

CONSTITUTION of the CROSSNET BAPTIST NETWORK

ARTICLE I: IDENTITY

Section 1 – Name: This body shall be known as the CrossNet Baptist Network.

Section 2 – Articles of Faith: We adopt as our statement of faith, THE BAPTIST FAITH AND MESSAGE, as adopted by the Southern Baptist Convention.

Section 3 – Cooperation: This body shall be cooperative with the Tennessee State Convention and the Southern Baptist Convention.

Section 4 – Authority: This body shall be wholly advisory, and shall never assume any ecclesiastical authority over the churches.

ARTICLE II: PURPOSE

The purpose of the CrossNet Baptist Network shall be to promote Christian fellowship and cooperation among the churches affiliated with the Network; to uphold the doctrines and principles of our Baptist faith and encourage the churches to be loyal and practice these doctrines and principles; to promote benevolence, stewardship, Christian education, the preaching and teaching of God's Word, and the winning of all men to Christ to the ends of the earth.

ARTICLE III: MEMBERSHIP

Section 1 – Churches: The CrossNet Baptist Network shall be composed of those churches that have applied for and have been received into membership at an Annual Homecoming. Messengers elected by the respective churches shall represent those churches at each Annual Homecoming.

Section 2 – Messengers: Messengers shall be elected by the respective cooperating churches, according to the following formula. Each church of fifty members or less shall be entitled to three (3) messengers and one (1) additional messenger for each fifty members above the first fifty, provided no church shall be entitled to have more than ten (10) messengers.

Section 3 – Affiliation: Any church desiring to be received into the fellowship of the CrossNet Baptist Network shall forward an application to the Network office at least (6) months prior to an Annual Homecoming. The church desiring affiliation should include a statement of its faith and practices and declaring its purpose to cooperate with this body. A body shall be formed from the Administrative Leadership Team to examine the credentials of the petitioning church. (See Application for Membership to the CrossNet Baptist Network in the Operations Manual.) Recommendations from this group shall be made to the Network at an Annual Homecoming. Upon approval of a three-fourths (3/4)-majority vote of the messengers present to receive the church, the moderator shall declare

the church received and its messengers seated. A church may choose to withdraw from the fellowship of the CrossNet Baptist Network with written notification.

Section 4 – Discipline: The Network reserves the right to withdraw fellowship by a three-fourths (3/4) majority vote at an Annual Homecoming from any church it deems:

- a. to have departed from the teaching of the New Testament in doctrine or conduct as previously stated in the Articles of Faith of the Network; or
- b. to have failed to correspond with the Network for two (2) consecutive years. This church shall first be visited by a group assigned by the Administrative Leadership Team to determine the cause and seek resolution; or
- c. to have refused to support financially the program of the Network.

ARTICLE IV: MEETINGS

Section 1 – Annual Homecoming: The CrossNet Baptist Network shall have an Annual Homecoming, at such time and place as it may determine. All reports to the Annual Homecoming shall be written and included in the Book of Reports. No reports, other than those in the Book of Reports, shall be heard unless by the expressed approval of the body.

Two different groups, Messengers and Guests, attend the Annual Homecoming of the CrossNet Baptist Network.

Messengers are selected by CrossNet Baptist Network affiliated churches to represent their churches at the Annual Homecoming. They may vote, make motions, speak to motions, propose/make resolutions, and hold office with the CrossNet Baptist Network. Messengers shall be elected according to the following formula. Each church of fifty members or less shall be entitled to three (3) messengers and one (1) additional messenger for each fifty members above the first fifty, provided no church shall be entitled to have more than ten (10) messengers. Each messenger must be a member in good standing with his/her church.

Guests are also welcome to attend the Annual Homecoming of the CrossNet Baptist Network. They may attend the general sessions, participate in worship, attend luncheons, and enjoy the display area. Guests are welcome to stay during all business sessions, but they cannot vote, make motions, speak to motions, make resolutions, or be nominated for office. If space is limited, messengers will be given seating priority over guests, but otherwise, there is no limit to how many guests may attend. All interested parties are welcome!

Section 2 – Special Sessions: Upon the advice and consent of the Ministry Development Team, the Moderator may call a special session at any time during the year. Notification must be made in writing to the churches at least two (2) weeks prior to the meeting. It must include the reason for the meeting and the matter(s) to be considered. Only business for which the meeting is called may be transacted in such a called session of the Network.

ARTICLE V: ORGANIZATION

Section 1 – Officers: The CrossNet Baptist Network shall have at least the following officers: Moderator, Vice-Moderator, Treasurer, Clerk, and Historian. All officers shall be elected by a majority vote at an Annual Homecoming and shall take office at the close of that meeting. They shall serve for one year or until their successors shall be elected and installed. Officers shall be nominated by a body created by the Administrative Leadership Team for that purpose. The Moderator and Vice-Moderator may not serve more than two (2) consecutive years.

Section 2 – Staff: The Network employs the Director of Missions. The Director of Missions shall acquire staff as required to fulfill the purpose of the Network. A body assigned by the Administrative Leadership Team shall serve as a personnel department in assisting with staff relations. Assignments, relationships, and ministry descriptions shall be specifically described in the Operations Manual. Other specific policies for Network staff are outlined in the Personnel Manual and Procedures.

Section 3 – Program Organization

- a. The Network may establish such program/ministry groups as it deems necessary for achieving its purpose.
- b. Every year at the Annual Homecoming, the CrossNet Baptist Network will confirm its ministry and program emphases for the coming year. These decisions are to be confirmed by a majority vote of the Messengers present, and by electing leaders/members for these organizational groups. If the specific mission, goals, and organization of a ministry or program group are not already described in the CrossNet Baptist Network's Operations Manual, such an entry will be developed and inserted. If a ministry or program is not re-confirmed at the Annual Homecoming by the Network at-large, that group will cease to exist and its references in the Operation Manual shall be removed. All other relevant facts about a program or ministry group will be delineated in the CrossNet Baptist Network's Operations Manual.

Section 4 – Ministry Development Team (MDT): Led by the Director of Missions, the Ministry Development Team shall be composed of the Ministerial Staff, Administrative Leadership Team Representative, Moderator, twelve (12) At Large members. It shall help plan, coordinate, and evaluate the ministry activities of the Network and shall be accountable to the Network through the Annual Homecoming. At Large members will serve on a rotating panel, with four members rotating off each year.

The Ministry Development Team is empowered to act on behalf of the Network not in session in all areas except those which encumber the Network financially, place the Network at risk, or are deemed important enough to call a special session of the Network at large (see Article IV, Section 2).

Section 5 – Administrative Leadership Team (ALT): To conduct the administrative functions of the Network, including but not limited to finance and budgeting, personnel, nominating, facilities, trustees, and credentials. The Ministry Development Team nominates these individuals for election by the Network at the Annual Homecoming. Administrative Leadership Team members must be elected by a majority vote of the Messengers present to fulfill any of its duties. The Administrative Leadership Team is

responsible to the Network through the Annual Homecoming, and specific components of its responsibilities are outlined in the CrossNet Baptist Network's Operations Manual.

Section 7 – Duties: The duties of all organizational elements of the Network shall be those usually incumbent upon such officers, directors, councils, and teams and shall be outlined in the CrossNet Baptist Network's operations manual.

ARTICLE VI: AMENDMENTS

Any article of this constitution may be altered or amended by a three-fourths (3/4) majority vote of the Messengers present and voting at an Annual Homecoming, providing that written notice shall have been given to all the member churches 90 days prior to the Annual Homecoming. Article I, Section 4, may be amended only as to word, order, or for clarity, but not as to meaning.

Any item of the Operations Manual may be altered or amended by a three-fourths (3/4) majority vote of the Ministry Development Team members present and voting at a Ministry Development Team meeting providing that written notice shall have been given to all the Ministry Development Team members 30 days prior to a Ministry Development Team meeting.

This constitution was revised, voted on and approved in 2011.

CrossNet Baptist Network's Operations Manual

Annual Homecoming

Ministry Development Team leaders, Network Officers, and the Pastor plus all messengers elected by their respective cooperating churches make up the Annual Homecoming. Each church of fifty members or less shall be entitled to three (3) messengers and one (1) additional messenger for each fifty members above the first fifty, provided no church shall be entitled to have more than ten (10) messengers. The Officers of the Network shall serve as Officers of the Annual Homecoming. Network staff shall be non-voting members of the Network.

The Task - Annual Homecoming will meet on an annual schedule with additional called meetings as necessary.

The Annual Homecoming will allow the Network to conduct its major business, hearing reports, adopting programs of work, and considering all business matters presented to the body for action, including the admission of churches into fellowship.

The Annual Homecoming will also allow the Network to nurture and develop trusting relationships in the Network, and.....

- Join God in His Work in Bradley County.
- Join God in His Work in Tennessee.
- Join God in His Work in North America.
- Join God in His Work Overseas.

Accountability – The Annual Homecoming is the Network of Churches in session, which meets annually.

Ministry Development Team (MDT)

The Ministry Development Team will be led by the Director of Missions and will consist of the Ministerial Staff, Administrative Leadership Team Representative, Moderator, and twelve (12) At Large members.

At Large Members shall be selected by the following process:

- An Network letter from the Administrative Leadership Team to pastors of eligible churches would be sent requesting nominations for potential Ministry Development Team members. Included in the letter would be a detailed listing of qualifications and expectations.
- The Administrative Leadership Team would review, screen, contact, and recommend At-Large Members to the Annual Homecoming.
- The Annual Homecoming Messengers will elect At-Large Ministry Development Team members.

The Task – The Ministry Development Team will meet at least once a month to coordinate the focused work of the CrossNet Baptist Network. As much as possible they will be challenged to work as a team, each in his/her areas of passion and calling to help our churches do together what they could not do alone. They will also resource one another through prayer, accountability, and encouragement. They will set goals upon recommendations from the Director of Missions and Administrative Leadership Team.

They will evaluate the missionary effectiveness of the Network and its churches in reaching our city for Jesus Christ. The effectiveness will be measured based on the previous year's goals and the progress made in the value areas.

The Ministry Development Team will make decisions based on recommendations and reports from the Administrative Leadership Team. The Ministry Development Team will also set the direction for the following year. The Ministry Development Team will recommend and nominate six (6) Administrative Leadership Team members to the Annual Homecoming.

Accountability – Budget needs will be reported to the Administrative Leadership Team. The Ministry Development Team will report calendar dates to the Networkal Staff.

Resources for The Ministry Development Team will come from the annual budget and designated gifts from churches.

The Director of Missions will be responsible for evaluating the effectiveness of team members in consultation with the Moderator and Administrative Leadership Team. The Director of Missions will talk with individuals who are serving on The Ministry Development Team that are not effective.

Each team member may recruit volunteers to assist him/her on particular projects or for particular periods of time. These mission volunteers will be reported to the Administrative Leadership Team. All missionary volunteers will also be reported to the Annual Homecoming.

Administrative Leadership Team (ALT)

The Administrative Leadership Team will consist of the Moderator and six (6) other panel members approved by the Ministry Development Team. The members will include at least two lay people. The team can have no more than two voting members from one congregation. The Director of Missions will serve as a non-voting ex-officio member.

The six (6) panel members will serve a three-year term on rotating panels to prevent the entire team from changing every year. At the conclusion of the three years of service, the members rotating off a panel will be required to stay off one year before being approved to another three-year term. Persons serving as Moderator do not need to stay off a year before being approved for an initial three-year term as one of the six (6) panel members of the Administrative Leadership Team.

The Task – the Administrative Leadership Team will meet as necessary to do the work of the following administrative committees: Finance and Budgeting, Personnel, Nominating, Facilities, Trustees, and Credentials.

Each of the six panel members of the Administrative Leadership Team will be responsible to lead in particular areas. They may choose to invite others to temporarily volunteer to meet with them as a subgroup to do their work if necessary.

The Administrative Leadership Team elects its own Chair.

Upon the vacancy of the position of the Director of Missions, the Administrative Leadership Team shall select a seven (7) person search committee to begin the search process. See Personnel section, page 15.

Accountability – The Administrative Leadership Team will report to the Network in session and the Annual Homecoming.

Budgeting will be based on the goals chosen by the Network. The Administrative Leadership Team will receive recommendations from the Director of Missions. Network Staff will have the responsibility for receiving calendar dates.

Affinity Groups

The Network of churches will encourage fellowship, accountability, and enrichment groups to voluntarily form throughout the Network. Some of these groups will include, but will not be limited to: Conferences for Ministers, Music Leaders, Women's Ministry, Men's Ministry, Youth Ministers, Senior Adults, Church Media Specialists, Administrative Assistants and other groups as God leads their formation. The groups will be self-governed. The Network will assist through encouragement and communication.

Cluster Groups

The churches have historically gathered into regions in order to foster relationships with their congregations in closest proximity to each other. The Network wants to continue to encourage these relationships for projects, training, communication, fellowship, worship and missions.

Network Officers

Moderator – The Moderator shall be elected at the Annual Homecoming. Nominations should be sent to the Administrative Leadership Team 30 days prior to the Annual Homecoming. The Administrative Leadership Team will review nominations and contact nominees to confirm their interest in serving. The Administrative Leadership Team will recommend no less than one candidate. They will recommend no more than two candidates. Other nominations may be received from the floor. If there is more than one nominee, the vote shall be by ballot. The newly elected Moderator will take office following the Annual Homecoming. The Moderator may not serve more than two consecutive years.

Duties:

- Preside over the Annual Homecoming of the Network.
- Preside over special called meetings of the Network.
- Serve as ex-officio member of all teams.
- Name members of ad-hoc committees as directed by the Network.
- Be familiar with Robert's Rules of Order so that he might preside properly.
- Work in close harmony with the Director of Missions for the on-going work of the Network.
- Serve as a voting member of the Administrative Leadership Team.

Vice-Moderator – The Vice-Moderator shall be elected at the Annual Homecoming. Nominations should be sent to the Administrative Leadership Team 30 days prior to the Annual Homecoming. The Administrative Leadership Team will review nominations and contact nominees to confirm their interest in serving. The Administrative Leadership Team will recommend no less than one candidate. They will recommend no more than two candidates. Other nominations may be received from the floor. If there is more than one nominee, the vote shall be by ballot. The newly elected Vice-Moderator will take office following the Annual Homecoming. The Vice-Moderator may not serve more than two consecutive years.

Duties:

- Preside over the Annual Homecoming of the Network in the absence of the Moderator.
- Preside over special called meetings of the Annual Homecoming of the Network in the absence of the Moderator.
- Be familiar with Robert's Rules of Order so that he might preside properly.
- Serve as a voting member of the Administrative Leadership Team in the absence of the Moderator.

Treasurer – The Treasurer shall be elected at the Annual Homecoming upon recommendation by the Administrative Leadership Team and shall take office following Annual Homecoming.

Duties:

- Issue checks in keeping with the budget and under supervision of the Administrative Leadership Team.
- Perform other financial duties as authorized by the Network.

Clerk – The Clerk shall be elected at the Annual Homecoming upon recommendation by the Administrative Leadership Team and shall take office following the Annual Homecoming.

Duties:

- Serve as recorder for the Network in session and the Annual Homecoming.
- Assist the Director of Missions and Network Secretary with securing Annual Church Profile information.

Historian – The Historian shall be elected at the Annual Homecoming upon recommendation by the Administrative Leadership Team and shall take office following Annual Homecoming.

Duties:

- Keep an accurate record of Network events for historical purposes.

**GUIDELINES
FOR STARTING A NEW CHURCH
In cooperation with
The CrossNet Baptist Network**

The following guidelines will be followed in evaluating a new church supported by the Network.

1. Church Sponsorship
 - a. The new church will have a sponsor church.
 - b. Is the sponsor church a member of the Network or other Southern Baptist Association?
2. The new church should affirm the 2000 Baptist Faith and Message.
3. The new church should be affiliated and supportive of the CrossNet Baptist Network, Tennessee Baptist Convention and Southern Baptist Convention.

Will the new church participate in the Cooperative Program?

4. The new church will present a written Church Planting Proposal to the sponsor church and/or the Network.

Items to be included in the proposal:

Vision Statement	Explanation of target group
Core Values	Proposed Budget
Doctrinal Statement	Sponsor Church Covenant
Strategy Plan	Discipleship Plan
Proposed Launch Date	Mission Statement

5. Does the church planter meet the state convention's guidelines for funding?
 - a. Has the planter gone through an assessment process?
 - b. Has (or will) the planter attended the basic training for church planters?
 - To receive state funding, the new church must give 7% of its undesignated receipts to the Cooperative Program and 3% to the local Network.
 - c. Has (or will) the planter established a mentoring relationship with another pastor?
6. Has the sponsor church conducted a background and reference check of the Church's planting pastor (and staff)?
7. Is there a need for a new work in the proposed new church stated area?
 - a. What are the demographics of the target area?

- b. What churches are in the area and how effectively are they reaching the unchurched?
- 8. In case of church split, the following shall be taken into consideration:
 - a. What attempts are being or have been made toward reconciliation?
 - b. Has the new church met guidelines 2 through 4?

Application for Membership to CrossNet Baptist Network

1. We shall ardently adhere to the Baptist Faith and Message 2000, held in common by all cooperative Southern Baptist Convention Churches.
2. We shall be baptistic in all of our practices, as outlined and required in the Constitution of CrossNet Baptist Network.
3. We shall make systematic and regular contributions to CrossNet Baptist Network, and understand we shall be provided various opportunities to discover how we might contribute to, and participate in, the larger network of Baptists across our state, nation and international missions.
4. We shall cooperate fully in all organized efforts of the CrossNet Baptist Network in a promotional capacity.
5. The application for membership into the CrossNet Baptist Network must be submitted to the Administrative Team.
6. The Team shall observe the church for a period of six months before making a recommendation for full membership at an Annual Homecoming.

Moderator of Church _____

Name of Church _____

Clerk of Church _____

Date of Approval _____

CrossNet Baptist Network

2707 North Ocoee Street

Cleveland, TN 37312

Phone: (423) 476-5493

Fax: (423) 339-3782

www.bradleybaptist.org

APPENDIX A

QUALIFICATIONS FOR MISSIONARY SERVICE

The Qualifications for Volunteer Missionary Service (including officers and committees) in the CrossNet Baptist Network are:

- A clear testimony of salvation and Christian Baptism
- A member in good standing of a CrossNet Baptist Network congregation
- A strong commitment to reach our city for Christ

(Outside mission teams will be accountable to their local leadership. Their local leadership will be accountable to the CrossNet Baptist Network.)

APPENDIX B

CrossNet Baptist Network Annual Homecoming Messenger Ministry Profile

Time Commitment

One meeting per year, others as called. Annual Homecoming Messengers are expected to attend the Annual Sessions of the CrossNet Baptist Network.

Summary

The task of the Annual Homecoming Messengers will be to evaluate and contribute to the progress of the CrossNet Baptist Network's vision to reach the people of Bradley County for Jesus Christ.

Essential Duties and Responsibilities

- Have an active personal relationship with Jesus Christ.
- Have an active level of ministry involvement in a local CrossNet Baptist Network congregation.
- Attend each Annual Homecoming.
- Have the endorsement of the pastor and congregation to serve an Annual Homecoming Messenger.
- Keep the local congregation informed and involved in the evangelistic vision of the CrossNet Baptist Network.
- Be actively involved in intercessory prayer for the city, pastors, churches, and network.
- Assist in the future direction of the CrossNet Baptist Network.
- Evaluate the current effectiveness of the CrossNet Baptist Network.
- The local church will determine years of service.

APPENDIX C

CrossNet Baptist Network Ministry Development Team (MDT) Ministry Member Profile

Time Commitment

One meeting per month, others as called. Ministry Development Team members are expected to attend the Annual Homecoming of the CrossNet Baptist Network.

Summary

The task of The Ministry Development Team is to coordinate Harvest focused work based upon goals of the CrossNet Baptist Network.

Essential Duties and Responsibilities

- Have an active personal relationship with Jesus Christ.
- Have an active level of ministry involvement in a local CrossNet Baptist Network's congregation.
- Have the endorsement of the pastor to serve on The Ministry Development Team.
- Be actively involved in intercessory prayer for the city, pastors, churches, and Network.
- Meet monthly to coordinate mission action in the CrossNet Baptist Network.
- Submit calendar dates to the Director of Missions.
- Report budget needs to the Administrative Leadership Team.

APPENDIX D

CrossNet Baptist Network Administrative Leadership Team (ALT) Member Ministry Profile

Time Commitment

The Administrative Leadership Team will meet as necessary to perform the tasks assigned to this team. Meetings for budgeting purposes and nominations will begin in August. Other meetings will be called as necessary.

Summary

The task of the Administrative Leadership Team will be to prepare materials and make recommendations to the Annual Homecoming in the areas of Finance and Budgeting, Personnel, Nominating, Facilities, Trustees and Credentials.

Essential Duties and Responsibilities:

Finance and Budgeting

- Prepare annual budget to present to the Annual Homecoming.
- Oversee annual audit of financial records

Personnel

- **Director of Missions** – make recommendations to any Annual Homecoming Session.
 - The Director of Missions shall be responsible for the provision of the general leadership and administrative oversight for the total work of the CrossNet Baptist Network. The Director of Missions shall encourage, assist and coordinate the work of the churches of the CrossNet Baptist Network when called upon and shall aid in carrying out the Great Commission in the spirit of the Great Commandment.
 - The Director of Missions shall be an ordained Baptist minister who holds a minimum of a Master's Degree from an accredited seminary or graduate school and who affirms the values, mission and vision of the CrossNet Baptist Network and the Baptist Faith and Message.
 - The Director of Missions shall be approved by the Ministry Development Team upon the recommendation of a seven (7) person search committee appointed by the Administrative Leadership Team. No two members of said search team shall be members of the same church. Upon approval by the Ministry Development Team, the Director of Missions shall be elected by a three-fourths (3/4) ballot vote of the messengers at a special called CrossNet Baptist Network Meeting.
 - The Director of Missions shall serve until the relationship is dissolved at the request of either the Director of Missions or the Network messengers with at least a thirty (30) day written notice from either party.
 - In the event the position of Director of Missions is vacated, the Moderator shall lead the Network until an Interim Director of Missions can be elected.
- **Other Ministerial Staff** – make recommendations to any Annual Homecoming Session.
 - Review annual evaluations made by Director of Missions
 - Perform new staff search
- **Administrative Staff** – report to Administrative Leadership Team
 - Review annual evaluations made by Director of Missions
 - Prepare salary and benefit recommendations
 - Perform new staff search
 - Assist with staff termination

Nominating – prepare a slate of the following officers to recommend to the Annual Homecoming:

- Network Officers
- Ministry Development Team Leaders
- Affinity Group Leaders

Facilities

- Conduct annual building inspection

Trustees – The Director of Missions, Moderator, and Chair of the Administrative Leadership Team will serve annually as Trustees. Their duties will include the following:

- Act as legal agent as authorized by the Network.
- Maintain inventory of all Network property and equipment, and related legal documents.
- Counsel with other Network committees, officers, staff, or organizations concerning legal matters.
- Perform other duties as assigned by the Network.

Credentials

- Recommend church admittance to an Annual Homecoming.
- Recommend church discipline to an Annual Homecoming.

NOMINATIONS

Network Officers

(elected by a majority vote at the Annual Homecoming
(nominated by the Administrative Leadership Team)

Moderator: _____
(limited to two year term)

Vice-Moderator: _____
(limited to two year term)

Treasurer: _____

Clerk: _____

Historian: _____

MINISTRY DEVELOPMENT TEAM

(Director of Missions, Moderator, Ministerial Staff, Representative of
Administrative Leadership Team)

Director of Missions: _____

Ministerial Staff: _____

Administrative Leadership Team Representative: _____

At Large Members:

Term ending 12/31/11	Term ending 12/31/12	Term ending 12/31/13
1.	3.	5.
2.	4.	6.
7.	9.	11.
8.	10.	12.

ADMINISTRATIVE LEADERSHIP TEAM

(recommended by Ministry Development Team)

(meets as necessary)

(elects own Chair)

(Finance & Budgeting, Personnel, Nominating, Facilities, Trustees, & Credentials)

Ex-officio:

Director of Missions (non-voting): _____

Moderator: _____

At Large Members:

Term ending 12/31/11	Term ending 12/31/12	Term ending 12/31/13
1.	3.	5.
2.	4.	6.

Annual Homecoming Messengers

(Each church of 50 members or less shall be entitled to three (3) Messengers and one (1) additional messenger for each fifty members above the first fifty, provided no church shall be entitled to have more than ten (10) messengers.)

Staff - Ex-officio:

(non-voting members)

Director of Missions: _____
(serves as Chair of Harvest Council)

Director of Ministry Evangelism: _____

Director of Baptist Collegiate Ministries: _____

Ministry Assistant: _____

Network Secretary: _____

Network Officers:

Moderator: _____

Vice-Moderator: _____

Treasurer: _____

Clerk: _____

Historian: _____

