts 8:26-40)

Human Sexuality, Marriage & Divorce

We believe that God has commanded that no sexual activity take place outside of a Scriptural marriage. (Genesis 2:24; Genesis 19:5-13; Genesis 26:8-9; Leviticus 18:1-30; Romans 1:26-29; 1 Corinthians 5:1; 6:9; 1 Thessalonians 4:1-8; Hebrews 13:4) We believe that the only Scriptural marriage is the joining of one man and one woman. We believe that Scriptural marriage is ordained by God as a permanent and totally intimate relationship joining one man and one woman. It is a covenant before God to endure until the death of one of the partners (Genesis 2:24; Romans 7:2; Cor. 7:10; Eph. 5:22-23;).

Reconciliation

Because reconciliation is central to Christian life, it should be pursued with zeal as opposed to judgment or condemnation. In the event of any sin, we believe through confession and repentance Jesus Christ will show His mercy and forgiveness. In His example, Christ followers should show forgiveness, restoration, love, and acceptance regardless of what happened in a person's life. God's forgiveness and grace are unending, so our goal should be to bring the same. (Matthew 19:4-10)

Article 5: Ordinances Of The Church

Baptism

Baptism is the outward sign of what God has already done in the individual's life and is a testimony to all the person now belongs to Jesus Christ. It is identification with Jesus and is affected in the name of the Father, the Son and the Holy Spirit. Baptism shall be administered only to those who have displayed a saving faith through faith in Jesus Christ. At Grace Crossing, we will practice baptism by immersion once an individual is cognitively aware of God's work in their life. Those who have previously been poured over or sprinkled from other churches are welcome to get baptized by immersion, however we will acknowledge their baptism as long as it was in response to God's work in their life. All individuals baptized will attend our baptism q&a session and/or meet with a member of the Elder board. (Acts 16:30-34)

Communion

Communion, or the Lord's Supper, shall be administered as a way of remembering Christ's death and anticipating His return. The elements used (bread and juice) will represent His body and blood. It will take place on occasions initiated by the Elder board and shall be open to all believers, regardless of church affiliation, who examine themselves as instructed through Scripture. (1 Corinthians 11:26-29)

Article 6: Church Leadership

We believe that the leadership of the local church is crucial in the health and success of the organization. We have a leadership structure that allows freedom for leadership with built in accountability.

The Head

We submit to Jesus Christ as the Head of the Church, His Body. He is the Cornerstone and the Chief Shepherd. We believe that any and all human government of the church is under His authority. He is the leader and any human leadership is responsible to steward the church to the best of its ability in a way that brings honor and glory to Jesus.

Women in Ministry

While we acknowledge that the New Testament teaches distinct roles for men and women in the church, we affirm with gratitude and conviction the vital role of women in the life, ministry, and mission of Grace Crossing. From the earliest days of the Church to the present, women have faithfully served as disciples, leaders, teachers, servants, caregivers, prayer warriors, and witnesses to the Gospel of Jesus Christ. We recognize that women are created in the image of God, gifted by the Holy Spirit, and called to use their abilities for the building up of the Body of Christ. We celebrate and support the meaningful contributions of women in church life, honoring their faithfulness, wisdom, compassion, and leadership as essential to the flourishing of our congregation and the advancement of God's kingdom.

The Executive Leadership Team

The Executive Leadership team is a man or group of men with previous pastoral experience who oversee spiritual and organizational health of our church. They are available when and/if we need them.

Requirements

- Must be a man with previous pastoral or church organizational leadership experience.
- Must meet the Biblical requirements of church leadership set forth in 1 Timothy 3:2-7 and Titus 1:6-9.
- Must have a love and interest in Grace Crossing and its Lead Pastor.
- Must be willing to make themselves available for training, development, accountability and strategic planning as needed.

Responsibility

- To provide oversight to the spiritual health and growth of Grace Crossing and its Lead Pastor.
- To partner in prayer for Grace Crossing and its Lead Pastor.

- To train, develop and invest in the Elders.
- To provide accountability and act as a sounding board for strategic planning.
- To openly communicate with the Elder board in matters regarding the spiritual and organizational health of Grace Crossing.

Number & Selection

- The nominees of the executive leadership team shall be presented by the lead pastor to the local leadership team for affirmation.
- Grace Crossing shall have no less than three (3) and no more than five (5) members of the executive leadership team, including the lead pastor.
- Should a member of the executive leadership be no longer able to serve, they shall be replaced by a selection of the elder team.

The Elder Team

The Elder team is that group of persons vested with the management of the business and affairs of the corporation.

Requirements

- Must be a man who meets the Biblical requirements for church leadership set forth in 1 Timothy 3:2-7 and Titus 1: 6-9.” See the FEC manual of faith and practice for further explanation of our complementarian position. [Click here for the FEC manual of faith and practice.](#)
- Must be a ministry partner and a baptized believer. (see baptism section)
- Must have a love and interest for Grace Crossing and its staff.
- Must be willing to provide oversight and leadership to ministry leaders by encouraging and equipping them to the best of their ability.
- Must be in line with the mission of Grace Crossing as stated in these by-laws.
- Must be willing to dream big dreams.
- Must be willing to risk failure as we strive for Kingdom wins. Must be willing to expect great things from God.
- Must refuse to give up in the midst of hard and discouraging times.

Responsibility

- To lead the spiritual health of the church.
- To oversee the ministry leaders of the church, focusing on encouragement, development, and accountability.
- To provide strategic planning for the future of the church.
- To make decisions based on our prayerful desire to be obedient to the direction God is leading the church.
- To seek the will of God in all matters of the church.
- To lead the church by being an example of our mission to reach people and equip them to become fully engaged followers of Jesus.
- To hold the lead pastor accountable to the mission of Grace Crossing and the requirements for church leadership set forth in Scripture.

Number & Selection

- Nominees to the elder team will be nominated by the church body and presented to the current elder team for review.
- The nominee shall fill out a self-evaluation form.
- If there are no concerns among the current elder team, the individual will be presented before the ministry partners for affirmation 2 weeks prior to a ministry partner meeting.
- Grace Crossing shall have no less than five (5) and no more than seven (7) members of the elder team, including the lead pastor.
- All members of the elder team have equal influence, with each having more natural knowledge and experience in different areas.
- Decisions will be made by a simple majority vote by the elder team. If the need arises, a decision may be presented to the executive leadership team for additional perspective.

Term

- The members of the Elder board commit to a 3 year term.
- Upon the completion of the 3rd year, He will be eligible to serve an additional three-year term by completing the nomination, evaluation, and affirmation process.
- Upon completing the second three-year term, he will be inactive as a member of the Board of Elders for at least one year, after which he may be considered for another term.
- Should a member of the Elder board fail to uphold the Biblical requirements of church leadership or the responsibilities as described in these by-laws the elder team can remove the individual from their position with a majority vote following a Biblical attempt to resolve the issue. The individual should be replaced by a qualified individual who is voted on by ministry partners to complete the term of the removed individual.

Meetings

- The elder team shall meet no less than quarterly with a majority of members present.
- These meetings can take place in person or by the use of communication technology.
- A meeting outside the required quarterly meetings can be initiated by any member of the elder team or executive leadership team as long as a majority of the elder team is present and all members of the elder team have been informed of the meeting.

Quorum

- A majority of the Elder board (including the Lead Pastor) at an official meeting constitutes a quorum.

The Finance Team

Requirements

- Must be ministry partners at Grace Crossing and no other church.
- Must be members in good standing, faithful in giving, and fully supportive of the mission and direction of the church.

Responsibility

- The Finance Team shall be responsible for the fiscal oversight of the church under the direction of the Elder board.
- The Finance Team shall act as an advisory team to the executive leadership team and Elder board in regards to financial matters and monitoring of the budget.
- The Finance Team shall establish compensation guidelines to be approved by the Elder board.
- The Finance Team shall complete a yearly internal audit, which may be solicited from a third party, and is submitted to the Elder board for review.
- The finance team may increase an approved budget under the authority and guidance of the Elder board. In the event that the budget is increased, said increase cannot exceed income and no debt can be assumed by the increase. Said increase must be reported to ministry partners at the next ministry partner meeting.
- In all matters requiring a vote, an approval constitutes a majority of those present.
- The Finance Team shall be accountable to the Elder board with open lines of communication and reporting.

Number & Selection

- The Elder board shall evaluate and appoint persons to fill finance team positions.
- The Finance Team shall consist of no less than three (3) and no more than five (5) individuals.
- The Finance Team will have a team lead, who shall be the church treasure, a co-lead, and a secretary.
- The Elder board has the authority to add other positions as deemed necessary.
- Individuals filling said positions must be made public at the annual ministry partner meeting (not voted on, just presented to partners).
- Should a member of the finance team fail to uphold the requirements of this position or the responsibilities as described in these by-laws, the Elder board can remove the individual from their position with a majority vote following a Biblical attempt to resolve the issue (Matthew 18:15-17).

Article 7: Lead Pastor

Requirements

- Must be a man who meets the Biblical requirements for church leadership set forth in 1 Timothy 3:2-7 and Titus 1:6-9.
- Must display the gifts of Pastor/Teacher (Ephesians 4:11-13)
- Must be credentialed through the FEC Elder Board at first opportunity if not previously credentialed.
- Must be committed to these primary objectives: bringing people to Christ, equipping them for growth, and church multiplication.
- Must be willing to be an active part of the greater network of churches as it continues to multiply.

Responsibility

- To provide Biblically grounded teaching in a practical and relevant way that focuses on application of Scripture.

- To spend a significant amount of time studying Scripture, both for personal and message development.
- To provide guidance, counsel, leadership, and vision to the church.
- To provide leadership to the Elder board through training, spiritual growth exercises, and conferences.
- To act as a voting member of both the executive leadership team and the Elder board.
- To lead and oversee staff members and ministry leaders in a way that provides encouragement, development, and spiritual growth.
- To make the day-to-day decisions for the organization, clearly communicating to both the executive and local leadership teams if there are any decisions that seem questionable.
- To regularly communicate to both the executive leadership and elder team about the overall health of Grace Crossing.
- To fulfill his commitment to continued personal growth in five key areas that will be evaluated annually by the elder team and communicated to the executive leadership team. These five areas include:
 - Chemistry: What is the relationship like with people?
 - Character: Any personal struggles to work through?
 - Competency: Is growth in knowledge being displayed?
 - Courage: Is there a willingness to take faith-risks?
 - Calling: Is this role still within God's calling upon their life?

Selection & Termination

- The selection process shall be in compliance with the FEC credentialing procedures.
- The elder team shall appoint and charge a Pastoral Search Team with the responsibility to recommend a candidate to the elder team.
- A vote with a two-thirds (2/3) affirmative vote is required from the ministry partners to call a Lead Pastor.
- Employment shall continue until resignation by the pastor or termination based on the recommendation of the executive leadership or elder team.
- Should the Lead Pastor resign, he shall make his decision known in writing to both the executive leadership and elder team.
- The Lead Pastor's term of service may be terminated by either the Pastor or the elder team with sixty (60) days' notice; said notice may be waived if the parties agree.
- In the case of the Lead Pastor's termination, the elder team is authorized to determine the length of termination compensation.
- The executive leadership team will act as an overseeing body to the selection and termination process, making themselves available for questions and conversations. In the event of termination the executive leadership team must affirm the decision of the elder team as an added layer of accountability.

Compensation

- The Elder board will determine the compensation package for the lead pastor based on guidelines set forth by the finance team and the FEC.

- Compensation shall take into consideration the following elements: education, years of ministry experience, number of people supervising, and the size of the church.
- Housing allowance shall be established by the lead pastor according to tax regulations.
- Only uncompensated individuals of the elder team shall vote on any recommended compensation package.
- All salaries shall be reviewed each year during budget planning.

Article 8: Corporate Officers

The officers of the Grace Crossing Elder Board shall consist of a Chairman, a Vice-Chairman, and a Secretary, each of whom shall be members of the Elder Board and shall be appointed by the Elder Board in accordance with these Bylaws. The Elder Board shall also appoint a Treasurer. The Treasurer shall not serve as a member of the Elder Board while holding the office of Treasurer. The Elder board may create additional officer positions, define the authority and duties of each such position, and elect or appoint persons to fill the positions. The same person may hold any two or more offices except the offices of Chairman and Secretary.

General Duties

All officers and agents of Grace Crossing, shall have such authority, perform such duties, and manage Grace Crossing, as may be provided in these Bylaws or as may be determined by resolution of the Elder board not inconsistent with these Bylaws.

Election

The officers of Grace Crossing shall be appointed annually by the Elder board.

Term of Office

Vacancies may be filled at any meeting of the Elder board. Each officer shall hold office until his/her successor shall have been duly elected.

Removal

Any officer or agent elected or appointed by the Elder Board may be removed from office by the Elder Board at any time, whenever, in the judgment of the Elder Board, the best interests of the Church would be served thereby; but such removal shall be without prejudice to the contract rights, if any, of the person so removed. Other officers or agents may be removed from office by the consent of the majority of the members of the Elder board. Removal of corporate officers shall be decided by a simple majority vote from the Elder board.

Resignation

Any officer may resign at any time by giving written notice to the Elder board, the Chairman or the Secretary. Such resignation shall take effect at the time specified in the notice, and, unless otherwise specified in the notice, the acceptance of such resignation shall not be necessary to make it effective. Such resignation shall be without prejudice to the contract rights, if any, of Grace Crossing.

Vacancies

The Elder board may fill the vacancy in any office for the unexpired portion of that officer's term.

Chairman

The Chairman of the Elder board shall, in general, supervise and oversee the affairs of the Elder board. He may sign, along with the other designated signees, any deeds, mortgages, bonds, contracts, and other instruments which the Elder board has authorized to be executed, and in general, shall perform all duties incident to the office of Chairman.

Vice Chairman

In the absence of the Chairman, or in the event of his inability to act, the Vice-Chairman shall have all the powers of, and be subject to all the restrictions of, the Chairman. The Vice Chairman shall perform such other duties as from time to time may be assigned to him by the Chairman of the Elder board. He may sign, along with the other designated signees, any deeds, mortgages, bonds, contracts, and other instruments which the Elder Team has authorized to be executed and in general, shall perform all duties incident to the office of Vice Chairman.

Secretary

The secretary shall:

- Take the minutes of ministry partner meetings and Elder board meetings, and keep the minutes as part of the corporate records.
- See that all notices are duly given in accordance with the provisions of these Bylaws or as required by law.
- Keep a register of the contact information of each leader, officer, and employee of the Grace Crossing Church.
- Perform all duties incident to the office of Secretary
- Perform other duties as assigned to him by the Elder board.

Treasurer

The treasurer shall:

- Oversee the Finance Team
- Have charge and custody of, and be responsible for, all funds and securities of the Corporation.
- Receive and give receipts for money due and payable to the Corporation from any source.
- Oversee the deposit of all money in the name of the Corporation in banks, trust companies or other depositories as provided in the Bylaws or as directed by the Elder Team or the Chairman.
- Write checks and disburse funds to discharge obligations of the Corporation.
- Oversee the financial books and records of the Corporation.
- Present financial reports at least annually to the ministry partners.
- Perform other duties as assigned by the Chairman or by the Elder board.
- If required by the Elder board, give a bond for the faithful discharge of his or her duties in a sum and with a surety as determined by the Elder board.
- Perform all the duties incident to the office of Treasurer.

Article 9: Membership

The New Testament church is described in the Bible as a family, a body, and a flock of sheep. It is here where you will find believers to unconditionally love and support you, protect you, help you grow, and challenge you to love God with your heart, soul, mind and spirit and to love others as you love yourself. You will find that you have a unique role in Christ's church and great joy as you serve others with your unique gifts. We believe that a healthy church requires individuals partnering together for the mission of the church. That is why our membership base is made up of what we call 'ministry partners'. (Acts 2:42-47)

The Requirements Of A Partner

Any person can partner with Grace Crossing so long as he/she:

- Is 18 years or older
- Has accepted Christ as their Savior and Leader of life
- Has been baptized as a believer (see baptism section)
- Is in agreement with the statement of faith as described in these by-laws
- Is in agreement with the mission of Grace Crossing as described in the by-laws
- Is not a member of another church or is actively in the process of transferring membership
- Abstains from membership in any organization which makes unbiblical promises or imposes unbiblical requirements.

The Responsibility Of A Partner

Individuals meeting the above requirements can partner with Grace Crossing by

- Attending and bringing people to services regularly
- Making every effort to serve or lead in a ministry area
- Committing to faithful and intentional giving toward the work of Grace Crossing
- Living a life worthy of partnership with Grace Crossing by focusing on personal growth and development
- Love, honor, and pray for the pastor and leaders of Grace Crossing
- Submitting to accountability from church leadership in matters that are unbiblical or cause disunity within Grace Crossing

The Process Of Becoming A Partner

- Attend the Grace Crossing Partner Class
- Sign A Grace Crossing Partner Covenant
- Meet/talk with a member of the elder team if needed, to review the desire to partner in ministry
- Be presented in front of the church body as a new ministry partner soon after completion of the process

The Privileges Of A Partner

- Only ministry partners can vote on organizational decisions that include: (The quorum for the ministry partners will be a majority vote of partners able to vote on the matter)
 - The hiring of a lead pastor
 - The selection of a new member of the elder team
 - The purchase or sale of property

- Ministry partners have the first opportunity to lead ministry areas and serve in various opportunities such as mission trips or conferences.
- Ministry partners will have first selection of facility use when it applies.
- Ministry partners have access to the church's financial records at any time upon request.
- Ministry partners can attend any elder team meeting so long as an advance request is given to a member of the team and it fits in the agenda. In the event that the attendance does not fit the agenda it is the elder team's responsibility to follow up with the ministry partner.
- Ministry partners are the core of the church, and are given the honor of being a part of the body of Christ. We pray for each other, we encourage each other, we challenge each other, and we serve each other. That's what partnering is all about.

Ministry Partner Roster

The Grace Crossing Office is responsible for maintaining a list of active ministry partners who are holding to the requirements and responsibilities of partnering with us in ministry. The list will be updated with every new ministry partner along with an annual review of the roster.

Termination Of Ministry Partnership

Termination of partnership shall be accomplished in one of the following ways:

- A Partner may terminate his or her partnership with the Church by providing written notice to the Elder Board.
- The partner transfers membership to another church.
- The determination of the Elder board for a good and sufficient cause.
- The failure to continue to uphold the responsibilities outlined in these by-laws.
- The death of a partner
- The lack of communication, contribution or contact over a one year (12 month) period.
 - The Elder board will assume responsibility to make every effort to contact individuals before removing or transferring partnership to ensure that the process is done in a gentle and Christ-honoring spirit.

Staff members will be granted partnership upon the start date. Partnership is terminated when employment ends unless otherwise discussed by the parties involved.

The Discipline Of Ministry Partners

Discipline shall be administered in accordance with the provisions of the [Fellowship of Evangelical Churches Manual of Faith and Practice](#). Church Discipline may result in a person's termination from partnership by the Elder board, but the goal is grace and restoration.

Ministry Partner Meetings

Ministry partners have access to the following meetings throughout the year:

Services

Regular and special services of the church shall be established by the Lead Pastor and affirmed by the Elder board.

Annual Meeting

The annual meeting for ministry partners will typically be held near the end of the fiscal year on a date established by the Elder board in accordance with the laws established by the state of Kansas. This meeting shall be announced no less than two weeks (14 days) and no more than forty-five (45) days prior to the meeting. The announcement shall specify the time, location and general nature of the contents of the meeting.

Special Meetings

Special meetings, other than the annual meeting, may be held on the call of a majority vote of the Elder board. Notice of special meetings shall be consistent with the notice of annual meetings.

Ministry Partner Voting Procedures

Voting Eligibility

Active Ministry Partners as described in these by-laws are eligible to vote at any church meeting.

An Affirmation Vote

Unless otherwise stated, a simple majority vote of those present shall be sufficient for an affirmative vote and passage of any motion.

Article 10: Books & Records

The Church shall keep correct and complete books and records of accounts and shall also keep minutes of Elder board meetings, finance team, and annual ministry partner meetings.

Checks and Withdrawals

- Any check or withdrawal at or more than \$1,000.00 shall require the signatures of two officers who are also authorized signers on the bank account.
- The signature of the Treasurer (Chief Financial Officer) must be on any check or withdrawal at or more than \$1,000.00.
- The Church shall keep at the main office, located in Moundridge, Kansas, a record of the names and contact information of all partners eligible to vote.
- All books and records of the church may be inspected by any member of the executive leadership team, elder team or finance team.

Article 11: Fiscal Year

The fiscal year of Grace Crossing shall be from January 1 to December 31.

Article 12: Property

This church shall have the power to receive property, either by gift or purchase. As authorized by the laws of the State of Kansas, and as necessary for the business of the church, Grace Crossing shall have the power to hold real or personal property, and to dispose of such property. All property shall

be held in the name of the church. In the event that this church shall ever close or dissolve, ownership of all property, both real and personal, shall transfer to the Fellowship of Evangelical Churches, Inc.

Article 13: Amendments to the By-Laws

These bylaws may be amended by the recommendation of the elder team and ratification by a majority vote of the ministry partners present and voting at a properly called church business meeting. Printed copies of proposed amendments shall be announced at regular services and made available to the congregation at least fourteen (14) days prior but not more than forty five (45) days prior to the date set for the ratification of such amendments.

Article 14: FEC Delegates

The number of delegates and qualifications for delegates shall be determined as defined in the Fellowship of Evangelical Churches Manual of Faith, Practice Organization. Credentialed pastors and ministry partners serving on appropriate FEC Boards are delegates by virtue of their position. Additional delegates shall be appointed by the Elder board.

Article 15: Dissolution

In the event of the dissolution of this organization, assets shall be distributed to the FEC, located in Fort Wayne, Indiana, which must be exempt under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, at the time of dissolution, or its successor organization which must be exempt under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, at the time of dissolution. If the FEC or its successor organization is not exempt under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, at the time of dissolution, assets shall be distributed to one or more qualifying organizations under the meaning of section 501(c)(3) of the Internal Revenue Code or corresponding section of any future federal tax code.

Article 16: Prohibited Activities

This church is prohibited from engaging in activities which violate its written doctrines. This church is also prohibited from condoning, promoting or allowing any of its assets to be used for activities that violate its written doctrines.

Article 17: Partner's Review of Church Records

Section 1 Requests Made by Partners

To ensure the trust of the partnership 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 partnership inspection and review. At no time may information be supplied that would violate Section 4 of this Article or Article VII of the Bylaws. Any questions by any members shall be addressed to the treasurer either in writing or by scheduled appointment.

Section 2 Required Provisions of the Request

The request must state the name of the member, 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.

Section 3 Required Fee

This corporation may require a reasonable per page fee for any copies that are required in order to accommodate approved records requests.

Section 4 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.

Section 5 Denying a Request

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

- the request is considered by the Elder board and deemed to be frivolous;
- the member making the request has a history of being divisive;
- the member does not adequately provide the required information on the request as stated in this Article;
- the person making a request is a non-member or a person whose membership was terminated.

Amendments (made February 2025)

1. Throughout entire document:
 - a. Changed “lead team”, or “leadership team” to read “elders” or “elder team” or “elder board”
 - b. Added more scripture to support and clarify our beliefs, approach to organizational structure and ministry.
 - c. Corrected mistakes and re-ordered content to make the document read more clear.
2. Article 3: Renew and Reveal
 - a. Page 3: changed wording on “renew” and “reveal” so that our approach is not limited to only classes, but includes teaching, groups, classes, and intentional relationships.
3. Article 4: Believer’s Baptism and Communion
 - a. Page 5: Changed wording to reflect: *At Grace Crossing, we will practice baptism by immersion, however we acknowledge that some have participated in a pouring ceremony, what is most important is that it was done in response to what God has done in their life.*

4. Article 4: Reconciliation
 - a. Page 5: added a new heading for “reconciliation” and changed wording to reflect the importance of reconciliation in all sin, NOT just marriage.
5. Article 5: Baptism
 - a. Page 5: added wording to reflect our practice of immersion baptism while acknowledging that some may have been poured over or sprinkled at other churches.
6. Article 6: Church Leadership
 - a. Elder term limits were amended to allow the option of serving a second consecutive three-year term immediately following the completion of the first term.
 - b. Added an affirmation statement highlighting the importance of women’s role in ministry.
 - c. Revised wording for improved clarity.
7. Article 7: Executive Leadership Team
 - a. Page 6: changed wording to reflect the requirements, responsibilities, and number needed, while removing the need for meetings, reporting, and term limits. This amendment better reflects their role as overseers that add value to our church and leadership when/if needed.
8. Article 7: Elder Team Requirements
 - a. Page 7: added “*Must be a man who meets the Biblical requirements for church leadership set forth in 1 Timothy 3:2-7 and Titus 1: 6-9.*” This clarifies our beliefs and position that is in alignment with the FEC. See the FEC positional paper for further explanation. [Click here for the FEC manual of faith and practice.](#)
 - b. Page 7: added “*Must be a ministry partner and a baptized believer. (see baptism section)*”
9. Article 7: Elder Team Number and Selection
 - a. Page 7: Changed wording to reflect more involvement from the elder team in the selection of new team members. This move takes the responsibility off of the lead pastor and increases accountability for everyone involved.
 - b. Page 8: Changed wording to reflect emphasis on local elder team for decisions, but states that the executive team is available when/if needed for additional perspective.
 - c. Page 8: Clarified previous statement on who can call meetings outside of required quarterly meetings.
10. Article 7: Finance Team
 - a. Page 8: Removed term limits for finance team members to protect that confidentiality of individual giving and also increase accountability. The less turnover on this team, the healthier for our organization.
11. Article 7: Lead Pastor Requirements

- a. Page 9: Changed wording to reflect our complementarian position more clearly. It now reads *“Must be a man who meets the Biblical requirements for church leadership set forth in 1 Timothy 3:2-7 and Titus 1:6-9.”*

12. Article 7: Lead Pastor Selection

- a. Page 10: Changed wording to reflect more emphasis on local elders and local pastoral search team to find new lead pastor candidates when/if needed.

13. Article 8: Corporate Officers

- a. Page 10: corrected a mistake of wording...deleted “President” and added “chairman”.
- b. Page 11: removed *“as between themselves and the Church,”* under General Duties.
- c. Page 11: change wording to note that the office of treasurer cannot be held by a current member of the Elder board.
- d. Page 13: changed president to chairman.