



BYLAWS

CrossWalk Church
7575 Richmond Rd.
Williamsburg, Virginia 23188
757.258.2825
www.crosswalk.cc

EIN: 54-2040324

Campus Locations:
7575 Richmond Road, Williamsburg, VA
5100 John Tyler Highway, Williamsburg, VA
13771 Warwick Boulevard, Newport News, VA

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But the leadership of CrossWalk is glad to share the concepts of the church's governing structure with other churches that are in search of sound, ecclesiastical governance that is consistent with both the Bible as well as the applicable laws regarding corporations today. A legal copy of these bylaws is available at www.crosswalk.cc/By-laws.

These bylaws have been approved by the General Council of the Assemblies of God, Kaufman & Canoles Business Law Firm, and the Evangelical Council for Financial Accountability (ECFA).

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The Bylaws of CrossWalk Church

Amended and Adopted this 5th day of January, 2022

CrossWalk Community Church, Incorporated (hereinafter referred to as “CrossWalk”), a Virginia non-stock, non-profit corporation, by the solemn action of its Board members, as further defined in Article V, Paragraph 5.2 (hereinafter referred to as the “Board”), and its Presbytery, as further defined in Article IV, Paragraph 4.1.3 (hereinafter referred to as the “Presbytery”), hereby adopts these bylaws and willingly submits to be governed by them so that it may effectively carry out the sacred mission of the Church given by Jesus Christ as described herein.¹ These bylaws shall constitute and evidence the agreement by the Board that its governance, business, and activities shall be conducted as permitted to the fullest extent by §13.1-801 through §13.1-946 of the *Code of Virginia of 1950*, notwithstanding any inconsistency with the other provisions of Chapter 10 of title 13.1 of that code, as amended from time to time, and the bylaws of the Presbytery, as amended from time to time, and described herein.

Article I. NAME

The official name of this church shall be CrossWalk Community Church, Incorporated, with its principle office located at 7575 Richmond Road in Williamsburg, Virginia, and its website address at www.crosswalk.cc.

Article II. MISSION

Derived from a firm and steadfast conviction that a great commitment to the Great Commandment² and the Great Commission³ will grow a great church, CrossWalk shall maintain an environment where its people may both corporately and individually encounter Jesus genuinely through worship and prayer (upreach), encourage one another authentically through fellowship and discipleship (inreach), and engage its community and the world relevantly through evangelism and service (outreach). All three purposes shall have a balance of emphasis.

In willful compliance with §501(c)(3) of the *Internal Revenue Code of 1986*, as amended from time to time, CrossWalk shall have perpetual existence and shall operate exclusively for religious, charitable, and educational purposes.

Article III. TENETS OF FAITH

3.1 Consistency: CrossWalk shall maintain a cooperative fellowship with the affiliated network of ministries described in Article IV, Paragraph 4.1.3, and Exhibit A herein, and in keeping with the essential beliefs set forth in this Article III, Paragraph 3.3 hereof.

3.2 Unity: Since it is absolutely necessary for the participants to be united in thought and purpose so that CrossWalk will remain healthy and vibrant⁴, this church shall embrace the following position:

- In essential beliefs, CrossWalk shall endeavor to maintain unity.⁵
- In non-essential beliefs, CrossWalk shall endeavor to maintain liberty.⁶
- In all beliefs, CrossWalk shall endeavor to maintain charity.⁷

3.3 Essential Beliefs: CrossWalk shall safeguard the following essential beliefs:

- **The Bible is...**
 - The divine revelation of God to mankind.⁸
 - Our fixed source of authority for faith and conduct.⁹
 - Without error and endurable for all generations and cultures.¹⁰
- **God is...**
 - Eternal, having always existed outside of time and space.¹¹
 - A single Being consisting of three Persons – Father, Son, and Holy Spirit.¹²
- **Jesus is...**
 - The eternal Son of God is both fully God and fully human.¹³
 - Conceived by the Holy Spirit and born of a virgin.¹⁴
 - Without sin.¹⁵
 - The only One who ultimately restores people from sin through the shedding of His blood.¹⁶
 - Raised from the dead and seated with the Heavenly Father.¹⁷
 - The Healer of the sick.¹⁸
 - Returning to reign forever in a new heavens and a new earth.¹⁹
- **The Holy Spirit is...**
 - Active today to make people aware of their need for salvation.²⁰
 - Active today to empower every believer to follow Jesus Christ more victoriously,²¹ offering a subsequent baptism experience with gifts to confirm the power of the gospel.²² The gifts of the Holy Spirit shall operate in harmony with the Holy Scriptures and shall never be used in violation of Biblical parameters.²³

- **People are...**
 - Made in the spiritual image of God.²⁴
 - Fallen from innocence due to a willful choice to do wrong.²⁵
 - Destined for eternal separation from God.²⁶
 - Provided an opportunity to be reconciled to God through Jesus Christ, not because of human effort and good works, but through faith alone.²⁷
 - Invited to accept Jesus Christ, repent of sin, and be regenerated through the power of the Holy Spirit.²⁸
 - In need of being separated from carnality and set apart unto God to become more like the character of Jesus Christ.²⁹
 - Commanded to relinquish the authority over their lives to Jesus Christ, making Him the Lord of their lives.³⁰
- **The Church is...**
 - The body of Jesus Christ that consists of all believers³¹ on a three-fold mission to encounter Jesus,³² encourage each other,³³ and engage the world.³⁴
 - Observant of two ordinances – water baptism³⁵ and Holy Communion.³⁶
- **The Future is...**
 - Hopeful for the Christ-follower because of the imminent, physical, and visible return of Jesus Christ to establish His Kingdom of a new heaven and a new earth at a date that is undisclosed by the Scriptures.³⁷
 - Dismal and bleak for the unbeliever who has rejected Jesus Christ because of eternal judgment and damnation in hell, separated from God.³⁸
- **Sin is...**
 - A condition of the human heart since birth that causes each and every person to fall short of the standard of moral perfection established by God.³⁹
 - Any unrighteous behavior identified in the Holy Scriptures, as interpreted by the Board (hereinafter defined) and the affiliated network (hereinafter defined), therefore requiring appropriate action, including sanctions as necessary, to protect the fellowship of believers and the testimony of Jesus Christ.⁴⁰
- **Matrimony is...**
 - A holy, monogamous marriage between one man and one woman as long as they both shall live.⁴¹
 - A divinely ordained institution of God.⁴²
 - The basic unit of a healthy society.⁴³

ARTICLE IV. PREROGATIVES

4.1 Governance: CrossWalk shall have the right to govern itself according to the principles of the Bible. CrossWalk shall be a church led by its Executive Leadership Team (defined hereof) under the authority of its governing Board.

4.1.1 Board: The Board members of CrossWalk (hereinafter the “Board” and defined in 5.2 hereof), under the Virginia Non-stock Corporations Act, shall act as the governing authority for CrossWalk by exercising corporate powers.

4.1.2 Executive Leadership Team: The Executive Leadership team shall comprise of the senior leadership of the church, including the Pastor and his designees, without term limits. This team shall provide spiritual guidance, set the church’s major policies and procedures, and demonstrate responsibility for ministries, operations, and budget.⁴⁴

4.1.3 Advisory Team: The Advisory Team shall serve the Executive Leadership Team to lend counsel and local knowledge and input regarding the business affairs of CrossWalk.⁴⁵ Their purview is non-legislative and does not include the vision, mission, ministries, and staffing of the church. The Advisory Team shall serve three-year, staggered terms with each term beginning on January 1. Their service shall be limited to one term.

4.1.3 Presbytery: The Board shall voluntarily submit itself to the apostolic authority of the affiliated network of ministries as described in this Section IV, Paragraph 4.3 following.⁴⁶ The Presbytery shall protect CrossWalk through advice, prayer, equipping, and the accountability of its pastors.

4.1.4 Congregation: Other leaders, both volunteers and employees, shall protect the pastors from distractions to the ministry by alleviating the operations of CrossWalk.⁴⁷ The congregation shall be empowered to share in the work of the ministry under the supervision of the Board, Executive Leadership Team, Pastors, and Ministry Leaders.⁴⁸

4.2 Autonomy: CrossWalk maintains the right to govern itself and to conduct its own affairs provided herein, including but without limitation, the calling of the Lead Pastor, as further defined in Article V, Paragraph 5.1.1 following, the selection of leadership, and the implementation of its own ministries and operations. CrossWalk shall also have the right to purchase or acquire by gift, bequest or otherwise, either directly or as Trustee, and to own, hold in trust, use, sell, convey, lease or otherwise dispose of any real estate or property as may be necessary for the furtherance of its purposes, and to exercise all other powers conferred upon it by its charter, the Virginia Nonstock Corporations Act, other applicable laws of the Commonwealth of Virginia, and the bylaws of the affiliated network of ministries.

4.3 Affiliation: CrossWalk shall voluntarily enter into full cooperative relationship with the affiliated network of ministries known as the General Council of the Assemblies of God, within the jurisdiction of its Potomac Ministry Network (hereinafter referred to as the “Assemblies of God” or “Presbytery”). CrossWalk shall willingly share in the privileges and assume the responsibilities enjoined by such affiliation. Accordingly, CrossWalk shall recognize, align with, and support the officials, churches, missionaries, and other ministries within this network. (See Exhibit A)

ARTICLE V. CHURCH MANAGEMENT

5.1 Lead Pastor: CrossWalk recognizes the biblical authority, divine calling, and training of the Lead Pastor, the Executive Leadership Team, and its pastoral staff. As such, the Lead Pastor and the Board (defined herein) shall establish the core ideology of CrossWalk, including the unique vision, mission, and values of the church as well as the planning of ministries and developing the budget.

5.1.1 Qualifications: The Lead Pastor shall be credentialed with the Assemblies of God. The Founding Lead Pastors of CrossWalk are Reverends Mark and Pam Morrow.

5.1.2 Duties: The Lead Pastor is uniquely called to be the primary visionary and apostolic leader of CrossWalk. The duties include, but are not limited to:

- 1) Spiritual oversight of the congregation.
- 2) Oversight of the pastoral and administrative staff, including, but not limited to:
 - a. All employment decisions
 - b. Delegation of responsibilities to all staff
 - c. Day-to-day operations
- 3) Chairman of the Board
- 4) Official spokesperson for CrossWalk
- 5) *Ex Officio* member of all teams, groups, and ministries

5.1.3 Vacancies and Appointments: The Founding Pastors shall serve for an indefinite period of time. When a vacancy occurs for any reason, then their successor (Landon Morrow) shall begin serving as Lead Pastor. In the absence of an eligible successor, the Board shall seek the assistance of the Presbytery in identifying and installing a qualified leader to become the next Lead Pastor.

5.1.4 Discipline of Lead Pastor: The Lead Pastor is morally, theologically, and ethically accountable to the Presbytery. The ultimate responsibility for any discipline of the Lead Pastor lies with the Presbytery who will conduct a thorough investigation in any matter that would affect the Lead Pastor’s credentials and be the final arbiters in any discipline of the Lead Pastor.

5.2 The Board:

5.2.1 Duties: The Board shall consist of the Lead Pastor and such number of additional persons as may, from time to time, be nominated by the Lead Pastor and approved by a majority of the Board. Board members may not be inexperienced, must have a heart for the core ideology of CrossWalk, but do not necessarily have to be participants. The Board shall consist of not less than three and no more than seven members. The Board shall be comprised of a majority of members that are neither related to each other nor employed by Crosswalk. If both a husband and wife serve on the Board (ie: Lead Pastors), then their vote shall count as one vote when making corporate decisions.

5.2.2 Qualifications: Members of the Board may consist of current and/or former pastors, employees, and volunteers. The qualifications of a Board member include:

- 1) Theological agreement with CrossWalk; and
- 2) Philosophical agreement with the Lead Pastor and the core ideology of the church

A member of the Board, whose employment with CrossWalk is terminated for any reason, shall be removed as a member of the Board.

5.2.3 Powers: The Lead Pastor shall serve as a voting member and Chairman of the Board and shall be present and preside at all Board meetings unless the position of Lead Pastor is vacant. The Lead Pastor will call meetings of the Board at least annually. Additional meetings may be called at the discretion of the Lead Pastor.

All corporate powers shall be exercised by or under the direction of the Board. The Board shall have the following powers:

- 1) Manage the affairs, funds, and property of the corporation.
- 2) Buy, sell, mortgage, pledge or encumber any church property and incur related indebtedness as outlined in the bylaws.
- 3) Adopt procedural rules from time to time as necessary for the proper functioning of CrossWalk.

The Board and the Executive Leadership Team shall fulfill their spiritual and temporal duties in a spirit of servanthood to God, CrossWalk, and one another. Neither are they to exercise dictatorial leadership over one another or CrossWalk but shall cooperatively work together as a model of Christian unity and leadership, each submitting to one another as the Spirit, need, or circumstance may require. If disunity may become present between the Lead Pastor and the Board, then it shall be the responsibility of each to attempt to solve the difference between them. If failing to do so, then it shall be the responsibility of each to seek the mediating efforts of the Presbytery in order that the conflict may not be carried into the rest of the church, but resolved within the circle of church leadership.

5.2.4 Terms and Conditions: All members of the Board shall generally serve one-year terms. The Lead Pastor, as Chairman, shall serve in perpetuity until resignation, death, or vacancy. One-year terms shall follow the calendar year. Members of the Board will serve from January 1 through December 31, unless otherwise designated by the Lead Pastor. Members appointed at any point during a calendar year shall serve through December 31 of the calendar year they were appointed. New members shall be nominated by the Lead Pastor and approved by a majority of the Board in the last quarter of every calendar year. There are no term limits for members of the board.

5.2.5 Removal: Any member of the Board may be recommended for removal by the Lead Pastor. The full board would then vote on the recommendation of the Lead Pastor. If the board member receives a majority vote for removal, then the board member shall be immediately removed.

In the case of any moral, theological, or ethical deviance from biblical standards, the process to be followed is prescribed in Matthew 18:15-20:

- 1) Bring the matter to the attention of the Lead Pastor
- 2) The Lead Pastor will privately consult with the Board member;
- 3) The Board will conduct a thorough investigation before making any recommendation for the removal of a member.

5.2.6 Nomination: The Lead Pastor shall nominate members of the Board. Upon nomination, new members shall be ratified by majority vote of the existing Board, which vote shall include the affirmative vote of the Lead Pastor.

5.2.7 No compensation for being members: Whether or not employed by CrossWalk for other purposes, members of the Board shall for their duties be regarded as volunteers and serve without compensation for those duties, but shall be entitled to reimbursement for any reasonable expenses incurred on behalf of CrossWalk. Any member barred from receiving compensation under these provisions shall not be barred from serving CrossWalk in any other appropriate capacity, such as Lead Pastor or church staff, and receiving reasonable compensation for such other services.

5.2.8 Full Disclosure of Possible Conflicts: A contract or other transaction between CrossWalk and one or more of its members thereof (hereinafter “interested party”), or between CrossWalk and any other entity, of which entity one or more members are also interested parties, or in which entity an interested party has a financial interest – shall be voidable at the sole election of CrossWalk unless all of the following provisions are satisfied:

- 1) CrossWalk entered into the transaction for its own benefit or for the benefit of another supported organization;
- 2) The transaction was fair and reasonable as to CrossWalk, or was in furtherance of its religious, charitable, or educational purposes at the time CrossWalk entered into the transaction;
- 3) Prior to consummating the transaction, or any part, the Board authorized or approved the transaction, in good faith, by a vote of a majority of the members then in office, without counting the vote of the interested member or members, and with full knowledge of the material facts concerning the transaction and the interest of interested parties in the transaction; and
- 4) Prior to authorizing or approving the transaction, the Board, in good faith, determined after reasonable investigation and consideration, that either CrossWalk could not have obtained a more advantageous arrangement, with reasonable effort under the circumstances, or the transaction was in furtherance of the tax-exempt purposes of CrossWalk.

Interested parties may be counted in determining the presence of a quorum at a meeting of the Board (or a team thereof) that authorizes, approves, or ratifies such contract or transaction, but may not be counted for voting purposes.

5.2.9 Actions: The Board shall try to act by consensus. However, a majority decision of the members present and deciding at a meeting, which decision must include the affirmative vote of the Lead Pastor, shall be sufficient to constitute the act of the Board unless the act of a greater number is required by law or these bylaws. At least half of the members of the Board in attendance at any given meeting shall constitute a quorum.

In the case of a deadlock where the Board is unable to reach a conclusive decision, the Lead Pastor shall cast a ballot, which shall be known as a “majority ballot” so that the Board may take an official act or make a decision. The majority ballot shall be cast in addition to the regular member’s vote cast by the Lead Pastor.

5.2.10 Minutes: An official record of actions taken by the Board shall be kept in the administrative office of CrossWalk. The minutes shall keep track of all decisions made by the Board and be open to review by the Board and the Presbytery.

5.2.11 Indemnification: To the fullest extent permitted by Virginia law, as now in effect or as may hereafter be amended, no member of CrossWalk shall be personally liable for damages in any proceeding brought by or in the right of CrossWalk, or in connection with any claim, action, suit or proceeding to which they may be or is made a party by reason of being or having been a Board member of CrossWalk, provided, however, that such relief from liability shall not apply in any instance where such relief is inconsistent with any provision applicable to corporations described in §501(c)(3) of the Internal Revenue Code or Virginia law for indemnification by non-profit corporations.

CrossWalk may provide liability insurance and indemnification for the Board for the following reasons:

- 1.) To protect individual members from the financial hardship of potential legal expenses; or
- 2.) To assure the congregation that monies donated to CrossWalk will not be spent on legal defense in case of a lawsuit.

5.3 Other Pastors, Church Employees, Secretary, and Treasurer:

5.3.1 Appointments: All pastors and other church employees shall be appointed by the Lead Pastor.

5.3.2 Secretary: The Secretary of CrossWalk shall keep the minutes of the official meetings of the Board and specially called meetings of the Board. He/she shall keep a record of the Board, and shall be the custodian of all legal documents of CrossWalk and its corporate seal (if applicable). He/she shall file such annual corporation reports with the secretary of state in compliance with state law. In the event the Secretary of CrossWalk is not a member of the Board, the Board shall appoint its own secretary from the Board to record and keep all minutes of Board meetings.

5.3.3 Treasurer: The Treasurer of CrossWalk shall be entrusted with all the finances of CrossWalk, subject to the supervision of the Lead Pastor and the Board, and shall:

- deposit all funds in federally insured accounts in the name of CrossWalk
- disburse such funds by check as authorized by the Lead Pastor and the Board
- keep an itemized account of receipts and disbursements
- under consultation with the Advisory Team, present a report to the Board
- have all the finances reviewed by an external certified public accountant (CPA)
- make available for full disclosure and accountability an annual report to all CrossWalk members on the church's website.
- assist CrossWalk in acquiring and maintaining available tax exemptions under state and local law.
- provide a record of all identified giving to each donor at least annually.
- make available church records at all time for audit under the direction of the Board.
- maintain sound procedures for accounting and tabulating offerings
- maintain all other internal controls pertinent to organizational money handling

5.3.4 Business Administrator: For this version of these bylaws, until further revised, the Business Administrator shall be employed by CrossWalk and serve in both capacities of Secretary and Treasurer, as described hereof, along with other duties as assigned by the Lead Pastor.

ARTICLE VI. BIBLICAL RESOLUTION OF DISPUTES

In any dispute arising between or among the Board, the Executive Leadership Team, the Advisory Team, the Presbytery, pastors, or staff of CrossWalk, the dispute may be resolved by the Board according to the *Rules of Procedure for Christian Conciliation* as amended from time to time, by the Institute for Christian Conciliation. All employees, contractors, and vendors of CrossWalk shall be asked to sign policies or contracts with this Christian dispute resolution clause in them. A decision shall be reached after prayerful consideration, in a spirit of humility, with each conciliator seeking that which most glorifies God and regarding one another before themselves.

Any claim or dispute arising between or among the Board, the Executive Leadership Team, Advisory Team, the Presbytery, pastors, or staff of CrossWalk shall be settled by mediation and, if necessary, legally binding arbitration in accordance with the *Rules of Procedure for Christian Conciliation* of the Institute for Christian Conciliation. Judgment upon an arbitration decision may be entered in any court otherwise having jurisdiction. Leaders, pastors, and staff shall understand that these methods shall be the sole remedy for any controversy or claim arising within CrossWalk or against CrossWalk and expressly waive their right to file a lawsuit in any civil court against one another for such disputes, except to enforce an arbitration decision.⁵⁰ In that case, any court having competent jurisdiction, in conformity with the state laws, may enter judgment upon an arbitration award.

ARTICLE VII. DISSOLUTION

7.1 Property Status upon Division: In the event of that the congregation of CrossWalk becomes divided over irreconcilable differences to the extent that there is a permanent church division, all property, both real and personal, shall remain the property of CrossWalk, as governed by the Board and these bylaws. The Board shall adhere to the Tenets of Faith outlined in Article III herein and shall remain in good standing with the Presbytery.

7.2 Property Status upon Disaffiliation: CrossWalk shall not disaffiliate with the Presbytery without a majority decision of the Board, which decision shall include the affirmative vote of the Lead Pastor.

Prior to a decision to disaffiliate, a representative from the Presbytery shall be permitted to speak to the Board.

In the event of a decision to disaffiliate by the Board, the Lead Pastor shall give written notice of disaffiliation to the Presbytery. Upon disaffiliation, all property shall remain under the ownership of CrossWalk.

7.3 Property Status upon Dissolution: Upon the dissolution of CrossWalk, none of its funds or assets shall be distributed to any pastor, Board member, or any other individual. In the event CrossWalk shall cease to function as a church body, not having a primary service for a period of three (3) consecutive months, the Board shall:

- 7.3.1 Pay all outstanding liabilities of CrossWalk;
- 7.3.2 Dispose of all funds and assets of the Church in compliance with the rules and regulations of Section 501 (c)(3) of the *Internal Revenue Code of 1986*, (or the corresponding provisions of any future United States Internal Revenue Law) governing tax exempt religious organizations.
- 7.3.3 Specifically, the Board may, by a majority decision, which decision shall include the affirmative vote of the Lead Pastor, choose to dispose of all funds and assets of CrossWalk by conveying the same to another 501(c)(3), tax exempt religious organization or Christian church.
- 7.3.4 In the event that such agreement cannot be reached by the Board, or in the event that no organization qualifies for distribution as specified, then all funds and assets of CrossWalk shall be conveyed to the Presbytery, for its purposes, provided that said Presbytery at the time qualifies as an exempt organization under section 501 (c)(3) of the *Internal Revenue Code of 1986*, (or the corresponding provisions of any future United States Internal Revenue Law).
- 7.3.5 Any such funds or assets not so disposed of shall be disposed of by the Circuit Court of the county in which the principal office of the corporation is then located, to such organization as said Court shall determine, which is organized and operated exclusively for religious purposes.

ARTICLE VIII: TEAMS

CrossWalk, through its Executive Leadership Team, may create and maintain such teams as may be necessary and advisable for the extension of its mission and work. All such departments and organizations shall be subordinate to CrossWalk and shall contribute to the harmony and development of the whole. They shall be under the general supervision of the Lead Pastor and the Executive Leadership Team, and the Pastor shall be an *ex-officio* member of all teams and ministry departments.

ARTICLE IX. FISCAL

9.1 General: CrossWalk, through the Executive Leadership Team, shall create and maintain such departments and sub-organizations as may be necessary and advisable for the extension of its financial work. All such departments and organizations shall be subordinate to CrossWalk and shall contribute to the harmony and development of the whole. They shall be under the general supervision of the Lead Pastor and the Executive Leadership Team. All significant contracts should be reviewed by the Business Administrator, a competent attorney, and representatives of the Board prior to signing.

9.2 Budget and Financial Reviews: The Business Administrator shall prepare, under consultation of the Advisory Team, and the Executive Leadership Team shall approve annually a unified budget for CrossWalk. Said budget shall include all monies received or expended by and for any and all ministries of CrossWalk. The Executive Leadership Team shall conduct or arrange for an annual review (or audit) by an external certified public accountant.

9.3 Robert's Rules of Order: Where not in conflict with other provisions of these bylaws, *Robert's Rules of Order*, latest edition, may be used as the procedure for all business meetings of CrossWalk at the discretion of the Lead Pastor, to help facilitate order in the meetings of the Board, and teams established by or pursuant to the Articles of Incorporation and these bylaws of CrossWalk.

ARTICLE X. CROSSWALK POLICY AND OPERATIONS MANUAL

The development of the CrossWalk Employee Handbook and the CrossWalk Policy Manual shall be overseen by the Lead Pastor, Executive Leadership Team, and the Business Administrator with professional consultation and review. This manual shall include all CrossWalk policies, procedures, job descriptions, and organization charts depicting lines of responsibility in the administration of CrossWalk. The manual shall be kept in the CrossWalk office and made available for use by any leader of CrossWalk upon reasonable request. The Business Administrator shall maintain the manual. The Executive Leadership Team shall review the manual at least bi-annually and adjust policies and procedures accordingly. The annual budget shall be kept in the CrossWalk office and made available to any leader of CrossWalk upon reasonable request.

ARTICLE XI. AMENDMENTS

Amendments to Articles I through IV of these bylaws shall be proposed by the Board and shall require a three quarters (3/4) affirmative decision of the Board members present at a duly called meeting, which decision shall include the affirmative vote of the Lead Pastor, after giving two weeks written notice for each meeting including the proposed amendment. All other Amendments to these bylaws may be made by a simple majority of the Board, which decision shall include the affirmative vote of the Lead Pastor. At least fifty percent (50%) of the Board shall be required to be in attendance at a duly called meeting to constitute a quorum. Opinions may not be submitted in absentia; Board members must be present and able to participate in deliberations in order to make a decision.

Exhibit A

Assemblies of God (or herein referred to as “Presbytery”)

CrossWalk has voluntarily affiliated with the Assemblies of God – a worldwide cooperative fellowship functioning as a network of ministries relating laterally and sharing common interests covenantally.

The official website for the Assemblies of God is www.ag.org, which contains ample information regarding its history, beliefs, vision, leadership, governing structures, statistics, affiliations, and other matters of interest.

Local churches in this network operate independently once they become affiliated with the General Council of the Assemblies of God. This necessarily means:

- every church may choose its own lead pastor
- every church owns its own assets
- every church determines its own programs and ministries

CrossWalk is located within the Potomac Ministries Network of the Assemblies of God whose stated purpose is “neither to usurp authority over the various local assemblies, nor to deprive them of their Scriptural and local rights and privileges, but to recognize and promote Scriptural methods and order for worship, unity, fellowship, work, and business for God; and to disapprove unscriptural methods, doctrines, and conduct...”

(Constitution and Bylaws of the Potomac District Council of the Assemblies of God)

The Presbytery lending apostolic oversight for CrossWalk is the body of officers of the Potomac Ministries Network of the Assemblies of God. The candidates for these offices are chosen from the membership of the Network – a body of credentialed ministers of which members of the pastoral staff of CrossWalk are a part.

History: The Assemblies of God has its roots in a religious revival that began in the late 1800s. In 1914, both clergymen and laymen gathered from twenty states and several foreign countries for a “General Council” in Hot Springs, Arkansas. From that meager beginning, the Assemblies of God affiliated network of ministries was born.

Headquarters and Authorities:

NATIONAL

The Assemblies of God
1445 Boonville Ave.
Springfield, Missouri 65802
417.862.2781
www.ag.org

Executive Officers:
General Superintendent
Assistant General Superintendent
General Secretary
General Treasurer
Executive Director of US Missions
Executive Director of World Missions
14 Additional Executive Presbyters

DISTRICT

The Potomac Ministries Network
of the Assemblies of God
14525 John Marshall Hwy
PO Box 690
Gainesville, Virginia 20156
703.753.0300
www.pdcag.org

Executive Officers:
District Superintendent
Assistant District Superintendent
District Secretary Treasurer
16 Additional Executive Presbyters

LOCAL

The Tidewater North Section
Of the Potomac Ministries Network

Executive Officers:
Sectional Presbyter
Sectional Secretary
Sectional Treasurer

Beliefs: The Fundamentals of Truth of the Assemblies of God are available at www.ag.org.

Exhibit B

ENDNOTES (Supporting Scripture References)

The Scriptures used below are only intended to amplify principles that are important to CrossWalk and do not represent a comprehensive list of Scriptural references to support or justify these bylaws...

¹ **Church Order**

Everything should be done in a fitting and orderly way. 1 Corinthians 14:40

² **The Great Commandment**

You [followers of Christ] shall love the Lord your God with all your heart, with all your soul, and with all your mind. This is the first and great commandment. And the second is like it: You shall love your neighbor as yourself. On these two commandments hang all the Law and the Prophets. Matthew 22:37-40

³ **The Great Commission**

All authority has been given to Me [Jesus] in heaven and on earth. Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age. Matthew 28:18-20

⁴ **Unity in thought and purpose**

Now I plead with you, brethren, by the name of our Lord Jesus Christ, that you all speak the same thing, and that there be no divisions among you, but that you be perfectly joined together in the same mind and in the same judgment. 1 Corinthians 1:10

Therefore, if there is any consolation in Christ, if any comfort of love, if any fellowship of the Spirit, if any affection and mercy, fulfill my joy by being like-minded, having the same love, being of one accord, of one mind. Philippians 2:1-2

⁵ **Unity in essential beliefs**

There is one body and one Spirit, just as you were called in one hope of your calling; one Lord, one faith, one baptism; one God and Father of all... Ephesians 4:4-6

⁶ **Liberty in non-essential beliefs**

Receive one who is weak in the faith, but not to disputes over doubtful things. Who are you to judge? ...each of us shall give account of himself to God. Keep it to yourself before God.

Romans 14:1-22

⁷ **Charity (love) in all beliefs**

And though I [Paul] have the gift of prophecy, and understand all mysteries and all knowledge, and though I have all faith, so that I could remove mountains, but have not love, I am nothing.

1 Corinthians 13:2

⁸ **The Bible is the divine revelation of God to people**

All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work.

2 Timothy 3:16-17

⁹ **The Bible is our fixed source of authority for faith and conduct**

For this reason, we also thank God without ceasing, because when you received the word of God which you heard from us, you welcomed it not as the word of men, but as it is in truth, the word of God, which also effectively works in you who believe.

1 Thessalonians 2:13

¹⁰ **The Bible is without error and endurable for all generations and cultures**

The entirety of Your Word is truth, and every one of Your righteous judgments endures forever.

Psalms 119:160

No prophecy of Scripture is of any private interpretation, for prophecy never came by the will of man, but holy men of God spoke as they were moved by the Holy Spirit.

2 Peter 1:20-21

¹¹ **God is eternal, having always existed outside of time and space**

Then God said, "Let Us make man in Our image, according to Our likeness; let them have dominion..." So God created man in His own image; in the image of God He created him; male and female He created them.

Genesis 1:26-27

Before the mountains were brought forth, or ever You had formed the earth and the world, even from everlasting to everlasting, You are God.

Psalms 90:2

"I am the Alpha and the Omega, the Beginning and the End," says the Lord, "who is and who was and who is to come, the Almighty."

Revelation 1:8

¹² **God is a single Being consisting of three Persons – Father, Son, and Holy Spirit**

But the Helper, the Holy Spirit, whom the Father will send in My [Jesus] name, He will teach you all things, and bring to your remembrance all things that I said to you.

John 14:26

Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit....

Matthew 28:19

For there are three that bear witness in heaven: the Father, the Word [Jesus as referenced in John 1:1-4], and the Holy Spirit; and these three are one.

1 John 5:7

¹³ **Jesus is the eternal Son of God, both fully God and fully man**

In the beginning was the Word [Jesus], and the Word was with God, and the Word was God. He was in the beginning with God. All things were made through Him, and without Him nothing was made that was made.

John 1:1-4

And the Word [Jesus] became flesh and dwelt among us, and we beheld His glory, the glory as of the only begotten of the Father, full of grace and truth. And of His fullness we have all received, and grace for grace. For the law was given through Moses, but grace and truth came through Jesus Christ.

John 1:14-17

Let this mind be in you which was also in Christ Jesus, who, being in the form of God, did not consider it robbery to be equal with God, but made Himself of no reputation, taking the form of a bondservant, and coming in the likeness of men. And being found in appearance as a man, He humbled Himself and became obedient to the point of death, even the death of the cross. Therefore, God also has highly exalted Him and given Him the name which is above every name, that at the name of Jesus every knee should bow, of those in heaven, and of those on earth, and of those under the earth, and that every tongue should confess that Jesus Christ is Lord, to the glory of God the Father.

Philippians 2: 4-11

¹⁴ **Jesus is conceived by the Holy Spirit and born of a virgin**

Behold, the virgin [Mary] shall be with child, and bear a Son [Jesus], and they shall call His name Immanuel," which is translated, "God with us."

Matthew 1:23

Then the angel said to her, "Do not be afraid, Mary, for you have found favor with God. And behold, you will conceive in your womb and bring forth a Son and shall call His name Jesus. He will be great and will be called the Son of the Highest; and the Lord God will give Him the throne of His father David. And He will reign over the house of Jacob forever, and of His kingdom there will be no end." Then Mary said to the angel, "How can this be, since I do not know a man?" And the angel answered and said to her, "The Holy Spirit will come upon you, and the power of the Highest will overshadow you; therefore, also, that Holy One who is to be born will be called the Son of God.

Luke 1:30-35

¹⁵ **Jesus is without sin**

Who committed no sin, nor was deceit found in His mouth... 1 Peter 2:22

For we do not have a High Priest [Jesus] who cannot sympathize with our weaknesses, but was in all points tempted as we are, yet without sin. Hebrews 4:11-15

¹⁶ **Jesus is one who ultimately restores people from sin through the shedding of His blood**

For this is My blood of the new covenant, which is shed for many for the remission of sins. Matthew 26:28

And He [Jesus] said to them, "This is My blood of the new covenant, which is shed for many." Mark 4:24

¹⁷ **Jesus is raised from the dead and seated with the Heavenly Father**

But the angel answered and said to the women, "Do not be afraid, for I know that you seek Jesus who was crucified. He is not here; for He is risen, as He said. Come, see the place where the Lord lay..." Matthew 28:5-6

Men of Israel, hear these words: Jesus of Nazareth, a Man attested by God to you by miracles, wonders, and signs which God did through Him in your midst, as you yourselves also know - Him, being delivered by the determined purpose and foreknowledge of God, you have taken by lawless hands, have crucified, and put to death; whom God raised up, having loosed the pains of death, because it was not possible that He should be held by it... Acts 2:22-24

Christ died for our sins according to the Scriptures, and that He was buried, and that He rose again the third day according to the Scriptures. 1 Corinthians 15:3-4

¹⁸ **Jesus heals the sick**

Is anyone among you sick? Let him call for the elders of the church, and let them pray over him, anointing him with oil in the name of the Lord. And the prayer of faith will save the sick, and the Lord will raise him up. James 5:14-16

Surely, He [Jesus] has borne our griefs and carried our sorrows; yet we esteemed Him stricken, smitten by God, and afflicted. But He was wounded for our transgressions, He was bruised for our iniquities; the chastisement for our peace was upon Him, and by His stripes we are healed. Isaiah 53:4-5

¹⁹ **Jesus is returning again to reign eternally in a new heaven and new earth**

Now, when He [Jesus] had spoken these things, while they [the disciples] watched, He was taken up, and a cloud received Him out of their sight. And while they looked steadfastly toward heaven as He went up, behold, two men stood by them in white apparel, who also said, "Men of Galilee, why do you stand gazing up into heaven? This same Jesus, who was taken up from you into heaven, will so come in like manner as you saw Him go into heaven." Acts 1:9-11

Now I [John] saw a new heaven and a new earth, for the first heaven and the first earth had passed away. Also, there was no more sea. Then I, John, saw the holy city, New Jerusalem, coming down out of heaven from God, prepared as a bride adorned for her husband. And I heard a loud voice from heaven saying, "Behold, the tabernacle of God is with men, and He will dwell with them, and they shall be His people. God Himself will be with them and be their God..." Revelation 21:1-3

²⁰ **The Holy Spirit is present to make people aware of their need of Jesus**

But I [Jesus] tell you the truth, it is to your advantage that I go away; for if I do not go away, the Helper [the Holy Spirit] will not come to you; but if I go, I will send Him to you. And He, when He comes, will convict the world concerning sin and righteousness and judgment; concerning sin, because they do not believe in Me; and concerning righteousness, because I go to the Father and you no longer see Me; and concerning judgment, because the ruler of this world has been judged. John 16:7-11

²¹ **The Holy Spirit is present to empower believers to live more victoriously**

Behold, I [Jesus] send the Promise [the Holy Spirit] of My Father upon you; but tarry in the city of Jerusalem until you are endued with power from on high. Luke 24:49 [Jesus] will ask the Father, and He will give you another Helper, that He may be with you forever; that is the Spirit of truth, whom the world cannot receive, because it does not see Him or know Him, but you know Him because He abides with you and will be in you. John 14:16-17

But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all Judea and Samaria, and to the end of the earth. Acts 1:8

²² **The Holy Spirit offers a baptism that is subsequent to the salvation experience**

But when they [the Samaritans] believed Philip as he preached the things concerning the kingdom of God and the name of Jesus Christ, both men and women were baptized... Now when the apostles who were at Jerusalem heard that Samaria had received the word of God, they sent Peter and John to them, who, when they had come down, prayed for them that they might receive the Holy Spirit. For as yet He had fallen upon none of them. They had only been baptized in the name of the Lord Jesus. Then they laid hands on them, and they received the Holy Spirit. Acts 8:12-17

And it happened, while Apollos was at Corinth, that Paul, having passed through the upper regions, came to Ephesus. And finding some disciples he said to them, "Did you receive the Holy Spirit when you believed?" So, they said to him, "We have not so much as heard whether there is a Holy Spirit." And he said to them, "Into what then were you baptized?" So, they said, "Into John's baptism." Then Paul said, "John indeed baptized with a baptism of repentance, saying to the people that they should believe on Him who would come after him, that is, on Christ Jesus." When they heard this, they were baptized in the name of the Lord Jesus. And when Paul had laid hands on them, the Holy Spirit came upon them, and they spoke with tongues and prophesied. Now the men were about twelve in all.

Acts 19:1-7

²³ **The gifts of the Holy Spirit shall operate in harmony**

Though I speak with the tongues of men and of angels, but have not love, I have become sounding brass or a clanging cymbal. And though I have the gift of prophecy, and understand all mysteries and all knowledge, and though I have all faith, so that I could remove mountains, but have not love, I am nothing.

1 Corinthians 13:1-2

Pursue love, and desire spiritual gifts, but especially that you may prophesy. For he who speaks in a tongue does not speak to men but to God, for no one understands him; however, in the spirit he speaks mysteries. But he who prophesies speaks edification and exhortation and comfort to men. He who speaks in a tongue edifies himself, but he who prophesies speaks edification. I wish you all spoke with tongues, but even more that you prophesied; for he who prophesies is greater than he who speaks with tongues, unless indeed he interprets, that the church may receive edification. But now, brethren, if I come to you speaking with tongues, what shall I profit you unless I speak to you either by revelation, by knowledge, by prophesying, or by teaching? Even things without life, whether flute or harp, when they make a sound, unless they make a distinction in the sounds, how will it be known what is piped or played? For if the trumpet makes an uncertain sound, who will prepare himself for battle? So likewise, you, unless you utter by the tongue words easy to understand, how will it be known what is spoken? For you will be speaking into the air. There are, it may be, so many kinds of languages in the world, and none of them is without significance. Therefore, if I do not know the meaning of the language, I shall be a foreigner to him who speaks, and he who speaks will be a foreigner to me. Even so you, since you are zealous for spiritual gifts, let it be for the edification of the church that you seek to excel. Therefore, let him who speaks in a tongue pray that he may interpret. For if I pray in a tongue, my spirit prays, but my understanding is unfruitful. What is the conclusion then? I will pray with the spirit, and I will also pray with the understanding. I will sing with the spirit, and I will also sing with the understanding. Otherwise, if you bless with the spirit, how will he who occupies the place of the uninformed say "Amen" at your giving of thanks, since he does not understand what you say? For you indeed give thanks well, but the other is not edified. I thank my God I speak with tongues more than you all; yet in the church I would rather speak five words with my understanding, that I may teach others also, than ten thousand

words in a tongue. Brethren, do not be children in understanding; however, in malice be babes, but in understanding be mature. In the law it is written: "With men of other tongues and other lips I will speak to this people; And yet, for all that, they will not hear Me," says the Lord. Therefore, tongues are for a sign, not to those who believe but to unbelievers; but prophesying is not for unbelievers but for those who believe. Therefore, if the whole church comes together in one place, and all speak with tongues, and there come in those who are uninformed or unbelievers, will they not say that you are out of your mind? But if all prophesy, and an unbeliever or an uninformed person comes in, he is convinced by all, he is convicted by all. And thus, the secrets of his heart are revealed; and so, falling down on his face, he will worship God and report that God is truly among you. How is it then, brethren? Whenever you come together, each of you has a psalm, has a teaching, has a tongue, has a revelation, has an interpretation. Let all things be done for edification. If anyone speaks in a tongue, let there be two or at the most three, each in turn, and let one interpret. But if there is no interpreter, let him keep silent in church, and let him speak to himself and to God. Let two or three prophets speak, and let the others judge. But if anything is revealed to another who sits by, let the first keep silent. For you can all prophesy one by one that all may learn and all may be encouraged. And the spirits of the prophets are subject to the prophets. For God is not the author of confusion but of peace, as in all churches of the saints. Let your women keep silent in church, for they are not permitted to speak; but they are to be submissive, as the law also says. And if they want to learn something, let them ask their own husbands at home; for it is shameful for women to speak in church. Or did the word of God come originally from you? Or was it you only that it reached? If anyone thinks himself to be a prophet or spiritual, let him acknowledge that the things which I write to you are the commandments of the Lord. But if anyone is ignorant, let him be ignorant. Therefore, brethren, desire earnestly to prophesy, and do not forbid to speak with tongues. Let all things be done decently and in order.

1 Corinthians 14:1-40

²⁴ **People are made in the spiritual image of God**

Then God said, "Let Us make man in Our image, according to Our likeness; let them have dominion over the fish of the sea, over the birds of the air, and over the cattle, over all the earth and over every creeping thing that creeps on the earth." So God created man in His own image; in the image of God He created him; male and female He created them.

Genesis 1:26-27

²⁵ **People are fallen from innocence due to a willful choice to do wrong**

So when the woman saw that the tree was good for food, that it was pleasant to the eyes, and a tree desirable to make one wise, she took of its fruit and ate. She also gave to her husband with her, and he ate. Then the eyes of both of them were opened, and they knew that they were naked; and they sewed fig leaves together and made themselves coverings. And they heard the sound of the Lord God walking in the garden in the cool of the day, and Adam and his wife hid themselves from the presence of the Lord God among the trees of the garden.

Genesis 3:6-8

...for all have sinned and fall short of the glory of God... Romans 3:23

²⁶ **People are destined for eternal separation from God unless they are reconciled**

For the wages of sin is death, but the gift of God is eternal life in Christ Jesus our Lord.

Romans 6:23

Then I [John] saw a great white throne and Him who sat on it, from whose face the earth and the heaven fled away. And there was found no place for them. And I saw the dead, small and great, standing before God, and books were opened. And another book was opened, which is the Book of Life. And the dead were judged according to their works, by the things which were written in the books. The sea gave up the dead who were in it, and Death and Hades delivered up the dead who were in them. And they were judged, each one according to his works. Then Death and Hades were cast into the lake of fire. This is the second death. And anyone not found written in the Book of Life was cast into the lake of fire.

Revelation 20:11-15

²⁷ **People are provided an opportunity to be reconciled to God**

But God demonstrates His own love toward us, in that while we were still sinners, Christ died for us. Much more then, having now been justified by His blood, we shall be saved from wrath through Him. For if when we were enemies we were reconciled to God through the death of His Son, much more, having been reconciled, we shall be saved by His life. And not only that, but we also rejoice in God through our Lord Jesus Christ, through whom we have now received the reconciliation.

Romans 5:8-11

For it pleased the Father that in Him all the fullness should dwell, and by Him to reconcile all things to Himself, by Him, whether things on earth or things in heaven, having made peace through the blood of His cross. And you, who once were alienated and enemies in your mind by wicked works, yet now He has reconciled in the body of His flesh through death, to present you holy, and blameless, and above reproach in His sight...

Colossians 1:19-22

²⁸ **People are invited to accept Christ, repent of sin, and be regenerated**

For God so loved the world that He gave His only begotten Son, that whoever believes in Him should not perish but have everlasting life. For God did not send His Son into the world to condemn the world, but that the world through Him might be saved.

John 3:16-17

Then He said to them all, "If anyone desires to come after Me, let him deny himself, and take up his cross daily, and follow Me. For whoever desires to save his life will lose it, but whoever loses his life for My sake will save it."

Luke 9:23-24

Then Peter said to them [the onlookers who were gathered in Jerusalem to witness the outpouring on Pentecost], "Repent, and let every one of you be baptized in the name of Jesus Christ for the remission of sins; and you shall receive the gift of the Holy Spirit."

Acts 2:38

For the grace of God that brings salvation has appeared to all men, teaching us that, denying ungodliness and worldly lusts, we should live soberly, righteously, and godly in the present age, looking for the blessed hope and glorious appearing of our great God and Savior Jesus Christ...

Titus 2:11-13

...not by works of righteousness which we have done, but according to His mercy He [Jesus] saved us, through the washing of regeneration and renewing of the Holy Spirit, whom He poured out on us abundantly through Jesus Christ our Savior, that having been justified by His grace we should become heirs according to the hope of eternal life.

Titus 3:5-7

²⁹ **People are in need of sanctification**

Test all things; hold fast what is good. Abstain from every form of evil. Now may the God of peace Himself sanctify you completely; and may your whole spirit, soul, and body be preserved blameless at the coming of our Lord Jesus Christ.

1 Thessalonians 5:21-23

For this is the will of God, your sanctification: that you should abstain from sexual immorality...

1 Thessalonians 4:3

³⁰ **People are commanded to relinquish the authority over their lives to Christ**

Therefore you shall obey the voice of the Lord your God, and observe His commandments and His statutes which I command you today.

Deuteronomy 27:10

But this is what I [The Lord] commanded them, saying, "Obey My voice, and I will be your God, and you shall be My people. And walk in all the ways that I have commanded you, that it may be well with you."

Jeremiah 7:23

Do you not know that your bodies are members of Christ? Shall I then take the members of Christ and make them members of a harlot? Certainly not! But he who is joined to the Lord is one spirit with Him. ...do you not know that your body is the temple of the Holy Spirit who is in you, whom you have from God, and you are not your own? For you were bought at a price; therefore glorify God in your body and in your spirit, which are God's.

1 Corinthians 6:15-20

For the weapons of our warfare are not carnal but mighty in God for pulling down strongholds, casting down arguments and every high thing that exalts itself against the knowledge of God, bringing every thought into captivity to the obedience of Christ, and being ready to punish all disobedience when your obedience is fulfilled.

1 Corinthians 10:4-6

³¹ **The church is the Body of Christ consisting of all believers in all nations and in all generations**

For by one Spirit we were all baptized into one body – whether Jews or Greeks, whether slaves or free – and have all been made to drink into one Spirit. 1 Corinthians 12:13

³² **The church exists to encounter Jesus – to worship God**

You shall love the Lord your God with all your heart, with all your soul, and with all your strength. Deuteronomy 6: 5

³³ **The church exists – to encourage other Christ-followers**

And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ. ...from whom the whole body, joined and knit together by what every joint supplies, according to the effective working by which every part does its share, causes growth of the body for the edifying of itself in love. Ephesians 4:11-13, 16

³⁴ **The church exists to engage the world – to love people outside the church**

Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age.

Matthew 28:19-20

How then shall they call on Him [Jesus] in whom they have not believed? And how shall they believe in Him of whom they have not heard? And how shall they hear without a preacher? And how shall they preach unless they are sent? As it is written: "How beautiful are the feet of those who preach the gospel of peace, who bring glad tidings of good things!" Romans 10:14-15

³⁵ **The church is called to observe the ordinance of baptism**

Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit... Matthew 28:19

"Can anyone forbid water, that these [Gentiles associated with Cornelius in Caesarea] should not be baptized who have received the Holy Spirit just as we [Jews in Peter's delegation] have?" And he commanded them to be baptized in the name of the Lord.

Acts 10:47-48

³⁶ **The church is called to observe the ordinance of holy communion**

Then He [Jesus] took the cup, and gave thanks, and said, "Take this and divide it among yourselves [the twelve disciples]; for I say to you, I will not drink of the fruit of the vine until the kingdom of God comes." And He took bread, gave thanks and broke it, and gave it to them, saying, "This is My body which is given for you; do this in remembrance of Me." Likewise He also took the cup after supper, saying, "This cup is the new covenant in My blood, which is shed for you."

Luke 19:17-20

For I [Paul] received from the Lord that which I also delivered to you: that the Lord Jesus on the same night in which He was betrayed took bread; and when He had given thanks, He broke it and said, "Take, eat; this is My body which is broken for you; do this in remembrance of Me." In the same manner He also took the cup after supper, saying, "This cup is the new covenant in My blood. This do, as often as you drink it, in remembrance of Me." For as often as you eat this bread and drink this cup, you proclaim the Lord's death till He comes.

1 Corinthians 11:23-26

³⁷ **The future is hopeful for the believer**

Nevertheless we, according to His promise, look for new heavens and a new earth in which righteousness dwells.

2 Peter 3:13

For the Lord Himself will descend from heaven with a shout, with the voice of an archangel, and with the trumpet of God. And the dead in Christ will rise first. Then we who are alive and remain shall be caught up together with them in the clouds to meet the Lord in the air. And thus we shall always be with the Lord.

1 Thessalonians 4:16-17

For the grace of God that brings salvation has appeared to all men, teaching us that, denying ungodliness and worldly lusts, we should live soberly, righteously, and godly in the present age, looking for the blessed hope and glorious appearing of our great God and Savior Jesus Christ...

Titus 2:11-13

Now I [John] saw a new heaven and a new earth, for the first heaven and the first earth had passed away... Then I, John, saw the holy city, New Jerusalem, coming down out of heaven from God, prepared as a bride adorned for her husband. And I heard a loud voice from heaven saying, "Behold, the tabernacle of God is with men, and He will dwell with them, and they shall be His people. God Himself will be with them and be their God. And God will wipe away every tear from their eyes; there shall be no more death, nor sorrow, nor crying. There shall be no more pain, for the former things have passed away." Then He who sat on the throne said, "Behold, I make all things new." And He said to me, "Write,

for these words are true and faithful." And He said to me, "It is done! I am the Alpha and the Omega, the Beginning and the End. I will give of the fountain of the water of life freely to him who thirsts. He who overcomes shall inherit all things, and I will be his God and he shall be My son.
Revelation 21:1-7

³⁸ **The future is dismal and bleak for the unbeliever**

Do you not know that the unrighteous will not inherit the kingdom of God? Do not be deceived. Neither fornicators, nor idolaters, nor adulterers, nor homosexuals, nor sodomites, nor thieves, nor covetous, nor drunkards, nor revilers, nor extortioners will inherit the kingdom of God.
1 Corinthians 6:9-10

For since the creation of the world His invisible attributes are clearly seen, being understood by the things that are made, even His eternal power and Godhead, so that they are without excuse, because, although they knew God, they did not glorify Him as God, nor were thankful, but became futile in their thoughts, and their foolish hearts were darkened. Professing to be wise, they became fools, and changed the glory of the incorruptible God into an image made like corruptible man – and birds and four-footed animals and creeping things. Therefore God also gave them up to uncleanness, in the lusts of their hearts, to dishonor their bodies among themselves, who exchanged the truth of God for the lie, and worshiped and served the creature rather than the Creator, who is blessed forever.
Romans 1:20-25

³⁹ **Sin is a condition of the human heart that falls short of God's standard of perfection**
For all have sinned and fallen short of the glory of God.
Romans 3:23

⁴⁰ **Sin is a reproach to any people**

Righteousness exalts a nation, but sin is a reproach to any people. Proverbs 14:34

For what the law could not do in that it was weak through the flesh, God did by sending His own Son in the likeness of sinful flesh, on account of sin: He condemned sin in the flesh, that the righteous requirement of the law might be fulfilled in us who do not walk according to the flesh but according to the Spirit.
Romans 8:3-4

Now the works of the flesh [sin] are evident, which are: adultery, fornication, uncleanness, lewdness, idolatry, sorcery, hatred, contentions, jealousies, outbursts of wrath, selfish ambitions, dissensions, heresies, envy, murders, drunkenness, revelries, and the like; of which I tell you beforehand, just as I also told you in time past, that those who practice such things will not inherit the kingdom of God.
Galatians 5:19-21

⁴¹ **Matrimony is a holy monogamous marriage between one man and one woman**

Therefore a man shall leave his father and mother and be joined to his wife, and they shall become one flesh.
Genesis 2:24

...let each man have his own wife, and let each woman have her own husband. Let the husband render to his wife the affection due her, and likewise also the wife to her husband. The wife does not have authority over her own body, but the husband does. And likewise the husband does not have authority over his own body, but the wife does.
1 Corinthians 7:2-4

Now to the married I [Paul] command, yet not I but the Lord: A wife is not to depart from her husband.
Corinthians 7:10

For the husband is head of the wife, as also Christ is head of the church; and He is the Savior of the body... For this reason [Eve created out of Adam – bone of his bone, flesh of his flesh] a man shall leave his father and mother and be joined to his wife, and the two shall become one flesh.
Ephesians 5:23, 31

Marriage is honorable among all, and the bed undefiled... Hebrews 13:4

Marriage is a covenant made between two people, one man and one woman, with God. The Christian marriage covenant requires the married parties to be faithful, loving and helpful to each other as long as they both shall live. (Malachi 2:15-16; Matthew 5:32; 19:5-6,9; Romans 7:2-3; I Corinthians 7:10-11, 15; II Corinthians 6:14; Ephesians 5:22-25).

Marriage is a union ordained by God. It was first instituted by God in the early chapters of Genesis, codified in the Levitical law, the Old Testament prophets compared it to a relationship between God and his people, examples of it are in the historical narratives, and, the scripture discusses the unique unity of this relationship. Jesus explained the original intention and core elements of marriage, and several New Testament Epistles give explicit instructions on this union. Marriage is a typology of Jesus Christ and the church. As such, the church views marriage as a profound spiritual institution established by God. We believe the term “marriage” has only one meaning, and that is marriage sanctioned by God which joins one man, and one woman in a single, exclusive union, as delineated in Scripture.

Due to the importance of marriage in the biblical witness, this church adopts the following:

Only currently Licensed or Ordained CrossWalk staff Pastors may officiate a marriage ceremony or renewal of vows ceremony.

Staff Pastors employed by CrossWalk shall be subject to dismissal and loss of Licensing/Ordination for officiating a same gender or transgender marriage ceremony, or a same gender or transgender renewal of vows ceremony.

CrossWalk facilities or properties may not be used by any individual, group, or organization that advocates, endorses, or promotes homosexuality or transgender life as an alternative or acceptable lifestyle. This policy applies to events including but not limited to: Birthday parties, Classes, Reunions, Anniversaries, Baby Showers, Weddings, and Renewal of Vows services.

⁴² **Matrimony is ordained by God**

And the Lord God said, "It is not good that man should be alone; I will make him a helper comparable to him." Genesis 2:18

"Honor your father and your mother, that your days may be long upon the land which the Lord your God is giving you..." Exodus 20:12

And the Lord God caused a deep sleep to fall on Adam, and he slept; and He took one of his ribs and closed up the flesh in its place. Then the rib which the Lord God had taken from man He made into a woman, and He brought her to the man. And Adam said: "This is now bone of my bones and flesh of my flesh; She shall be called Woman, Because she was taken out of Man." Therefore, a man shall leave his father and mother and be joined to his wife, and they shall become one flesh. Genesis 2:21-24

"For the Lord God of Israel says that He hates divorce, for it covers one's garment with violence," says the Lord of hosts. "Therefore, take heed to your spirit, that you do not deal treacherously." Malachi 2:6

⁴³ **Matrimony is the basic unit of society through its ministry and testimony**

Wives, submit to your own husbands, as to the Lord. For the husband is head of the wife, as also Christ is head of the church; and He is the Savior of the body. Therefore, just as the church is subject to Christ, so let the wives be to their own husbands in everything. Husbands, love your wives, just as Christ also loved the church and gave Himself for her, that He might sanctify and cleanse her with the washing of water by the word, that He might present her to Himself a glorious church, not having spot or wrinkle or any such thing, but that she should be holy and without blemish. So husbands ought to love their own wives as their own bodies; he who loves his wife loves himself.

Ephesians 5:22-33

⁴⁴ **Today's pastors are the same as the New Testament elders**

[Paul to the Elders of the church in Ephesus] Therefore take heed to yourselves and to all the flock, among which the Holy Spirit has made you overseers, to shepherd [poimen] the church of God... Acts 20:28

[Peter to the Elders governing churches scattered throughout Asia Minor] Shepherd [poimen] the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly. 1 Peter 5:2

And He Himself [Jesus] gave some to be apostles, some prophets, some evangelists, and some pastors [poimen] and teachers... Ephesians 4:11

* The word for “pastor” was the same word used to describe the function of an elder on more than one occasion in the New Testament.

For this reason I [Paul] left you in Crete, that you should set in order the things that are lacking, and appoint [ordain] elders [those called to shepherd (same as “pastor,” see verses immediately above)] in every city as I commanded you. Titus 1:5

Is anyone among you sick? Let him call for the elders of the church, and let them pray over him, anointing him with oil in the name of the Lord. James 5:14

Let the elders who rule well be counted worthy of double honor, especially those who labor in the word and doctrine. Timothy 5:17

* The functions listed above were obviously done by those anointed to do so on a vocational basis rather than by well-meaning, volunteer businessmen donating their time to CrossWalk.

⁴⁵ **Wise counsel of older men and women**

Listen now to my [Jethro] voice; I will give you [Moses] counsel, and God will be with you... Exodus 18:19

But as for you, speak the things which are proper for sound doctrine: that the older men be sober, reverent, temperate, sound in faith, in love, in patience; the older women likewise, that they be reverent in behavior, not slanderers, not given to much wine, teachers of good things – that they admonish the young women... Titus 2:1-4

A wise man will hear and increase learning, and a man of understanding will attain wise counsel... Proverbs 1:5

Without counsel, plans go awry, but in the multitude of counselors they are established. Proverbs 15:22

⁴⁶ **Pastor led, counseled by advisors, under apostolic authority**

Pastor led: So when they [Paul and Barnabas] had appointed [ordained] elders [pastors – see footnote 44] in every church, and prayed with fasting, they commended them to the Lord in whom they had believed. Acts 14:23

Counseled by advisors: Plans fail for lack of counsel, but with many advisers, they succeed. Proverbs 15:22

Under apostolic authority: Therefore, when Paul and Barnabas had no small dissension and dispute with them, they determined that Paul and Barnabas and certain others of them should go up to Jerusalem, to the apostles and elders, about this question [the

relevance of circumcision to salvation]. Now the apostles and elders came together to consider this matter... And as they [Paul and Timothy] went through the cities, they delivered to them the decrees to keep, which were determined by the apostles and elders at Jerusalem. Acts 15:2-6; 16:4

⁴⁷ **Non-pastoral leaders that govern the operations of the church**

Now in those days, when the number of the disciples was multiplying, there arose a complaint against the Hebrews by the Hellenists, because their widows were neglected in the daily distribution. Then the twelve [original apostles appointed by Jesus serving in an elder capacity] summoned the multitude of the disciples and said, "It is not desirable that we should leave the word of God and serve tables. Therefore, brethren, seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business; but we will give ourselves continually to prayer and to the ministry of the word." Acts 6:1-4

⁴⁸ **Partners in the ministry**

...the equipping of the saints for the work of the ministry, for the edifying of the body of Christ, till we all reach the unity of the faith... the whole body is joined and knit together by what every joint supplies, according to the effective working by which every part does its share... Ephesians 4:11-16

If then you count me as a partner, receive him [Onesimus] as you [Philemon] would me [Paul]. Philemon 1:17

⁴⁹ **Moral Integrity and Personal Lifestyle**

The Bible dictates standards of sexual behavior and declares that as a follower of Christ, we are not to engage in inappropriate sexual conduct. Inappropriate conduct includes but is not limited to heterosexual activity outside of marriage (premarital sex, cohabitation, extramarital sex), homosexual activity, sexual harassment, use of pornographic material or websites, and sexual abuse or improprieties toward minors as defined by Scripture and federal or state laws.

Any promiscuity, homosexuality, or other sexual behaviors forbidden in the Scriptures violates the bona fide requirement of being a Christian role model. The unique roles and gender identity of the male and female are clearly defined in Scripture. Romans 1:24-32 states that God recognizes homosexual behavior as sin. (Romans 12:1-2, 1 Corinthians 6:9-20, Ephesians 4:1-11, 5:3-5, 1 Thessalonians 4:3-8, 1 Timothy 4:12, 2 Timothy 2:19-22, 1 Peter 1:15-16, 1 John 3:1-3).

The Bible exhorts us to display the highest Christian virtue and personal decorum, serving as a Christian role model (1 Timothy 4:12) both in and out of Church (Luke 6:40), and as an example to the community in dignity, respect, and Christian living. This includes, but is not limited to, refraining from such activities as the abuse of alcohol and

the use of illicit drugs, pornography, or vulgar and profane language. (Colossians 3:17, Titus 2:7-8, 1 Thessalonians 2:10, 1 Thessalonians 5:18, 22-23, James 3: 17-18). It is the goal of the church that each person will have a lifestyle in which “God may have the preeminence” (Colossians 1:18).

⁵⁰Avoidance of the Court of Law in Settling Disputes in the church

When one of you has a dispute with another believer, how dare you file a lawsuit and ask a secular court to decide the matter instead of taking it to other believers. Don't you realize that someday we believers will judge the world? And since you are going to judge the world, can't you decide even these little things among yourselves? Don't you realize that we will judge angels? So, you should surely be able to resolve ordinary disputes in this life. If you have legal disputes about such matters, why go to outside judges who are not respected by the church? I am saying this to shame you. Isn't there anyone in all the church who is wise enough to decide these issues? But instead, one believer sues another – right in front of unbelievers! Even to have such lawsuits with one another is a defeat for you. Why not just accept the injustice and leave it at that? Why not let yourselves be cheated? Instead, you yourselves are the ones who do wrong and cheat even your fellow believers.

1 Corinthians 6:1-8