



CROSSROADS Baptist Association

Annual Meeting 2021

Crossroads Baptist Association

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Crossroads Baptist Association

Annual Meeting Program

14th Annual Meeting – September 26, 2021

Salisbury First Baptist Church

OFFICERS

Ken Goff, Moderator

Tom Denton, Assistant Moderator

Marie Taylor, Clerk

Laura Hunt, Assistant Clerk

Brian Veal, Treasurer

Leah Stein, Assistant Treasurer

Call to Order.....	Ken Goff
Welcome & Prayer.....	Tom Denton
Worship Together.....	Congregation
Seating of Messengers.....	Marie Taylor
Minutes from Previous Meetings	
Reports	
• Finance Team, Jason Gentry	
• Nominating Team, Bob Welsh	
• Camp, Katie Riley	
• Disaster Relief & Partnership Missions, James Briggs	
• Student Mission Team,	
• Youth, Jacob Moseley	
Worship Together.....	Congregation
Memorial Service.....	Nancy Coy
Old Business	
• Student Mission Team (Job description page 34)	
New Business	
• 2022 Budget	
• 2022/2023 Nominations	
• 2022 Calendar	
• DOM Search committee	
Worship Together.....	Congregation
Message from God’s Word.....	David Nissing
Church Announcements.....	Congregation
Benediction.....	Kurtis Estes
*Fellowship meal to follow	

**Crossroads Baptist Association
2022 Calendar**

January	February
<ul style="list-style-type: none"> • 11th - WMU Quarterly Meeting 	<ul style="list-style-type: none"> • 12th Valentine's Banquet • DNOW
March	April
<ul style="list-style-type: none"> • 6-12th Week of Prayer and Missions Study for NA Missionaries and Annie Armstrong Offering • 13th Daylight Savings Time Begins 	<ul style="list-style-type: none"> • 17th Easter • 26th CBA Executive Board Meeting
May	June
	<ul style="list-style-type: none"> • 14-15th Southern Baptist Convention in Anaheim, CA
July	August
<ul style="list-style-type: none"> • 9-16th CBA Mission Trip • 12th WMU Family Night • 25-29th Youth Camp • 30th Young Children Day Camp • 31-3rd Older Children's Camp 	<ul style="list-style-type: none"> • 5th CBA Pool Party • 22nd CBA Executive Board Meeting
September	October
<ul style="list-style-type: none"> • MMO kickoff • 13th Ladies and Girls Dinner • 25th CBA Annual Meeting 	<ul style="list-style-type: none"> • 11th WMU Quarterly Meeting • 24-25th Missouri Baptist Convention annual meeting • *Family Camp (TBA)
November	December
<ul style="list-style-type: none"> • 7th Day of Prayer 	

Crossroads Baptist Association 2022 Officers

Moderator	Mr. Ken Goff – FBC Fayette	660-998-0433 Goffclan8@gmail.com
Assistant Moderator	Rev. Tom Denton – Cairo 422 West Martin, Cairo, MO 65239	660-414-7379 pastortomdenton@gmail.com
Clerk	Mrs. Marie Taylor – Cairo 9214 Hwy J, Jacksonville, MO 65260	660-651-5691 auntre79@live.com
Assistant Clerk	Mrs. Laura Hunt – FBC Huntsville 302 Circle Dr., Moberly, MO 65270	660-651-6447 crossroadsba@gmail.com
Treasurer	Rev. Brian Veal – FBC Moberly 504 Park Ave., Huntsville, MO 65259	660-346-1709 bkveal@gmail.com
Assistant Treasurer	Mrs. Leah Stein – FBC Huntsville 918 Bond, Moberly, MO 65270	660-988-6605 leahstein68@gmail.com

Crossroads Baptist Association 2022 Ministry Teams

Associational Development Team

Music **Rev. Patrick Argent** 660-833-1587
pargent85@gmail.com

WMU **Mrs. Nancy Coy** 660-288-1034
nscoy808@outlook.com

Disaster Relief

Associational Discipleship Team

Discipleship **Rev. Richard Clouse** 660-263-6201
brother.richard@gmail.com

Camp Administrator **Mrs. Katie Riley** 660-414-7376
kriley0521@gmail.com

Youth **Mr. Jacob Moseley** 573-819-9605
jmoseley96@outlook.com

Partnership Missions **Rev. James Briggs** 636-497-6326
fbcfayette@sbcglobal.net

Crossroads Baptist Association Standing Committees 2022

Associational Evangelism Team

Team Leader	Rev. Marcus Blair	918-658-4676 marcusdblair@outlook.com
VBS	Mrs. Christina Argent	660-833-1597 christina_argent@hotmail.com
Student Mission Team	Mrs. Christina Argent	660-833-1597 christina_argent@hotmail.com

Nominating Committee

This committee will consist of 6 members who will serve 2-year staggered terms.

Term Expiring in 2022

Mrs. Juvy DeShon	Immanuel	660-651-5081 jldeshon@gmail.com
Mrs. Teresa Clouse	Carpenter Street Baptist Church	660-353-1965 teresa.clouse@gmail.com
Rev. Bob Welsh	Moberly FBC	816-805-0499 magiccityrev@gmail.com

Term Expiring in 2023

Mrs. Nancy Coy	FBC Keytesville	660-288-1034 nscoy808@outlook.com
Rev. Paul Young	Sturgeon	573-301-1073 pyoung@centurylink.net
Mrs. Tracy Smith	Sturgeon	660-263-6201 carpenterstreet501@gmail.com

Ex-Officio Members

Mr. Ken Goff (Moderator)		660-998-0433 Goffclan8@gmail.com
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Crossroads Baptist Association Standing Committees 2022

Budget & Finance Committee

This committee will consist of 6 members who will serve 2-year staggered terms.

Term Expiring in 2022

Mrs. Debbie Link	Brunswick FBC	660-548-1038 linkdd25@gmail.com
Rev. Jason Gentry	Hallsville FBC	573-860-8414 pastor@hallsvillebaptist.com
Rev. James Rawlings	Pleasant Woods	573-219-0731 jpr975@gmail.com

Term Expiring in 2023

Rev. Richard Clouse	Carpenter Street	660-353-1962 brother.richard@gmail.com
Rev. Robert Korff	Mt. Shiloh	573-864-9463 rkorff@cvalley.net
Mrs. Cheryl Jackson	FBC Keytesville	660-676-6892

Ex-Officio Members

Mr. Ken Goff (Moderator)		660-998-0433 Goffclan8@gmail.com
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Crossroads Baptist Association AD HOC Committees 2022

Audit Committee

Mrs. Pam Hopke	Hallsville	573-808-3018
Mrs. Jill Pilkington	FBC Huntsville	660-676-0092
Mrs. Alice Shaddox	FBC Moberly	573-641-5223

Memorial Committee

Association WMU

Time and Place Committee

Mrs. Betty Mayo	Clifton Hill	660-277-4712 rcmayo@cvalley.net
Mrs. Bonnie McKeown	Carpenter Street	660-263-5424
Mrs. Nancy Coy	FBC Keytesville	660-288-1034 nscoy808@outlook.com

Crossroads Baptist Association Executive Board Members

Brunswick Baptist Church	<input type="checkbox"/> Pastor	Rev. Hubert Shaw	573-999-0844
	<input type="checkbox"/> Member	Mr. David Link	660-651-3918
Cairo Baptist Church	<input type="checkbox"/> Pastor	Rev. Tom Denton	660-414-7379
	<input type="checkbox"/> Member	Mrs. Marie Taylor	660-651-5691
Carpenter Street Baptist Church	<input type="checkbox"/> Pastor	Rev. Richard Clouse	660-263-6201
	<input type="checkbox"/> Member	Mrs. Bonnie McKeown	660-263-5424
Clark First Baptist Church	<input type="checkbox"/> Member	Rebecca Brown	660-676-6042
	<input type="checkbox"/> Member	Earlene St. Clair	
Clifton Hill Baptist Church	<input type="checkbox"/> Pastor	Kent Antwiler	
	<input type="checkbox"/> Member	Betty Mayo	
Cornerstone Baptist Church of Centralia	<input type="checkbox"/> Pastor	Rev. Marcus Blair	918-658-4676
	<input type="checkbox"/> Member	Mr. Bradley Ball	
Fayette First Baptist Church	<input type="checkbox"/> Pastor	Rev. James Briggs	660-248-3144
	<input type="checkbox"/> Member	Mrs. Joyce Taylor	660-728-2280
Gateway to the High Country Cowboy Church	<input type="checkbox"/> Pastor	Rev. Dale Larison	573-808-6595
	<input type="checkbox"/> Member	Wayne Walker	
Glasgow First Baptist Church	<input type="checkbox"/> Pastor	Rev. Ryan Edwards	660-833-9895
	<input type="checkbox"/> Member	Mr. Don Arni	660-338-2403
Hallsville Baptist Church	<input type="checkbox"/> Pastor	Rev. Jason Gentry	573-860-8414
	<input type="checkbox"/> Member	_____	
Huntsville First Baptist Church	<input type="checkbox"/> Pastor	Bro. Tyler Shipley	217-320-5576
	<input type="checkbox"/> Member	Mr. Mike Cochran	660-651-8680
Immanuel Baptist Church	<input type="checkbox"/> Pastor	Rev. Mark DeShon	660-263-4210
	<input type="checkbox"/> Member	Mr. Gene Allen	660-263-2681
Keytesville First Baptist Church	<input type="checkbox"/> Pastor	Rev. David Nissing	660-288-2007
	<input type="checkbox"/> Member	Mr. Gayle Pearman	660-288-3332
Liberty Baptist Church	<input type="checkbox"/> Pastor	Rev. Bruce Caldwell	
	<input type="checkbox"/> Member	_____	

Madison Baptist Church	<input type="checkbox"/> Pastor _____	
	<input type="checkbox"/> Member _____	
Moberly First Baptist Church	<input type="checkbox"/> Pastor Rev. Bob Welsh	660-263-5351
	<input type="checkbox"/> Member Rev. Brian Veal	660-346-1709
Mt. Shiloh Baptist Church	<input type="checkbox"/> Pastor Rev. Robert Korff	660-277-4665
	<input type="checkbox"/> Member Mr. Donald Martin	660-277-4516
North Park Baptist Church	<input type="checkbox"/> Pastor Rev. Dewey Burge	660-651-1516
	<input type="checkbox"/> Member Mrs. Laurel Seeley	
Oak Grove Baptist Church	<input type="checkbox"/> Pastor Rev. Randy Bergthold	573-685-2347
	<input type="checkbox"/> Member Mr. Ray Coffman	660-291-8722
Paris First Baptist Church	<input type="checkbox"/> Pastor Rev. Wesley Hammond	660-327-4405
	<input type="checkbox"/> Member Mr. Wayne Daffron	
Pleasant Hill Baptist Church	<input type="checkbox"/> Pastor Rev. Johnny Milnes	660-676-7847
	<input type="checkbox"/> Member Mr. Carl Armstrong	660-651-7511
Pleasant Woods Baptist Church	<input type="checkbox"/> Pastor Rev. James Rawlings	573-219-0731
	<input type="checkbox"/> Member Mrs. Mackensey Rawlings	573-289-9569
Renick Community Church	<input type="checkbox"/> Pastor Rev. Tim Coffey	
	<input type="checkbox"/> Member _____	
Salisbury First Baptist Church	<input type="checkbox"/> Pastor Rev. Kurtis Estes	417-343-4999
	<input type="checkbox"/> Member JoAnn Thomas	660-481-2200
Sturgeon Baptist Church	<input type="checkbox"/> Pastor Rev. Paul Young	573-687-3863
	<input type="checkbox"/> Member Mr. Sam Truesdell	573-641-9000
<u>Officers</u>		
Moderator	<input type="checkbox"/> Mr. Ken Goff	660-998-0433
Assistant Moderator	<input type="checkbox"/> Rev. Tom Denton	660-414-7379
Clerk	<input type="checkbox"/> Mrs. Marie Taylor	660-651-5691
Assistant Clerk	<input type="checkbox"/> Mrs. Laura Hunt	660-651-6447

Treasurer	☐Rev. Brian Veal	660-346-1709
Assistant Treasurer	☐Mrs. Leah Stein	660-988-6605
Student Mission Team	☐Mrs. Christina Argent	660-833-1597

Crossroads Baptist Association

Messengers

Cairo Baptist Church

Tom Denton
Amy Denton
Marie Taylor
Thomas Taylor
Brandon Riley
Katie Riley
Zach VonThun

Carpenter Street

Richard Clouse
Teresa Clouse
Jason Kramer
Christie Kramer
Patrick Argent

Clark Baptist Church

Earlene St. Clair
Rebecca Brown
Sharon Severns

Clifton Hill

Betty Mayo
Theresa Palmer
Kent Antwiler

Cornerstone Baptist Church

Marcus Blair
Bradley Ball

Fayette FBC

Harold Myers

Gateway to the High Country

Dale Larison
MaryAnn Larison

Glasgow Baptist Church

Ryan Edwards
Don Arni
David Schmidt
Alts: Randy and Karla Britt

Hallsville Baptist Church

Jason Gentry

Huntsville FBC

Tyler Shipley
Michael Hunt
Laura Hunt
Bill Gipson
David Gipson
Jenica Gipson
Mike Cochran
Harold Oliver
Alts: Craig and Elvina
Cunningham

Keytesville FBC

David Nissing
Gayle Pearman
Nancy Coy
Cheryl Jackson

Moberly FBC

Bob Welsh
Chris Welsh
Brian Veal
Herb Clinton
Verlena Clinton
Alt: Karla Veal

Mt. Shiloh Baptist Church

Kathy Gaines
Gale Switzer
Kay Cross
Alts: Cathy Korff,
Dennie Gaines and Margie
Switzer

North Park Baptist Church

Dewey Burge
Laurel Seeley
Vernon Schlabach
Paula Korgis
Debbie Wells

Oak Grove Baptist

Randy Bergthold
Melody Bergthold
Donna Morgan

Paris FBC

Lloyd DeOrnellas
Mary Jane DeOrnellas
Wayne Daffron
Gayln Daffron
John Mitchell
Dede Mitchell
Mac Wilt
Pam Wilt

Pleasant Hill

Erma Jean Armstrong
Bill Prather
Alt. Carl Armstrong

Salisbury Baptist Church

Shirley Smith
Cheryl Springer

Sturgeon Baptist Church

Paul Young
Rebecca Young

Steve Crosswhite
Carol Crosswhite
Mary Dawson

Sam Truesdell
Linda Truesdell

Crossroads Baptist Association List of Churches

CHURCH NAME & ADDRESS	PASTOR, STAFF NAME & ADDRESS	PHONE/FAX/EMAIL/WEB
Brunswick Baptist Church 210 W. Broadway St. Brunswick, MO 65236	Rev. Hubert Shaw 904 County Road Brunswick, MO 65236	660-548-3232 (C) 573-999-0844(Cell) shawhub@gmail.com
Cairo Baptist Church P O Box 138 Cairo, MO 65239	Rev. Tom Denton 422 West Martin Cairo, MO 65239	660-263-3960 (C) 660-414-7379 (Cell) cairobaptistchurch@gmail.com
Carpenter St. Baptist Church 501 E Carpenter St. Moberly, MO 65270	Rev. Richard Clouse 2441 CR 1310 Moberly, MO 65270	660-263-6201 (C) 660-353-1962 (Cell) carpenterstreet501@gmail.com brother.richard@gmail.com
	Rev. Jason Kramer (Youth) 818 Merrill Ln Moberly, MO 65270	573-825-7164 (Cell) brojasonkramer@gmail.com
	Rev. Patrick Argent (Music) 2104 Vinny Ave. Moberly, MO 65270	660-833-1587 (Cell) p-argent@hotmail.com
	Mrs. Tracy Smith (Secretary)	660-263-6201 carpenterstreet501@gmail.com
Clark First Baptist Church 101 N Morris St P O Box 171 Clark, MO 65243	Rev. Virgil Stoneburner	
Clifton Hill Baptist Church Clifton Hill, MO 65244		660-372-2145 (C)
Cornerstone Baptist Church 815 N. Hickman, PO Box 123 Centralia, MO 65240	Rev. Marcus Blair 6601 S. Hill Creek Rd Columbia, MO 65203	918-658-4676 marcusdblair@outlook.com

Fayette First Baptist Church
P O Box 550
Fayette, MO 65248
(Located on 101 W Davis Street)

Rev. James Briggs
104 Leonard Ave.
Fayette, MO 65248

660-248-3144 (C)
636-497-6326 (Cell)
fbcfayette@sbcglobal.net
www.fbcfayette.org

**Mrs. Kathy Craig
(Secretary)**

fbcfayette@sbcglobal.net

Gateway TTHC Cowboy Church
20589 Hwy B/PO Box 45
Clark, MO 65243

Rev. Dale E. Larison
29072 Audrain Rd. 740
Martinsburg, MO 65264

573-808-6595
dalelarison@yahoo.com
www.gtthccc.com

Glasgow First Baptist Church
307 Commerce St.
Glasgow, MO 65254

Bro. Ryan Edwards
39637 State Hwy 3
Callao, MO 65354

660-338-2686 (C)
660-833-9895 (Cell)
Redwards377@gmail.com

Hallsville Baptist Church
P O Box 18
Hallsville, MO 65255

Rev. Jason Gentry
104 Elm St.
Hallsville, MO 65255

573-696-3621 (C)
pastor@hallsvillebaptist.com
info@hallsvillebaptist.com
www.hallsvillebaptist.com

**Mrs. Debbie Freeman
(Secretary)**

573-696-3621
info@hallsvillebaptist.com

Huntsville First Baptist Church
301 S Main St
Huntsville, MO 65259

Bro. Tyler Shipley
108 W. Elm
Huntsville, MO

217-320-5576 (Cell)
huntsvillefirstbaptist@gmail.com
www.huntsvillefirstbaptist.org

Rev. Michael Hunt (Youth)
302 Circle Dr.
Moberly, MO 65270

660-651-3032 (Cell)
timexmaster@gmail.com

Mrs. Leah Stein (Music)

660-988-6605 (Cell)
Leahstein68@gmail.com

(Secretary)

660-277-4687 (C)
huntsvillefirstbaptist@gmail.com

Immanuel Baptist Church
P O Box 694
Moberly, MO 65270
Corner of Hinkley & Buchanan

Rev. Mark DeShon
1304 Concannon St.
Moberly, MO 65270

660-263-4210 (C)
660-263-2637 (H)
660-651-3354 (Cell)
ibcmoberly@sbcglobal.net
www.ibcmoberly.org

Keytesville First Baptist Church
100 Ash St
Keytesville, MO 65261

Rev. David Nissing
110 E Bridge St
Keytesville, MO 65261

660-414-6403 (Cell)
danissing@yahoo.com

Liberty Baptist Church
7461 Brown Station Rd
Columbia, MO 65202

Rev. Bruce Caldwell
6306 Ash Grove Ln
Hallsville, MO 65255

573-881-0440
Libertybaptistchurchcolumbia@gmail.com
caldwellbruceh@gmail.com

Madison Baptist Church
201 S Jefferson St
Madison, MO 65263

Moberly First Baptist Church
514 W Rollins
Moberly, MO 65270

Rev. Bob Welsh
1210 Woody
Moberly, MO 65270

660-263-5351 (C)
office@fbcmoberly.org
www.fbcmoberly.org

Rev. Brian Veal (Youth)
528 Union
Moberly, MO 65270

660-346-1709 (Cell)
bkveal@gmail.com

Mrs. Susan Saine (Children)
2251 Silva Ln #36
Moberly, MO 65270

925-200-2045
susan@fbcmoberly.com

**Mrs. Laura Hunt
(Secretary)**

660-263-5351
office@fbcmoberly.org

Mt. Shiloh Baptist Church
2170 County Road 1170
Huntsville, MO 65259

Rev. Robert Korff
2128 County Road 1170
Huntsville, MO 65259

573-864-9463(Cell)
rkorff@cvalley.net

North Park Baptist Church
401 Franklin Ave.
Moberly, MO 65270

Rev. Daniel Gibson

660-263-1003 (C)
417-766-5362 (Cell)
danielgib55@gmail.com
mynpbc.org

**Rev. Dewey Burge
(Youth & Music)**
512 W Logan
Moberly, MO 65270

660-263-1003 (C)
660-651-1516 (Cell)
dewmangolfer@att.net

**Mrs. Carol Green
(Secretary)**

660-263-1003
northparkbc@outlook.com

Oak Grove Baptist Church
24977 Highway 151
Madison, MO 65263

Rev. Randy Bergthold
37852 Route D
Perry, MO 63462

573-685-2347 (H)
thebergthold@centurytel.net

Paris First Baptist Church
100 N Main
P O Box 89
Paris, MO 65275

Rev. Wesley Hammond
603 Cleveland
Paris, MO 65275

660-327-4405 (C)
660-327-5381 (H)
573-881-8962 (Cell)
660-327-1342 (Fax)
fbcparis@parismo.net
wesleyh@parismo.net

**Mrs. Regina Ensor
(Secretary)**

660-327-4405
fbcparis@parismo.net

Pleasant Hill Baptist Church
3430 County Road 1265
Huntsville, MO 65259

660-676-7847 (Cell)
pastormilnes@gmail.com

Pleasant Woods Baptist Church
39548 Pleasant Woods Road
P O Box 125
Salisbury, MO 65281

Rev. James Rawlings
2562 CR 1430
Cairo, MO 65239

573-219-0731 (Cell)
Jpr975@gmail.com

Renick Community Church
P O Box 33
Renick, MO 65278

Rev. Tim Coffey
215 S. 4th St.
Moberly, MO 65270

660-998-5393
Tac924@cccb.edu

Salisbury First Baptist Church
118 E Third St
P O Box 121
Salisbury, MO 65281

Rev. Kurtis Estes
1216 S. Maple Ave.
Salisbury, MO 65281

660-388-5784 (C)
417-343-4999 (Cell)
fbcSalisbury@cvalley.net
Bro.curtis@gmail.com

**Mrs. Cheryl Springer
(Secretary)**

660-388-5784(C)
fbcSalisbury@cvalley.net

Sturgeon Baptist Church
300 S Ogden
P O Box 308
Sturgeon, MO 65284

Rev. Paul Young
P O Box 308
Sturgeon, MO 65284

573-687-3863 (C, F)
573-301-1073 (Cell)
pyoung@centurylink.net
sturgeonbaptistchurch@gmail.com
www.mobaptist.net/sturgeonbc

Crossroads Baptist Association

13th Annual Meeting Minutes

September 27, 2020

The Executive Board Meeting for Crossroads Baptist Association was held Sunday, September 27th, 2020, at Cairo Baptist Church in Cairo.

Moderator, Rev. James Rawlings called the meeting to order. Rev. Tom Denton welcomed the group on behalf of the Cairo Baptist Church and then led in the opening prayer. Due to Covid, this meeting was also streamed 'Live' online.

WORSHIP IN SONG

Patrick Argent led the group in singing, 'I Stand Amazed' and 'He Will Hold Me Fast'.

SEATING OF THE EXECUTIVE BOARD MEMBERS:

Crossroads Baptist Association Clerk, Elvina Cunningham, reported that there were 49 Messengers (including both Pastors and Messengers) which meet the requirements of a quorum.

MINUTES:

The Minutes from the Crossroads Baptist Association's September 22, 2019, Annual Meeting and the January 30, 2020, Executive Board Meeting was presented and approved as presented.

REPORTS: Finance Report

Brenda Ensor presented the Finance Report. The 2020 Year-to-Date Budget based on the first 8 months of 2020 is as follows.....

- Income - \$61,710.19
- Expenses - \$68,251.48

There is a shortfall of \$6,541.29 thus far for 2020.

The Fund Overview Report as of August 31, 2020, was as follows...

- Block Party Trailer - \$2,954.31
- Disaster Relief - \$893.81
- D-NOW - \$2,540.91
- Partnership Missions - \$2,283.44
- County Bank - \$70,444.36
- Total Assets - \$79,116.83

REPORTS: Nominating Team

Per David Nissing, the Standing Committees and Ad Hoc Committees for 2021 were presented to be voted on later in the meeting.

REPORTS: Camp

Katie Riley reported that the 2020 Day Camp went very well. Leadership roles included...

- Youth Camp Director: Mark Carter
- Assistant Camp Director: Michael Hunt
- Children's Camp Director: Johanna Wilkerson
- Assistant Children's Camp Director: Alan Wilkerson

- Camp Head Chef: Thomas Taylor
- Lifeguard: Kyra Johnson
- Camp Nurses: Taylor Ancell and Kristi Baden.
- Youth and Children’s Pastors: Scott Westfall and Steve Miller

The theme was ‘Walk in the Light’ with 1 Thessalonians 5:5 as the key verse for camp. There was a total of 41 campers and 36 staff for Youth Camp and 46 campers and 38 staff for Children’s Camp.

The projected 2021 Camp Dates are:

- Youth Camp – July 19-23
- Children’s Day Camp (Grades 1-3 – July 24th)
- Upper Children’s Camp – July 25-28

Katie stated that she appreciated all of the prayers, donations, volunteers, and support for the camp.

REPORTS: Disaster Relief & Partnership Missions

Rev. Wesley Hammond reported that ‘disasters happen’ and Southern Baptist have answered the call. Over 500,000 meals have been served. Bro. Hammond showed a video on Disaster Relief. He noted that there are ways to help out...Give and Go! Some of the ways that Missouri Baptist can help with Disaster Relief is to Help, Minister, Feed, and Fellowship. Bro. Hammond stated that there will be upcoming training sessions, so encouraged the churches to get people engaged in Disaster Relief.

Regarding the annual mission trip, the past 2 years have been interesting. In 2019, the trip fell through due to funding. In 2020, the annual mission trip didn’t happen due to Covid, so there will be a project in Paris to honor the memory of Bulldog, a long-time faithful servant, who had a passion for feeding kids at camp. Paris First Baptist Church purchased a building next to the church to renovate. Over 50 people representing 10 churches turned out to help with the renovation.

A video was then shown, which was put together in January of 2020 by Jeff Hysler and the site of the 2021 Mission Trip to Minnesota. Bro. Hammond stated that the need in January of 2020, applies to July of 2021.

REPORTS: Youth

DOM, Mark Carter presented the Youth Report on behalf of Jacob Moseley. DNOW was a great event with 220 in attendance.

There will be a 4-night event in November called ‘Boost’, which will be held Nov 16, 17, 19, and 20. Moberly FBC will host the event.

Bro. Mark reported that the youth pastors within the Association work very well together.

REPORTS: Student Mission Team

Bonnie Carter, Student Mission Team Leader, reported that it’s definitely been a crazy, interesting summer. The team was prepared to help with VBS and to go on the Mission Trips, but plans changed. The team did assist Glasgow and Fayette Baptist Churches with VBS. They also worked alongside the Association Mission Team with the construction of ‘Legacy Hall’ at First Baptist Church in Paris.

Bonnie introduced the members of the Fusion Program at Spurgeon College this year...Jeremy Carter, Marris Coon, Matthew Goff, and Peyton Kramer. Per Bonnie, these young people are leading young believers and training young people to becoming responsible adults. They are becoming equipped to effectively work with International Mission Boards. They are preparing to go overseas and serve.

Bonnie quoted Romans 12: 1-2 "I beseech you therefore, brethren, by the mercies of God, that you present your bodies a living sacrifice, holy, acceptable to God, *which is your* [b]reasonable service. And do not be conformed to this world, but be transformed by the renewing of your mind, that you may prove what *is* that good and acceptable and perfect will of God."

REPORTS: Missouri Baptist Convention WMU

Bonnie Carter, Missouri WMU Executive Director/Consultant, reported that both the Missouri Missions Offering and the Loti Moon Offering exceeded their 2019 goals.

ALL REPORTS:

With no further Reports to present, the Reports were approved as presented.

WORSHIP THROUGH SONG

Patrick Argent lead the group in 2 songs... 'Good, Good Father' and 'Mighty to Serve'.

MISSOURI BAPTIST CONVENTION MINISTRIES:

The Baptist Home in Chillicothe: Chris Burton reported that Covid has changed a lot of plans this year. Mr. Burton stated that he is looking forward to deploying back to the field in Southeast Asia.

This is the 175th Anniversary of the International Missouri Board. Through the work of the IMB, Missionaries have partnered together to bring hope to the helpless and to bring the news of Jesus Christ to places that have never heard the gospel before.

Bro. Chris stated that he wanted to thank those who give to the IMB for both their kindness and generosity. He noted that there have been remarkable God sized events that happened not due to our inability, but God's ability. How did it happen? Through the right people praying, faithful stewardship and giving.

It was reported that of the 4 Missouri Baptist Homes, thus far there has been no cases of Covid in any of the homes. Continued Prayers for the residents is needed. They are isolated, so letters and messages can help them be content.

MBCH: Allen Calkins thanked the group for the opportunity to be with us. Mr. Calkins stated that if a church needs a speaker for 2020-2021, to reach out to him and he would love to speak.

Mr. Allen reported that Bonnie Carter had resigned from the MBCH Board in order to work with the state WMU. Mark DeShon replaced Bonnie on the Board.

There are currently 8 small facilities, and all are Covid free. Many of the fundraising efforts have had to be cancelled, such as the Strawberry Festival, which had not been cancelled since World War II.

Envelopes with information about the MBCH were provided for each of the pastors present.

Church Health and Revitalization:

Brandon Moore quoted Philippians 1:1-6 “¹Paul and Timothy, bondservants of Jesus Christ, To all the saints in Christ Jesus who are in Philippi, with the ²bishops and deacons: ²Grace to you and peace from God our Father and the Lord Jesus Christ. ³I thank my God upon every remembrance of you, ⁴always in every prayer of mine making request for you all with joy, ⁵for your fellowship in the gospel from the first day until now, ⁶being confident of this very thing, that He who has begun a good work in you will complete *it* until the day of Jesus Christ;”

Mr. Moore reported that there are between 800 and 900 churches in the state that are declining. We need to come alongside those hurting churches if we want them to survive.

MEMORIAL SERVICE

Nancy Coy opened the Memorial Service by quoting Psalm 17:1-2 “[Blessed is the man who does not walk in the counsel of the wicked, or set foot on the path of sinners, or sit in the seat of mockers.](#) But his delight is in the Law of the LORD, and on His law he meditates day and night.”

Nancy then read thru the list of the members of CBA churches, who were called home to be with the Lord over the past 12 months.

OLD BUSINESS: NONE

NEW BUSINESS: 2021 Budget

Brenda Ensor presented the 2021 Budget, which was based on 2019 instead of 2020 (Due to Covid).

There were 2 major adjustments.

- The Student Ministry was raised from \$2000 to \$2500, an increase of \$500.
- Office Supplies was dropped from \$1500 to \$300.

It was noted that any unused funds will be carried over to the future. And unspent dollars not used will be moved to designated funds.

After some discussion, the 2021 Budget was brought to a vote. Motion carried to approve the 2021 Budget.

NEW BUSINESS: 2021/2022 Nominations

The Officers and Committees for 2021 was brought to the floor for a vote. Motion carried to approve the 2021 Officers and Committees.

NEW BUSINESS: 2021 Calendar

DOM Mark Carter presented the 2021 Calendar, which was approved as presented.

REPORTS: Director of Missions – Mark Carter

DOM Bro. Mark Cater, thanked the Executive Board for letting him serve. Bro. Mark reported that there are 3 new pastors in Crossroads Baptist Association.

- Brunswick – Rev. Hubert Shaw
- Centralia Youth – Rev. Keith Jones
- Salisbury – Rev. Kurtis Estes

Bro. Mark reported that the week of October 11-18 is a Week of Prayer in the Association. The churches will receive letters regarding the Week of Prayer.

Bro. Mark stressed that there are “26 churches in Crossroads Baptist Association, but we are 1 body of Christ. And together, we are sharing the gospel of Christ.”

WORSHIP THROUGH SONG:

Patrick Argent lead the group in 2 songs...’Great Are You Lord’ and “10,000 Reasons’.

MESSAGE FROM GOD’S WORLD with RYAN EDWARDS:

Rev. Ryan Edwards, pastor at Glasgow First Baptist Church, brought the message.

Bro. Ryan said that when he began his ministry at Glasgow 2 ½ years ago, that there were 8 people in the congregation including his wife and small child. He went on to say that the growth of the church has been a gift. God laid upon his heart to be involved in a rural ministry, which is what called him to Glasgow. Bro. Ryan has a deep desire for church revitalization in rural America.

Bro. Ryan read from the scripture, 1 Corinthians 3. He went on to say that what is important, is that you belong to Christ. Christian maturity includes ‘thinking, acting, and loving like Jesus’. What are the church leaders to do? They need to ask themselves these questions....

- Why do I do what I do?
- What is the purpose of the church?
- What is the Goal of Sunday School?
- Are we worshiping?
- What is the Purpose of the Church? (to not die)

Paul’s purpose was to present Christ and to present spiritually mature to Christ. He quoted Ephesians 6:4 “And you, fathers, do not provoke your children to wrath, but bring them up in the training and admonition of the Lord.”

Remarks included...Growth is a gift from God. Where is hope? Where is growth? From God! We must pray diligently and fervently. Pray for one another’s spiritual growth. Grow in love, faith, relationships, knowledge of the Holy Spirit, and nurture growth. Paul laid the foundation, and that foundation was Christ. What are you going to build on?

Bro. Ryan then asked, “What kind of a builder are you?” Thoughtful? Careful? Hopeful? Or, Careless (whatever is easy)?

He went on to say that people are weary of being told things, lectured to, and preached to. People need to see love in action. See love that is forgiving and love that cares. To see churches grow to be spiritually mature.

CHURCH ANNOUNCEMENTS:

Mark Carter thanked Tom Denton and the Cairo Baptist Church for hosting the Annual Meeting. Bro. Mark stated that ‘Times may be difficult, but don’t become discouraged’.

BENEDICTION:

With no further business at hand, Rev. Wesley Hammond closed the meeting in prayer.

Moderator: Rev. James Rawlings

Respectfully submitted by,
Elvina Cunningham, Clerk

Crossroads Baptist Association
Executive Board Meeting Minutes
April 22, 2021, 7:00 pm

The Executive Board Meeting for Crossroads Baptist Association Thursday, April 22, 2021, at Mt Shiloh Baptist in Huntsville MO.

Mark Carter welcomed the group. Ken Goff opened the meeting he is deacon at First Baptist Church Fayette. Bob Korff opened with prayer and devotion based on Psalms 27. Two words to live by, humble and patience. It encourages our faith to lean on the Lord and be strengthened by him. The Lord is our joy, or life. To Love the beauty of the Lord. When everything goes bad he will be there for us and give us the strength to endure. We need to listen and grow during our trials. We all know that bad things will happen to us in life. The thorns of life will stab you, and the Lord will take it away. Those having trouble will receive grace waiting on the Lord. Storms will come to those who live on the rock and to those in the sand. Psalms 27:14 Wait on the Lord and be of good courage, and He shall strengthen your heart: Wait, I say, on the Lord!

SEATING OF THE EXECUTIVE BOARD MEMBERS: Crossroads Baptist Association Clerk, Marie Taylor, reported that there were 18 Messengers (including both Pastors and Executive Board Members) and 3 visitors which meet the requirements of a quorum (CBA quorum is 14).

MINUTES: The Minutes for the Crossroads Baptist Association's September 27, 2020, Annual Meeting was presented.

REPORTS: Finance Report

Laura Hunt presented the Finance Report using the new Quick Books spread sheets:

Income Report - \$24,528.64

Expense Report - \$34,149.36

There was a deficient of -\$7,394.52

Total cash on Hand April 2021 - \$72,664.64

REPORTS: Camps

Michael Hunt we are having camp, Youth July 26-30, \$100.00 per student. This a low for a camp most camps are more than \$400.00 for what we provide. After July 1 additional \$20.00 fee no walk ins this year. K-2nd

July 31 one-day camp for \$25.00 this gets them ready for camp. \$80.00 Children's camp Aug 1-4, 2021, 3rd – 6th

grade. They need help most age groups. Please pray for the youth and children. Brandon from KC for the pastor for Youth camp. His church is an old grocery store; it is half church half archery range. Children Caleb. Thomas Taylor will be doing the cooking. Churches will be coming back to help with the food and can stay to worship with the students.

REPORTS: Partnership missions –

Mark Carter we are having a mission trip this year MN. We should be inside painting, trim, sounds system, plumbing. We will be getting them ready to worship. Meeting will be held June 21, hopefully we will be able to get information. We have two hotels with 29 rooms for the trip. New York Mills, would like to become a community church. We hope to have 4 back yard bible clubs in all four areas.

If you want to go see Mark, for the hotel information. There are camp sites in the area, the association has not investigated about camp sites. Dates for mission trip July 10-17, 2021. Jeff at Grace connection has been taking up a \$1.00 offering every Sunday. The association would like to make May 23 a \$1.00 for the mission trip. They are trying to do this project debt free. Planning a large block party on Friday of the mission trip for all who they ministered to at the bible clubs.

REPORTS: Youth –

Jacob Moseley D-now was March 26-27; 63 kids attend from 8 churches. Camp is in July, Pool Party Aug 8th. A bonfire is being planned for the fall. We will give out more information out later. We are planning meeting for Youth pastors to meet once a month.

REPORTS: Student Mission Team

Bonnie Carter God is bringing up our student to lead in our association. Churches are putting VBS together. The team is small this year so make sure you see Bonnie, to get your VBS on the calendar. They will be going to the mission trip in July. We are asking churches to help with bible clubs during the MN mission trip. The students will not be able do all the sites at one time. The student mission team is going to be great this year. Summer missionary Charis Carlson and Gabe Gard.

We are training the VBS themes from both last year and with the new theme this year. Some churches are using last year due to COVID. With VBS parents are more conformable sending their children to VBS, than church. There are churches are doing adult VBS.

Fusion Four of our student are involved in a yearlong program. To train them to travel all over the world to disciple the world for the Lord. The students are going to places that it is illegal to spread the word of God and the students can't even say where they are going. Please pray for them. We have had 7 students from our association involved in fusion. How do you give? This year they are fully funded at this time. But next year will need funding. See Bonnie she will assist you where you can help with a donation.

REPORTS: Director of Missions

Mark Carter has been the Director of Missions for Four years as of March 1st. We have gone thought a crazy year, 21 of our churches have used live service to reach their members. Please continue to minister with the live streams. The Southern Baptist Association suggest that the church members that are not attending become a part of your prospect list. Next Tues, the Pastor's fellowship will meet starting April 27th, at Sturgeon Baptist Church 9:30 am. Our prayer is to start meeting monthly at different churches. The Southern Baptist Convention will be June 13-16.

Next Mission Meeting June 21st.

Executive Board Aug 19th 2021, 7:00 pm somewhere to announced later.

Associations \$1.00 offering May 23 for mission trip to help a church grow. You can make a difference with just one dollar.

Greyson Veal pass April 21 at 5:25 am, Funeral will be at Frist Baptist Moberly at 11:00, FB has a Greyson fund and the family is asking for donation be given to Super Sam foundation for cancer. If your church would like to donate, please go thought the association. Make sure to let them know which fund you would like the donation to be applied. Children cancer is one of the least funded cancer.

Disaster Trailer was not set up. A group out of Hannibal is setting up our disaster trailer with a bathroom, places for chainsaws and other equipment. It will be done soon.

Motion to approve the reports presented and given made by Betty Mayo, Second Ryan Edwards.

Motion Carried

New Business:

Bylaw presented and no action will be taken at this time, per the bylaws we must send out the information to the church 4 months in advance before we can vote. The changes to the bylaws are from the Southern Baptist Convention. They will be addition to our bylaw we already have. This is a way to have access with electronic means like Zoom so all members can participate in meetings

Katie Matheis resigned as Assistance Treasurer she will not be available to carry out the job. She has taken on a new job out of the Moberly area. We will be looking for someone to fill the position. New pastor has been called to Clark Baptist in Clark Missouri Virgil Stoneburner.

Church Announcements:

Clark Baptist on May 22, at 7:00 pm the quartet called "Renew" from Kirksville coming.

Mt. Shiloh will be holding a Baptism here Sunday and a group coming to sing.

Amy Denton (Pastor Tom Denton Cairo Baptist) is having surgery Monday April 26. At 6:00 am on her back, please be in prayer.

Mike Cochran from Huntsville First Baptist is searching for a pastor. Tyler Shipley is interim.

Laura Hunt There will be 3 baptisms in Huntsville coming soon.

Betty Mayo Clifton Hill Baptist has 4 families having babies, it is great to see churches grow with new life.

Respectfully submitted by,
Marie Taylor, Clerk

Crossroads Baptist Association
Special Session Executive Board Meeting
July 8, 2021
(Public record only)

Out of Executive Session. All items mentioned in the Notice Letter have now been dealt with. If there is no objection, the Chair declares that the meeting will move out of executive session and back into public session in order to adjourn.

Crossroads Baptist Association
Executive Board Special Called Meeting
at First Baptist Church, Moberly, MO
July 8, 2021

Public session

Wesley Hammond: Move we Move Motion 5 out of Executive session into public session to open for discussion in public session.

Second by Michael Hunt

Motion Carried X Defeated

Motion 5: The Executive Committee recommends that the Association authorize the Executive Committee to appoint a special committee to review and recommend changes to the Association's governing documents (including articles of incorporation, constitution, bylaws, and policies), in consultation with legal counsel.

The Pastors want to know what to say to their churches. Mike Whitehead will prepare a statement for the pastors to use. He will have it ready before Sunday.

Wesley your letter will be ok to share with anyone in the church. Mike will give out a letter you can use for the church or just special staff that need to know. It will be up to each pastor to decide what they will say. He wants to give parents of young women who have worked with the association, he will let you craft that with your staff.

We will leave it up to the pastor how much you will share with your church.

Mike: The legal privilege with legal counsel is the strongest bond you have. That only applies to communication to and from legal counsel regarding legal advice. Does not mean if we give out the name of the victim, that the name of the victim is now privileged information. The victim may disclose publicly or choose to contact anyone from the association. And if you have communication outside this meeting with legal counsel without waiving. But if you talk about the process, the people, the motions or the vote of tonight, you talk about only one, you wave the legal counsel for the whole meeting. If she can get a lawyer, we would have to give all information about everything about this meeting. Please do not talk about this meeting without talking to legal counsel first. If you need to talk to someone, Mike would be glad to help in anyway. Call Ken or Mike before answering any questions.

Ken: If someone ask you, I would state, "I cannot discuss anything about this meeting unless you are on the executive board. We will pass the information to the pastor and members of the Executive board members."

Mike: Will pass out the communication to Executive Community and the pastors who will be the gate keeper of the information.

Brian: Part of the confidentiality is also for the victim. She did not want her name out.

Reminder: Confidentiality. Let me remind you that the matters discussed in executive session and in the presence of our legal counsel are confidential and legally privileged. Please do not discuss those proceedings with anyone except in the presence of legal counsel. If you have questions about confidentiality, please contact me by email, as mentioned in our notice letter.

Adjourn. There being no further business, and without objection, the chair declares the meeting is adjourned.

Closing Song. This brings us to a time that I would like to ask all that are present to lift our voices together in song.

Introduce our Clerk: Marie Taylor.
She leads in a song. Bind Us Together Page 390

Closing Prayer. Ask that we all bow our heads in a closing prayer.

Tom Denton gives closing prayer.

Thank you ladies and gentlemen, this meeting is now concluded, all are dismissed.

Crossroads Baptist Association

Executive Board Meeting

August 19, 2021

The Executive Board Meeting for Crossroads Baptist Association Thursday, August 19th, 2021, at First Baptist Church in Paris.

Moderator, Ken Goff, welcomed the group and invited host pastor, Wesley Hammond to the pulpit. Rev. Hammond offered a short devotion and the opening prayer.

SEATING OF THE EXECUTIVE BOARD MEMBERS:

Crossroads Baptist Association Assistant Clerk, Laura Hunt, reported that there were 4 Officers, 17 Messenger and 3 Visitors in attendance which met the Constitutional requirement for a quorum.

MINUTES:

The minutes from the Crossroads Baptist Association's April 22nd, 2021, meeting was presented. Bro. Wesley Hammond moved to accept the minutes as presented and was seconded by Bro. David Nissing. The motion passed by a vote of the body.

REPORTS:

Executive Committee: Bro. Ken Goff reported that the Executive Committee has been carrying out the tasks set before them at the special called business meeting held in July.

Finance Report: Laura Hunt reported the following as of July 31st, 2021:

Income MTD = \$13,742.27
Income YTD = \$53,988.94
Expenses MTD = \$6,912.70
Expenses YTD = \$64,765.95
YTD Gain/Loss = (\$10,941.60)
Designated Block Party Trailer = \$2,071.74
Designated DNOW = \$2,490.91
Designated Partnership Missions = \$3,772.61
General Fund = \$61,052.88
Total = \$69,388.17

Camp Report: Bro. Michael Hunt reported that there were 33 students at youth camp with 30 adults, 21 students at Day camp and 21 adults and 46 students at children's camp with 28 adults. He reported that camp attendance was down quite a bit this year but thought it could still be the effects of Covid. He encouraged the churches to promote camp next year. He also reported that there were no salvations at camp this year, but that he saw God really working in the students' lives in their small groups.

Disaster Relief Report: Bro. Wesley Hammond reported that the association has a Disaster Relief trailer and that it is stocked to handle both flood damage and storm damage/chainsaw work. The

trailer was deployed to Perry, MO to help after their storm damage in which 85 work orders were completed. He also reported that we as an association are looking for a new leader for disaster relief. He said that there are two training opportunities coming up on September 10-11 and again on October 8-9. He said for more information on these dates and others, to go to mobaptist.org and click on disaster relief. He said that Missouri is the largest in the Southern Baptist Convention in disaster relief efforts.

Partnership Missions Report: Bro. James Briggs reported that 40 people went on this year's mission trip to Wadena, MN. He said that they had a very productive trip but didn't do any of the work that they thought that they would be doing! He also reported that the host pastor, Jeff had been working 7 days a week for months, but our association brought such a great group that it allowed Jeff to get some much-needed rest. He reported that the new church build in Wadena hopes to be in their new building by September.

Youth Report: Bro. Jacob Moseley reported that this year's events included DNOW with 63 students from 8 different church and a Pool party with 62 in attendance. Upcoming events will be a bonfire hosted at Huntsville FBC on November 7th and he is working on getting a "Boost" night put together and hopes to announce a date for that soon.

Bro. Wesley Hammond moved that we accept the reports as presented and was seconded by Betty Mayo. The reports were passed by a vote of the body.

OLD BUSINESS:

Bro. Richard Clouse moved that considering the executive committee reviewing the entire constitution and by-laws, that we postpone the vote of the by-law change presented in April until we vote on the entire constitution and by-laws changes which will hopefully be at the Annual Meeting in 2022. Bro. James Briggs seconded the motion, and it was passed by the body.

NEW BUSINESS:

Regarding the Student Mission Team: Discussion was made as what the next step would be in continuing the student mission team. Bro. James Briggs moved that we ask the nominating committee to send out an email/letter to the churches stating that we need someone to step up to the roll of Student Mission Team Leader, otherwise the team will be put on "pause". The motion was seconded by Bro. Ryan Edwards and was passed by a vote of the body.

Regarding a Night of Prayer: Bro. Richard Clouse said that he would like to invite the association to a night of prayer on October 7th at 6:30pm at Carpenter Street.

Regarding the DOM evaluation team: Discussion was made as to no longer needing a DOM evaluation team considering currently having no DOM. The body agreed that the committee would be dissolved.

Regarding Musselfork church: Laura Hunt reported that she had spoken with Bro. Rick Hall, and he said that Musselfork church is meeting again and would like to rejoin the association. This topic was tabled until we had more information.

Michael Hunt moved that we add a "Family Camp" to our 2022 calendar sometime in October with the exact date to be determined, and that we ask the Finance Committee for a \$1000 added to the

2022 budget for this event. The motion was seconded by Bro. James Briggs and passed by a vote of the body.

Regarding the Finance Committee recommendation: The finance committee recommended that considering the extra responsibilities placed on secretary, Laura Hunt, due to the vacancy of the DOM, that the association give her a monthly gratuity of \$300/month. This would be in effect until the position is filled. Bro. Wesley Hammond moved that we amend this recommendation from stating “gratuity” to stating “stipend” as that is the proper term for tax purposes. Bro. James Briggs seconded the motion to amend, and it was passed by the body. The amended motion was then passed by the body.

Regarding having a fellowship meal after the annual meeting: Bro. Wesley Hammond suggested that we allow the host church to decide if they would like to host a meal.

Laura Hunt raised the question as to when the stipend for her wages would begin. Bro. Wesley Hammond moved that the stipend should be retroactive to when the DOM resigned in July. The motion was seconded by Mike Cochran and was passed by the body.

CHURCH ANNOUNCEMENTS:

Bro. Mike Cochran presented the new pastor at Huntsville FBC, Bro. Tyler Shipley

Bro. Richard Clouse invited everyone to concert featuring Missouri Music Men at Carpenter Street on September 9th at 7pm.

PRAYER REQUESTS:

Betty Anderson from HLGU and Becky Moyer from GuideOne Insurance are both fighting cancer.

Kyle from Paris is fighting Covid.

Rachel from Paris who is fighting for her life and lost her unborn child as well as her sister-in-law and her unborn child in the car accident.

Missionaries in both Iraq and Afghanistan.

Moderator, Bro. Ken Goff closed the meeting in prayer.

Respectfully submitted,
Laura Hunt, Assistant Clerk

Crossroads Baptist Association
Giving Report
January 1st through August 31st

	<u>Jan - Aug 21</u>
Brunswick	282.00
Cairo	1,877.96
Carpenter Street	388.81
Centralia	4,400.00
Clark	25.00
Clifton Hill	773.85
Cornerstone	223.51
Fayette	1,888.31
Gateway TTHC	581.64
Glasgow	827.00
Hallsville	3,276.00
Huntsville	4,853.10
Immanuel	3,388.02
Keytesville	214.95
Liberty	480.00
Madison	480.00
Moberly	4,776.46
Mt. Shiloh	1,785.30
Musselfork Community Church	78.00
North Park	3,746.24
Oak Grove	1,202.20
Paris	6,518.30
Pleasant Hill	560.00
Pleasant Woods	500.00
Salisbury	5,931.54
Sturgeon	7,936.77
TOTAL	56,994.96

Crossroads Baptist Association Revenue and Expenses Report August 2021

Income			
	<u>Current Month</u>		<u>Year To Date</u>
DI Block Party Trailer	\$	105.00	\$ 245.00
DI DNOW	\$		\$ 1,400.00
DI Partnership Missions	\$		\$ 1,546.20
Dollar Offering	\$	82.00	\$ 434.00
General Offering	\$	4,778.31	\$ 55,329.05
Income	\$	4,965.31	\$ 58,954.25

Expenses			
	<u>Current Month</u>		<u>Year To Date</u>
DOM Benefits Package	\$	-	\$ 30,438.04
Secretary	\$	1,161.00	\$ 5,088.00
Student Mission Team Leader	\$	-	\$ 3,837.75
Accountant	\$	83.08	\$ 427.02
Payroll Tax	\$	-	\$ 319.49
Office/Administration	\$	8.00	\$ 9,033.69
Ministry Teams/Leadership	\$	386.28	\$ 2,083.77
Discipleship/Evangelism	\$	1,151.07	\$ 7,426.63
EB Special Budget Item 1	\$	660.00	\$ 1,960.00
EB Special Budget Item 2	\$	-	\$ 100.00
EB Special Budget Item 3	\$	4,314.44	\$ 8,752.34
DE Block Party Trailer	\$	-	\$ 87.59
DE Disaster Relief	\$	-	\$ 893.81
DE DNOW	\$	-	\$ 1,450.00
DE Partnership Missions	\$	1,633.20	\$ 1,943.20
Expenses	\$	9,397.07	\$ 73,841.33
Payroll Liability	\$	138.83	\$ (25.76)
Expenses + Liability	\$	9,535.90	\$ 73,815.57

Month Receipts:	\$	4,965.31		YTD Receipts:	\$	58,954.25
Month Disbursements:	\$	9,397.07		YTD Disbursements:	\$	73,841.33
Gain or loss:	\$	(4,431.76)		Gain or loss:	\$	(14,887.08)

	<u>Begin fiscal year</u>	<u>Change</u>	<u>Year to Date</u>
10-County Bank (General funds)	\$ 72,270.59 (+/-)	-\$13,982.44	= \$ 58,288.15
500-Block Party Trailer	\$ 2,019.33 (+/-)	\$157.41	= \$ 2,176.74
600-Disaster Relief	\$ 893.81 (+/-)	-\$893.81	= \$ -
700-DNOW	\$ 2,540.91 (+/-)	-\$50.00	= \$ 2,490.91
800-Partnership Missions	\$ 2,283.44 (+/-)	(144.00)	= \$ 2,139.44
Totals	\$ 80,008.08	\$ (14,912.84)	\$ 65,095.24

Crossroads Baptist Association

Year-to-Date Budget Report

	Jan - Dec 21	Budget	\$ Over Budget	% of Budget
Income				
100-500 · DI Block Party Trailer	245.00			
100-700 · DI DNOW	1,400.00			
100-800 · DI Partnership Missions				
100-801 · Dollar Offering	434.00			
100-800 · DI Partnership Missions - Other	1,546.20			
Total 100-800 · DI Partnership Missions	1,980.20			
400-100 · General Offerings	55,329.05			
Total Income	58,954.25			
Expense				
200-000 · DOM Benefits Package				
200-001 · DOM Salary	14,875.00	25,500.00	-10,625.00	58.33%
200-002 · DOM Housing	11,666.69	20,000.00	-8,333.31	58.33%
200-003 · DOM Annuity & Insurance	3,896.35	7,030.00	-3,133.65	55.43%
Total 200-000 · DOM Benefits Package	30,438.04	52,530.00	-22,091.96	57.94%
200-004 · Secretary Salary	5,088.00	6,732.00	-1,644.00	75.58%
200-005 · Student Missions Team Leader	3,837.75	6,579.00	-2,741.25	58.33%
200-006 · Accountant	427.02	300.00	127.02	142.34%
200-007 · Payroll Tax	319.49			
200-110 · Office/Administration				
200-111 · Annual Meeting	0.00	300.00	-300.00	0.0%
200-112 · Christmas Dinner	0.00	600.00	-600.00	0.0%
200-113 · DOM Reimbursements	4,300.22	11,000.00	-6,699.78	39.09%
200-115 · Liability/Equipment Insurance	2,026.00	2,700.00	-674.00	75.04%
200-116 · NEMO DOM Fellowship	0.00	500.00	-500.00	0.0%
200-117 · New Equipment/Repair	133.24	300.00	-166.76	44.41%
200-118 · Office Supplies	206.01	300.00	-93.99	68.67%
200-119 · Postage/Shipping	0.00	120.00	-120.00	0.0%
200-120 · Van Fuel	108.51	1,500.00	-1,391.49	7.23%
200-121 · Van Insurance	1,255.00	950.00	305.00	132.11%
200-122 · Van Maintenance	952.71	1,200.00	-247.29	79.39%
200-123 · Website	52.00	120.00	-68.00	43.33%
Total 200-110 · Office/Administration	9,033.69	19,590.00	-10,556.31	46.11%
200-300 · Ministry Teams/Leadership				
200-301 · Leadership	-2.60	250.00	-252.60	-1.04%
200-302 · Student Missions Team	2,086.37	4,500.00	-2,413.63	46.36%
Total 200-300 · Ministry Teams/Leadership	2,083.77	4,750.00	-2,666.23	43.87%
200-400 · Discipleship/Evangelism				
200-401 · Camp	5,466.32	4,000.00	1,466.32	136.66%
200-402 · Discipleship	0.00	500.00	-500.00	0.0%
200-403 · Evangelism	0.00	500.00	-500.00	0.0%
200-404 · Family Ministry	0.00	250.00	-250.00	0.0%

200-405 · Partnership Missions	0.00	2,000.00	-2,000.00	0.0%
200-406 · Student Ministry	921.00	2,500.00	-1,579.00	36.84%
200-407 · VBS	928.12	1,000.00	-71.88	92.81%
200-408 · WMU	111.19	500.00	-388.81	22.24%
Total 200-400 · Discipleship/Evangelism	7,426.63	11,250.00	-3,823.37	66.01%
200-901 · EB Special Budget Item 1	1,960.00			
200-902 · EB Special Budget Item 2	100.00			
200-903 · EB Special Budget Item 3	8,752.34			
300-500 · DE Block Party Trailer	87.59			
300-600 · DE Disaster Relief	893.81			
300-700 · DE DNOW	1,450.00			
300-800 · DE Partnership Missions	1,943.20			
Total Expense	73,841.33	101,731.00	-27,889.67	72.59%
Net Income	-14,887.08	101,731.00	86,843.92	14.63%

Crossroads Baptist Association Balance Sheet

	<u>Aug 31,</u> <u>21</u>
ASSETS	
Current Assets	
Checking/Savings	
10 - County Bank	
500 - Block Party Trailer	2,176.74
700 - DNOW	2,490.91
800 - Partnership Missions	
801 - Dollar Offering	229.00
800 - Partnership	
Missions - Other	<u>1,910.44</u>
Total 800 - Partnership	
Missions	2,139.44
10 - County Bank - Other	<u>58,288.15</u>
Total 10 - County Bank	<u>65,095.24</u>
Total Checking/Savings	<u>65,095.24</u>
Total Current Assets	<u>65,095.24</u>
TOTAL ASSETS	<u><u>65,095.24</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
24000 - Payroll Liabilities	<u>-297.30</u>
Total Other Current Liabilities	<u>-297.30</u>
Total Current Liabilities	<u>-297.30</u>
Total Liabilities	-297.30
Equity	
30000 - Opening Balance Equity	86,199.16
32000 - Unrestricted Net Assets	-5,919.54
	-
Net Income	<u>14,887.08</u>
Total Equity	<u>65,392.54</u>
TOTAL LIABILITIES & EQUITY	<u><u>65,095.24</u></u>

Crossroads Baptist Association Proposed 2022 Budget

2021 Budget

Salary and Housing	45,500
Annuity and Health/Life Insurance	7,030
Total	52,530

2022 Proposed Budget

Salary and Housing	45,500
Annuity and Health/Life Insurance	7,030
Total	52,530

Staff

Accountant	300
Secretary	6,732
Student Missions	6,579
Total	13,611

Staff

Accountant	450
Secretary	7,200
Student Missions	6,500
Total	14,150

Office/Admin

Annual Meeting	300
Christmas Dinner	600
DOM Reimbursements	11,000
Liability/Equipment Insurance	2,700
NEMO DOM Fellowship	500
New Equipment/Repair	300
Office Supplies	300
Postage/Shipping	120
Van Fuel	1,500
Van Insurance	950
Van Maintenance	1,200
Website	120
Total	19,590

Office/Admin

Annual Meeting	300
Christmas Dinner	600
DOM Reimbursements	5,500
Liability/Equipment Insurance	2,700
NEMO DOM Fellowship	0
New Equipment/Repair	300
Office Supplies	300
Postage/Shipping	120
Van Fuel	500
Van Insurance	1,255
Van Maintenance	1,200
Website	120
Total	12,895

2021 Budget

Ministry Teams	
Leadership	250
Student Mission Team	4,500
Total	4,750

Discipleship/Evangelism	
Camp	4,000
Discipleship	500
Evangelism	500
Family Ministry	250
Partnership Missions	2,000
Student Ministry	2,500
VBS	1,000
WMU	500
Total	11,250
Total	101,731
Monthly Need	8,478

2022 Proposed Budget

Ministry Teams	
Leadership	250
Student Mission Team	3,000
Total	3,250

Discipleship/Evangelism	
Camp	4,500
Discipleship	500
Evangelism	500
Family Ministry	250
Partnership Missions	2,000
Student Ministry	2,500
VBS	1,500
WMU	500
Total	12,250
Total	95,075
Monthly Need	7,923

Crossroads Baptist Association Camp Report

Crossroads Baptist Association Partnership Missions Report

On July 12th to July 16th, a 40-member team representing 6 Associational churches and 1 non associational church descended on Wadena, MN. This was a year where the association experienced both a changing of the guard and the consistent steady leadership that had always been there. The team was bolstered by the steady consistent presence of Tony Woods (Mt. Shiloh) who lead our crew day by day moving the progress of the project along. Around that consistency was a great deal of change for a myriad of reasons. Shannon Briggs (FBC Fayette) took up Bulldogs mantle serving food to the team and anyone else who would come and eat. Cloe Billington (Salisbury) took the mantle of leading the Youth team and tag teamed with Jessie Crabtree and Tammy Atherton (FBC Fayette) to lead our outreach efforts. Throughout the week there were many trials that were faced, and we saw God's hand leading with great kindness in all of them. The greatest of which was God sparing Tony Woods any serious injury when he fell through the roof that the team was putting on.

Throughout the week we were reminded on several occasions the great benefit and strength of these trips. Not only were we able to be a great blessing to Grace Connection Church building the structure of the whole roof and totally boxing in 3 out of 4 sides of the church. We saw an amazing effort to reach the people in the area with the Gospel. We saw men take young ones under their wings to learn everything from nail pulling to learning how to function on a steep roof, and we saw a group of Christians blessed in their camaraderie and shared faith and purpose.

I want to urge each church to participate in this wonderful opportunity. It is a great benefit that our association brings each of our churches and the way The Lord blesses our time together. Be sure to mark your calendar for July 10th – July 16th, 2022, as we hope in God's providence to gather and serve together once again.

James Briggs

Crossroads Baptist Association Youth Committee Report

We had another great DNOW weekend this year with our theme being "Into the Storm". Our speaker was James Rawlings, who did a great job bringing the message to the students. Our worship leader this year was Hailey Lister who is a member of Liberty Baptist, and she did an amazing job. We had an attendance of 63 students from eight different churches. We had a great weekend experiencing God moving in and around us.

We were able to have our annual pool party on August 8th, at the Moberly Aquatic Center. We had roughly 62 student/leaders attend. With participates from five different churches.

We are planning a youth bonfire night coming up on November 7th, at Huntsville FBC. Time is still to be determined. Also, we are looking to potentially have another Boost night late this year. Still planning/thinking this event out.

We our looking toward planning meetings for the youth events for the rest of 2021 and for 2022. We are looking to add some new events to the calendar for next year. If you are a youth pastor, youth leader, or just passionate about the youth of your church, please attend these meetings! You may contact me at 573-819-9605 with any questions or for more information.

Thank you,
Jacob Moseley

**Crossroads Baptist Association
In Loving Memory**

CARPENTER STREET BAPTIST CHURCH

Betty Klotz
Helen Wilson
Connie Winn

FAYETTE BAPTIST CHURCH

Lucille Mounter
Elbert Hoard

GATEWAY TO THE HIGH COUNTRY

Clark Dalton

HALLSVILLE BAPTIST CHURCH

Gary Sables
Angela Brown

HUNTSVILLE FIRST BAPTIST CHURCH

Mary Sue Vanderhoff
Jerry Cross
Dorothy Greenfield
Lloyd Summers
Elmer Haley
Ethel Baumann
Dave Rentschler
Dorothy Haley
Walter Haley

IMMANUEL BAPTIST CHURCH

Melvin Gravitt
Darold Ames

KEYTESVILLE BAPTIST CHURCH

Niona Price

MOBERLY FBC

Norris Specie
Greyson Veal
Kerry Conger
Helen Calvin
Shirley McGee

NORTH PARK BAPTIST CHURCH

Susan Anno
Joyce Stoneking
Rosie Wailes
Jodie Jackson

OAK GROVE BAPTIST CHURCH

Kenny Fair

PARIS FIRST BAPTIST CHURCH

Paul Ensor
Dorris Rosson

PLEASANT HILL BAPTIST CHURCH

Phyllis "Forrest" Voeltz

SALISBURY FIRST BAPTIST CHURCH

Fran Johnson
Mark Still
Jesse Martin
Judy Ablen
Rodney Lewis
Howard Ratliff
Leroy Dexter
Doris Quick
Don Reed
Lorene Stephens
Pam Meyer

STURGEON BAPTIST CHURCH

Peggy Rhoades
Lucille Blakemore
Bob Chism
Bobby Robinson
Aleda Andresen
Audrey Barrett
Charlie Dawson

Crossroads Baptist Association

Mission Statement

CBA VISION:

CBA exists to collectively proclaim the Good News of Jesus Christ.

CBA MISSION:

The churches of CBA will partner together to obey, proclaim, and advance the Great Commission.

CBA PURPOSE:

In order for the churches of CBA to accomplish our mission, we will be a catalyst for Discipleship

Opportunities: Matthew 25:14-30

In Matthew 25:14-30, Jesus teaches us the need to always be vigilant in seeking ways to advance His Kingdom. We do not want to be slack and found by Him having done nothing. Therefore, we will always be looking for opportunities to serve Him as Lord and King. As a group united in purpose, our process will include:

1. Developing Leaders: Ephesians 4:11-12, Matthew 4:19, Mark 3:13

Priorities include:

- Training leaders in relational environments.
- Strengthening churches
- Creating fellowship activities
- Guiding leaders in group effectiveness.
- Teaching and leading in accountability

2. Discerning Strategies: Luke 14:28-33, Nehemiah 1:1-11, Romans 15:22-33

Priorities include:

- Focusing on Acts 1:8 priorities
- Partnership missions
- Student ministries
- Camp ministries
- Mission team advancement
- Disaster Relief

3. Distributing Resources: 2 Corinthians 9:1-15, Acts 4:32-35, Ephesians 4:11-12

Priorities include:

- Support of Acts 1:8 strategies
- Create budgets that reflect our mission and purpose
- Share among partnering churches
- Propping-up ministries when needed
- Consideration of denominational partnerships

Crossroads Baptist Association Time and Place Committee Report

The 2022 Crossroads Annual Meeting will be held at Hallsville Baptist Church, Hallsville, MO on Sunday September 25th, 2022, at 3:00pm.

Bro. Tyler Shipley will bring the annual message.

Blessings, Time, Place and Preacher Committee,
Betty Mayo
Bonnie McKeown
Nancy Coy

Crossroads Baptist Association Audit Committee Report

Purpose Statement: To provide reasonable assurance as to whether the financial statements from the Association are an accurate reflection of the Association's mission and program goals.

Per the Crossroads Baptist Association By-Laws, we met on December 3, 2020, and have performed a thorough review of the Association's financial records for Fiscal Year ending Dec 31, 2020.

The Association uses Quickbooks for their accounting system and this program is able to run multiple reports to reflect an accurate reflection of the Association books. It also has a built-in audit trail that can be reviewed by any committee or individual if needed and protects the ministry workers as they are a valuable asset to the Association.

The 2020 Audit Committee consists of the following members:

- Jill Pilkington (FBC Huntsville)
- Randy Power (FBC Centralia) (Unable to attend)
- Pam Hopke (Hallsville Baptist Church)

Laura Hunt met with Jill and me to provide the records and information we needed to review and answer questions. We were given full access to all the monthly files and to Quickbooks. We reviewed random samples of accounts payable and found the recording and documentation of expenses and the policy required and followed to be impeccable. All check stubs were stapled to the invoices and receipts were attached to credit card statements or re-imburements. The association is following separation of duties (as recommended) and have a policy in place to sign off on all expenses, deposits, and credit card statements, and protect themselves as well. We also reviewed random samples of bank statements, deposits, contributions, and bank reconciliations. We were given a year-to-date check register out of Quickbooks and we were able to verify account balances and random transactions with detail. We also asked Laura if there were any questions or concerns she had for us, and we were able to log into Quickbooks and help her with some settings and offer some time saving tips.

We found no evidence of malicious or inappropriate activity and submit the following reports:

- Income Report (Associational Contributions)
- Budgeted Expense Report
- Designated Accounts (Fund Balances)
- Asset Summary

Respectfully submitted,
Pam Hopke, Audit Committee Member

Audit Committee Procedures

- Meet as a new Committee in January or February to ensure audit reports are done for the Executive Board meeting in May. Make a plan and decide what duties will be done by whom and by when.
- Meet with Bookkeeper. Ask what the procedures are for both Accounts Payable and Accounts Receivable. Listen for problems that may need addressing. New Audit Committee Members need to request access to the online accounting system by the Bookkeeper and familiarize self with reports.
- Review last year's financial records (kept at Crossroads office).
 - Accounts Payable – spot check (3-5 samples) for documentation and authorization (if needed).
 - Accounts Receivable - Check Monthly Bank Statements against monthly reconciliation reports. Make sure reconciliations are done and no discrepancies.
- Finalize Audit Report for the Executive Board meeting.
- Review and make ongoing necessary changes to Audit Committee Procedures.

Crossroads Baptist Association

DOM Job Description

The DOM will be the primary leader of the association. He will be instrumental in influencing each partner church to fulfill their individual roles, as we work together to accomplish our vision, mission, and purpose. In that role, the specific tasks of the DOM will be:

Influencing our Leadership development.

- A. He will envision, create, maintain, and/or conduct training necessary to develop more effective leaders in our association. These opportunities will be available on a regular basis and also as needed.
- B. He will openly receive input from local churches in order to discern specific training and development needs.
- C. He will utilize a balance of local, regional and Convention personnel to assist him.

Influencing our Strategies

- A. He will guide the association in seeking new opportunities for ministry and missions endeavors through visionary leadership.
- B. He will support and encourage existing teams so they can grow in their effectiveness.
- C. He will participate as led/needed/invited in CBA missions and ministry projects.

Influencing Resource Allotment

- A. He will be the chief administrator of the association.
- B. He will oversee the collecting, planning, coordinating, and distributing of the needs and resources of the association.
- C. He will work closely with various teams and committees as an aid to fulfilling this role.

We understand all men are called and equipped differently. We should never expect any one person to be everything everyone wants him to be. We will serve and support a leader who understands his individual calling and his special giftedness; and encourage that leader to leverage God's leadership in his life to the betterment of our association. Therefore, we expect our leader to follow some general guidelines and to possess certain core values.

General leadership guidelines:

- A. Communicate and keep a regular schedule that allows for certain office hours.
- B. Maintain accurate expense and mileage logs.
- C. Engage the congregations of the association by visiting churches on a regular basis.
- D. Ensure all duties advance the vision, mission and purpose of CBA.
- E. Develop strong and intentional relationships with other leaders in the association which will create a framework of support and encouragement.
- F. All decisions and actions must be in accordance with all CBA policies and procedures.

Core Values:

- A. Strong and effective communicator
- B. Intentional model of a disciple-maker
- C. Flexibility to support the diversity of associational churches
- D. "Out-front" leadership
- E. Passionate about disciple-making
- F. Optimistic and realistic as an encourager
- G. Accountability is a priority

Crossroads Baptist Association

Financial Secretary/Administrative Assistant Job Description

The financial secretary shall perform assigned office work in the ministry of supporting or relieving staff of administrative and clerical duties, while being under the supervision of the DOM. As a representative in the ministry of Crossroads Baptist Association, the secretary must be of the Christian faith having strong moral practices coupled with good verbal and written communication skills.

Any perceived violations of Association policies or work performance of a staff member should be discussed first with the DOM. If a satisfactory resolution is not mutually resolved, then such matters should be brought forth to the Executive Board.

General duties are assigned as follows.

Membership Database

1. Manage association profiles and staff and keep updated on website and database.
2. Produce annual book for the Crossroads annual meeting held in September.

Financial Secretary Responsibilities

1. Co-manage with the association treasurer all funds of the association including but not limited to checking/savings accounts, CD's, mutual funds, or stocks and bonds.
2. Weekly retrieve mail from the PO Box. Count all receivable funds and make the required deposit. Have the treasurer initial the deposit receipt to verify total.
3. Record association giving and produce report quarterly for finance committee.
4. Weekly cut checks to cover bills. Payroll is cut monthly. Checks will be signed by the treasurer, but in some cases the secretary may sign checks as approved by the DOM.
5. Work closely with the finance committee to ensure the association budget is maintained.
6. Contact team leads when their budget line reaches 80%.
7. Attend and produce reports for all finance committee meetings, executive board meetings, the Association's annual meeting and any other gathering of the association that requires discussion of the finances or budget.
8. Reconcile the account(s) monthly to the bank statement(s). Make copies of the reconciliation report and have the DOM sign off on it.

Administrative Assistant

1. Answer telephone in a pleasant manner and transfer calls to appropriate staff as needed.
2. Produce documents, posters, forms, spreadsheets, etc. as needed by association members or staff.
3. Manage and order association supply needs.
4. Monitor the association email account, send out emails and/or reminders as necessary
5. Order VBS materials for association churches as per the Lifeway contract.
6. Keep all records and filings in an orderly fashion.
7. Keep website up to date.
8. Perform all other duties as required by the staff.

Crossroads Baptist Association

Student Mission Team Leader Job Description (Proposal)

Mission/Purpose/Function of the Student Mission Team

Crossroads Baptist Student Mission Team's mission is two-fold

1. Mentor/disciple High School/College Students in their relationship with God and help them develop as servant leaders and see that the purpose for their lives is to have a deepening relationship with Christ, glorify Him in every aspect of their life and share the gospel/make disciples.
2. Assist Crossroads Baptist Association Churches (we are able to help non association churches if schedule permits) in their summer ministries (specifically VBS/Backyard Clubs) for 10 weeks in the summer. As well as participate in mission trips. The Team may also be used throughout the year to help in outreach ministries when available.

How this is accomplished:

1. Recruiting High School Students from area churches (must have same core beliefs as Crossroads Baptist Association)
2. Recruiting up to 2 College Students to be a part of the Missouri Baptist Convention Summer Mission Program
3. Becoming a mentor to the students recruited, this has included Bible study during the summer weeks and Bible study once or twice a month during the rest of the year. Connecting with the students individually.
4. Training and making training available for the VBS/Backyard Ministries as well as leadership development.
5. Connecting with Association Churches about the Team and it's availability
6. Connecting with whoever is leading the Association Mission Trip and or seeking out other Mission Trip opportunities.

Student Mission Team Leader Job Description:

- Develop Leadership and Mentor/Discipleship program for Team Members (this can include Bible Study throughout the year)
- Recruit Team members
 - ❖ Networking with Youth, Collegiate and Church Leaders through the Association Churches.
 - ❖ Network with High School and Collegiate Students
 - ❖ Have possible team members fill out application
 - ❖ Interview possible Team members
 - ❖ Select Team Members
- Recruit Summer Missionaries
 - ❖ Same as above except they do their application through the Missouri Baptist Convention Summer Mission Page.
- Learn all aspects of Lifeway VBS
 - ❖ Association Training
 - ❖ Lifeway VBS Preview Events
 - ❖ MBC State Training (you will need to be on Association's VBS Team)
 - ❖ Being a part of online Lifeway VBS Community
 - ❖ Be involved with your church's VBS

- Train the Student Mission Team in VBS
 - ❖ Association VBS Training Event
 - ❖ Team Specific Training (Usually done on a weekend)
 1. Team Bonding
 2. Purpose and duties of the Team
 3. Team requirements and policies
 4. Team development/leadership development
 5. How to work with other adult leaders
 6. How to work with children, and child development
 7. Classroom leadership skills
 8. All parts of VBS curriculum
 9. Safety and Security
 10. Schedule
- Network and develop relationships with Association Churches and VBS Directors
- Schedule VBS's for the Team with Association Churches.
- Work with VBS Directors and Team members on weekly VBS assignments.
- Work with CBA Partnership Mission Leader to find ways the Team can serve on the Association Mission Trip
- Spend 10 weeks of the summer working with and transporting the Team to ministry sites.

Crossroads Baptist Association Treasurer Job Description

The main duties of a treasurer are to oversee the finances of the association, review procedures and financial reporting. The Treasurer must work closely with the Financial Secretary so that the books and the bank statements balance.

- ◆ The Treasurer evaluates the legitimacy of all bills and receipts.
- ◆ The Treasurer should sign checks according to associations policies and procedures. All checks requested should have supporting data on record.
- ◆ The Treasurer will double check the deposit.
- ◆ Work closely with the financial secretary that the association budget is maintained.
- ◆ Look over monthly reports & bank statements.
- ◆ Attend association finance committee meetings.

Crossroads Baptist Association Financial Policy

- Any person needing a reimbursement will fill out a “Request for Disbursement” form and sign it. Receipts are required before payment will be remitted. Requests will be signed by the DOM for approval.
- The preprinted invoice of a bill may be used as the receipt and must be signed by the DOM for approval.
- Any person needing a check to be sent for payment to another individual will fill out a “Request for Disbursement” form and sign it. It must be signed by the DOM for approval.
- The DOM retirement distribution is automatically debited from the bank account by Guidestone.
- The DOM’s professional reimbursements will be approved by the treasurer. If the treasurer is not available, the financial secretary may approve.

Credit Card Policy

Crossroads Baptist Association (CBA) issues credit cards to the following Team Leaders: Director of Missions, Financial Secretary, Summer Missions Team Leader, Camp Director and Partnership Missions Team Leader. Each card holder is fully responsible for the use and procurement of said card. The credit card should not be loaned to anyone without the permission of the Treasurer. If a credit card is loaned to someone else, please contact the CBA Administrative Assistant so that it may be properly documented on a check-in/check-out form. The credit card check-in/check-out form will be held at the associational office.

Policy Overview:

1. Personal items may not be charged at any time for any reason.
2. NO cash withdrawals are permitted.
3. Requests to increase the credit limit on any card, must be approved by the Treasurer and/or Director of Mission.
4. Detailed receipts are required for each purchase. Please turn in receipts within thirty (30) days. If a credit card user has any unaccounted-for purchases, they may be asked to personally reimburse the association.
5. A lost or stolen card must be reported immediately.
6. A credit card must not be loaned to anyone without the permission of the Treasurer.

Crossroads Baptist Association

Child Protection Policy

Statement of Policy

Crossroads Baptist Association is committed to assisting member churches with evangelism and discipleship. This commitment includes providing ministries relating to children and youth under the age of eighteen (18). By implementing the practices in this policy, our goal is to protect the children entrusted into our care from incidents of misconduct or inappropriate behavior while also protecting our staff and sponsors/workers from false accusations.

Therefore, the policies and procedures in this document apply to all programs and activities involving Crossroads Baptist Association events or activities where children and youth under the age of eighteen (18) are present or involved. This policy applies to all sponsors/workers regardless of age. Children are a gift from the Lord, and anything which threatens them, including mental, emotional, physical, or sexual injury, are not tolerated by Crossroads Baptist Association.

Definitions

Abuse is non-accidental mental, emotional, physical, or sexual injury to a child or failure to prevent such injury to a child. Neglect includes, but is not limited to, (1) failure to provide a child with food, clothing, shelter, and/or medical care; and/or (2) leaving a child in a situation where the child is at risk of harm.

Sponsor/Worker Enlistment

1. Individuals who want to serve as a sponsor or worker for Crossroads Baptist Association must meet one of the following criteria to be eligible to serve: 1) be a member of a participating church for at least six (6) months before service, 2) if individual has less than six (6) months of membership they must provide a letter of recommendation from their previous church affiliation, or 3) the individual is well known in the association and has served at associational events in the past, therefore, the individual is deemed trustworthy.
2. It is the responsibility of the association to receive a completed *Sponsor/Worker Application Form* from each sponsor/worker prior to the event or activity. Crossroads Baptist Association will provide this form and it can be downloaded from the website. Information provided should be diligently verified and references checked by the leader of the event or activity.
3. Crossroads Baptist Association will conduct a sexual offender background check on each sponsor/worker representing the church prior to approving their involvement in events or activities. The background check will be valid for three (3) years and will be kept on file. The sponsor/worker's affiliated church may provide a sexual offender background of each worker, provided the check is less than three (3) years old.
4. If a sponsor/worker shows up for an event and has not registered or had a background check, they will only be allowed to participate in group and/or activities that have more than three (3) workers in each room.
5. Written permission must be obtained from the sponsor/worker prior to conducting the sexual offender background check.
6. No person can serve as a sponsor/worker, who has been convicted of, placed on regular or deferred adjudicated probation, received pre-trial diversion, pled guilty, or nolo contendere to any offense involving sexual contact with or physical abuse of a child.

Sponsor/Worker Supervision

1. Corporal punishment of any kind is not permitted at an association event.
2. Physical affection should be appropriately expressed.
3. Workers should avoid contact with a child in any questionable setting.
4. A reasonable ratio of adult sponsors/workers will be maintained at all events/activities. For camps and overnight events, the ratio of adult sponsors/workers will be determined by state regulations. Utilizing the “never alone” rule, activities are not permitted which place one worker alone with a child.
5. Staff Ministers or individuals authorized by Crossroads Baptist Association may supervise ongoing programs and may make unannounced visits to program sites.

Incident Reporting

1. A sponsor/worker who suspects that child abuse has occurred will report the incident or suspicions in writing to the event director.
2. Any inappropriate behavior with a child, even though it may not be considered abuse, will be reported to the event director.
3. If there is a cause to believe that child abuse has occurred, the event director will immediately report the incident to Children’s Protective Services and/or to the local law enforcement officials, as well as informing the leadership of the association and the parents and/or guardian of the minors involved.
4. The Crossroads Baptist Association Director of Missions will investigate the situation promptly.
5. The suspected sponsor/worker will be immediately removed from the event and/or secluded from all children.
6. If child abuse allegations occur, sponsors/workers will:
 - a. Respond to each allegation in a serious manner.
 - b. Treat each allegation with confidentiality and respect for the privacy of all persons involved.
 - c. Cooperate fully with authorities.
 - d. Extend genuine care to all victims of child abuse or suspected abuse.
7. All child abuse allegations will be communicated to the involved insurance carrier by the Crossroads Baptist Association Director of Missions or the office administrator.
8. The Association will be sensitive to the needs of all involved and shall provide any support necessary including counseling during the investigation and response.

Restroom Guidelines

Children five (5) years of age and younger should use a classroom bathroom if one is available. If a classroom bathroom is not available, workers should escort a group of children to the hallway bathroom. They should always go in a group, never taking a child to the bathroom alone. The workers should check the bathroom first to make sure that it is empty, and then allow the children inside. The workers should then remain outside the bathroom door and escort the children back to the classroom. If a child is taking longer than seems necessary, the worker should open the bathroom

door and call the child's name. If a child requires assistance, the workers should prop open the bathroom door, and leave the stall door open as they assist the child.

For children over the age of five (5), at least one adult male should take boys to the restroom and at least one adult female should take girls. The worker should check the bathroom first to make sure that the bathroom is empty, and then allow the children inside. The worker should then remain outside the bathroom door and escort the children back to the classroom.

For the protection of all, workers should *never* be alone with a child in a bathroom with the door closed and never be in a closed bathroom stall with a child. Parents are strongly encouraged to have their children visit the bathroom prior to each class.

Accidental Injuries to Children

In the event that a child or youth is injured while under our care, the following steps should be followed:

1. For minor injuries, scrapes, and bruises, workers will provide First Aid (Band-Aids, etc.) as appropriate and will notify the child's parent or guardian of the injury at the time the child is picked up from our care.
2. For injuries requiring medical treatment beyond simple First Aid, the parent and/or guardian will immediately be summoned. If warranted by circumstances, an ambulance will be called.
3. Once the child has received appropriate medical attention, a written record of the events should be completed in the case of injuries requiring treatment by a medical professional.

Communication of Policy

This Policy shall be publicized on the Association's web page and through other appropriate forms of communication.

Authority

This Policy will be implemented and maintained under the supervision of the Director of Missions, and amendments to this policy may be approved by the Executive Board from time to time as necessary.

Approval/Revisions

Executive Board of Crossroads Baptist Association have approved this policy as of August 24, 2015 date.

Crossroads Baptist Association Constitution

Preamble

For the more certain preservation and security of the principles of our faith, and to the end that this body may be governed in an orderly manner consistent with the accepted tenets of our association and denomination, and so as to preserve the liberties inherent in each member of the association, and the freedom of action of this body with respect to its relation to others of the same faith, we do declare and establish this constitution.

ARTICLE I: Name and Mission

Section 1: The name of this association shall be Crossroads Baptist Association.

Section 2: The vision of this association shall be to collectively proclaim the Good News of Jesus Christ.

Section 3: The mission of this association shall be to partner together to obey, proclaim, and advance the Great Commission.

ARTICLE II: Faith and Practice

Section 1: The membership of this association shall consist of churches of like faith and order who have applied for membership and been accepted by the body and which have demonstrated a desire to voluntarily cooperate with Crossroads Baptist Association, the Missouri Baptist Convention, and the Southern Baptist Convention.

Section 2: Any church desiring to cooperate with this Association shall send a petitionary letter to the Executive Board of the Association at least ninety (90) days before the annual meeting. The Executive Board shall appoint a committee to examine the church. If the church is found to be sound in doctrine and cooperative in nature, this committee will recommend the church for membership. The committee will report its recommendation to the Executive Board and present it to the messengers for a vote at the annual meeting. A two-thirds majority vote of the messengers at the annual meeting shall be required.

Section 3: Cooperating churches are requested to send messengers to the Association's annual meeting, contribute financially to the Association, and submit an annual church profile before the annual meeting.

Section 4: A member church may withdraw from the Association at any time by informing the Associational clerk in writing.

Section 5: The Association reserves the right to withdraw fellowship from any church that becomes unsound in doctrine or uncooperative in nature. The Executive Board shall appoint a Credentials Committee to investigate the matter. If it is recommended to withdraw fellowship, the executive board shall send written notice to the church involved, as well as to all member churches at

least two months before the annual meeting. A two-thirds majority vote of the messengers at the annual meeting shall be required.

Section 6: The Articles of Faith of this Association and issues of doctrinal soundness shall be defined by the current Baptist Faith and Message as adopted by the Southern Baptist Convention.

ARTICLE III: Government of the Association

Section 1: This association is an autonomous body, not subject to the direction or control of any other ecclesiastical body; therefore the government of this association is vested in the churches who compose it, under the leadership of our Saviour and Lord, Jesus Christ.

Section 2: This association shall have an annual meeting as required by the Missouri statutes and other business meetings as stated in the by-laws. The rules contained in the current edition of Robert's Rules of Order shall govern the association in all cases to which they are applicable and in which they are not inconsistent with the Bible, this constitution, the bylaws, and any special rules the association may adopt.

ARTICLE IV: Property of the Association

The title to all property of the association shall be vested in the corporation

ARTICLE V: Denominational Affiliation

The association shall voluntarily cooperate with the Missouri Baptist Convention and the Southern Baptist Convention. This cooperation does not grant to any of the forenamed entities any authority over this association, nor in any way alter or lessen the autonomy and independence of this association.

ARTICLE VI: The Officers, Messengers, and Board of Directors

Section 1: The officers of the Association shall consist of a moderator, assistant moderator, clerk, assistant clerk, treasurer, and assistant treasurer. When required by the statutes, the term "moderator" shall read as "President" and clerk shall read as "Secretary." Their election, duties, and term of office shall be as set forth in the By-laws.

Section 2: Member churches will be represented by messengers to the annual meeting. Each church shall be entitled to three messengers for the first fifty (50) resident members and one additional messenger for each fifty (50) resident members thereafter. Regardless of resident membership, no church shall have more than eight (8) messengers. Resident membership shall be determined as reported on the Annual Church Profile.

Section 3: The Board of Directors for the association shall consist of the officers. Their duties shall be set forth in the By-laws.

ARTICLE VII: Committees and Teams

The association shall have such standing committees and teams, with duties, number of members, and terms as set forth in the By-laws. Special committees and teams may be established at any time.

ARTICLE VIII: Dissolution and Disposition of Property

Section 1: In the event of the dissolution of Crossroads Baptist Association, the Board of Directors shall, after paying or making provisions for the payment of all of the liabilities of the corporation, dispose of all of the assets of the corporation exclusively for the purpose of the corporation in such a manner, or to such organizations organized and operated exclusively for charitable, educational, or religious purposes as shall at the time qualify as an exempt organization or organizations under Section 501 C (3) of the Internal Revenue code of 1954 (or corresponding provision of any future United States Internal Revenue Law), as the messengers, acting in business session shall determine, or in the event of the failure of the messengers to act, as the Board of Directors shall determine. Any such 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, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

Section 2: Dissolution of the association shall occur if the association, by official action requiring 2/3 majority of those present, votes to dissolve as an association. Upon such action, the president or other officer of the corporation is authorized, or other person authorized by action of the association, to sign all necessary documents to convey the property as herein provided.

ARTICLE IX: Amendments of Constitution

This constitution, except for **ARTICLE VIII: Dissolution and Disposition of Property** and **ARTICLE IX: Amendments of Constitution**, can be amended by a two-thirds majority vote at the annual meeting. **ARTICLE VIII: Dissolution and Disposition of Property** and **ARTICLE IX: Amendments of Constitution** can only be amended by a three-fourths majority vote at the annual meeting. Any proposed amendment must be submitted in writing to the Board of Directors not less than three months prior to the annual meeting. Each member church must be notified in writing, including a copy of the proposed amendment, at least sixty days prior to the annual meeting at which the amendment is to be considered.

Crossroads Baptist Association

By-Laws

Section 1: Officers

- A. Election & General Duties of Officers
 - 1. All officers shall be nominated by the Nominating Committee or from the floor at the annual meeting of the members and shall be elected by a majority vote of the messengers present at the annual meeting.
 - 2. The officers shall have such general duties for officers as contained in Robert's Rules of Order except as otherwise enlarged, limited, modified or altered by these bylaws.
 - 3. Terms of office will be for one year beginning January 1 thru December 31.
 - 4. The moderator and the assistant moderator shall serve no more than two full successive terms. A lapse of one full associational year shall occur before a former moderator or assistant moderator is eligible for reelection to this office.
 - 5. The Officers will serve as the Board of Directors when statutes or legal documents so require.

- B. Specific Duties Of Officers
 - 1. MODERATOR
 - a. Shall preside over all association business meetings, except in such cases when the matter before the association directly relates to the moderator.
 - b. Shall serve as an ex-officio member of all committees.
 - c. Shall prepare a written agenda for the annual and Executive Board meetings.
 - d. Shall have the authority to convene special meetings of the Executive Board and/or the Association.
 - e. Shall serve as leader of the Leadership Council.
 - f. Shall appoint ad hoc committees for resolutions; memorial; time, place and preacher; and other committees as related to the annual meeting.
 - g. When necessary by statute the Moderator will serve as President of the Corporation or Chairman of the Board.

 - 2. ASSISTANT MODERATOR
 - a. Shall carry out the responsibilities of the Moderator in the absence of the Moderator or in those cases when the matter before the Association relates directly to the Moderator.
 - b. When necessary by statute the Assistant Moderator will serve as Vice-President of the Corporation or Vice-Chairman of the Board.

 - 3. CLERK
 - a. Shall record the minutes of the annual meeting and all Executive Board meetings.

- b. Shall submit minutes of previous meetings for approval.
- c. Shall maintain the official records of the Association in an organized manner and submit all records to their successor within thirty (30) days of the election.
- d. Shall be responsible for presenting a digest of letters at the annual meeting.
- e. When necessary by statute or on legal documentation will also be known as Secretary for the Corporation.

4. ASSISTANT CLERK

- a. Shall carry out the responsibilities of the clerk in the absence of the clerk.
- b. Shall have periodic meetings with the clerk to be well informed as to the duties of the clerk.

5. TREASURER

- a. Shall deposit the receipts of the association and disburse them according to the annual budget or as the Executive Board instructs.
- b. Shall keep accurate and timely records according to accepted bookkeeping standards.
- c. Shall provide all financial records to their successor within thirty (30) days of the election.
- d. Shall be bonded or otherwise insured.
- e. Shall provide financial reports at the Executive Board meetings and at the annual meeting.
- f. Shall provide records for an annual audit.

6. ASSISTANT TREASURER

- a. Shall carry out the responsibilities of the treasurer in the absence of the treasurer.
- b. Shall be bonded or otherwise insured.
- c. Shall have regular meetings with the treasurer to be well informed as to the financial operation of the association.

C. Dismissal of Officers

Dismissal of Officers shall be as described in Section 4 (A) 7 using the same procedure as to dismiss the Director of Missions.

Section 2: Member Churches

- A. Any church affiliated with Southern Baptist Convention and desiring to cooperate with Crossroads Baptist Association can petition for membership. The written request for membership must be received by the Clerk at least ninety days (90) prior to the annual meeting.

1. Upon receipt of a written request for membership the Officers will appoint a three (3) member Credentials Committee from the Executive Board to determine if the church should be recommended for membership. All questions of membership shall be acted upon at the Annual meeting of the Association.
 2. Membership will begin following the annual meeting at which the church was approved.
- B. Each member church will be entitled to representation by messengers to the annual meeting and members on the Executive Board.
1. Each church shall be entitled to three messengers for the first fifty (50) resident members and one additional messenger for each fifty (50) thereafter as reported on the Annual Church Profile. No church shall have more than eight (8) messengers.
 2. Each church shall be entitled to two (2) Executive Board members consisting of the pastor and one additional member elected by the member church. In cases where the church is without a pastor during the Executive Board meeting or special meeting of the Executive Board, the pastorless church shall be allowed to have a second elected member of the church take the place normally filled by the pastor.
- C. Any church having taken official action deemed contrary to Biblical teaching or inappropriate for member churches can be removed from fellowship upon recommendation by the Executive Board to the annual meeting. Any such recommendation must be approved by a two-thirds (2/3) majority vote. The vote will be by ballot. Any church so removed will lose the privileges of membership immediately.

Section 3: Executive Board

- A. The Executive Board shall consist of the officers of the Association, representatives of all member churches, Committee chairpersons, and the Ministry Team leaders.
- B. The Executive Board shall meet April and August and may hold other meetings as necessary and as determined by a majority of the officers of the Association.
- C. The Executive Board shall conduct all business of the Association between annual meetings in accordance with the provisions of the Constitution and Bylaws.
- D. The Executive Board meetings will be open meetings except in the case of personnel issues which shall be held in Executive Session.
- E. The minutes of the Executive Board shall be submitted at the annual meeting.
- F. The Director of Missions shall be an ex-officio member of the Executive Board.

Section 4: Staff

The staff shall be composed of those persons employed by the association. Terms and conditions of employment, including job descriptions and compensation agreements, will be approved by the Executive Board.

A. Director of Missions

1. In the absence of a Director of Missions, a search committee will be formed (see Ad Hoc Committees, Section 5, 2).
2. Shall work closely with and report to the Executive Board.
3. Shall be an ex-officio member of all committees, councils, and teams.
4. Shall work in accordance with the job description.
5. Shall supervise all Association employees, give annual performance reviews, and make recommendation to the Budget and Finance Committee concerning compensation adjustments.
6. The Director of Missions may resign his position by submitting his resignation, in writing to the Moderator, giving at least a two week notice before the resignation is to take effect.
7. The Director of Missions may be dismissed by the Association by the following procedure:
 - a. A letter requesting a special business meeting of the Association to take up the matter of dismissing the DOM, signed by at least 25% of the Executive Board, shall be given to the Moderator and Association Clerk.
 - b. Within two weeks of receiving said letter the clerk shall give written notice of the special business meeting as required by these By-laws. The notice must be sent at least 30 days prior to the special business meeting.
 - c. The vote shall be taken by ballot. A two-thirds (2/3) majority of those present and voting shall be required to dismiss the DOM. There must be thirty-three percent (33%) of messengers to the Association present and voting to have a quorum on this matter.
 - d. If the motion carries, additional action shall be recommended by the Board of Directors relative to when the dismissal shall become effective, payment of severance pay and other matters incident to Association action.

B. Additional Staff

1. The Association can have other staff deemed necessary to carry out the mission of the Association.
2. Additional staff will be under the direct supervision of the Director of Missions.
3. Additional staff must have a job description approved by the Executive Board prior to employment.
4. Additional staff will be hired by the Director of Missions with the advice and consent of the Executive Board.

5. Additional staff can only be dismissed by a two-thirds (2/3) vote of the Executive Board.

Section 5: Committees

A. Standing Committees

1. Nominating Committee

- a. Shall consist of six persons who will serve two year staggered terms.
- b. Shall elect the officers of the committee annually.
- c. Shall be nominated by the Leadership Council and elected at the annual meeting.
- d. Shall attempt to present a geographically balanced slate of proposed officers for the coming year at the annual meeting.
- e. Shall nominate the officers of the association and members of the Budget and Finance Committee at the annual meeting.
- f. Shall present to the Executive Board names to fill any vacancies that occur during the year.

2. Budget And Finance Committee

- a. Shall consist of six persons who will serve two-year staggered terms. After a member rotates off this committee, at least one year must pass before they are eligible for re-election.
- b. Shall elect the officers of the committee annually.
- c. Shall be nominated by the Nominating Committee and elected at the annual meeting.
- d. Based upon input from the Associational Leadership Council shall develop a proposed budget and present it to the churches of the association at least 30 days prior to the annual meeting.
- e. The treasurer and assistant treasurer will serve as ex-officio members.

B. Special Committees

1. AD HOC Committees

- a. Shall have a minimum of three members.
- b. Shall elect the officers of the committee during their first meeting.
- c. Shall have a specified duration.
- d. Shall consist of an odd number of persons determined by their assigned task. The term will be for one year unless otherwise designated. In the event an Ad Hoc Committee will be serving for more than one year, the terms of service must be staggered with no member serving more than two years.
- e. Shall be appointed by the Moderator with the advice and consent of the Executive Board, or nominated by the Associational Leadership Council or

Nominating Committee and elected by the Executive Board or the messengers to the Association at the annual meeting.

2. DOM Search Committee

- a. Shall consist of five persons who will serve until dismissed by action of the Executive Board or a Director of Missions has been called by vote of the Association.
- b. Shall be responsible for recommending the job description, and the benefits package, which will be presented to the messengers at the annual meeting or the Executive Board for approval.
- c. Shall recommend one candidate for consideration as Director of Missions at either the annual meeting of the association or at a special meeting, called in accordance with these bylaws.
- d. When the search committee is ready to recommend a candidate for the position of Director of Missions a special called business meeting shall be called. This business meeting may be held at the same time as a regular Executive Board or Annual meeting provided proper notice has been given as per these Bylaws. Election shall be by ballot. An affirmative vote of eighty percent (80%) of those present and voting shall be required to call a Director of Missions. There must be thirty-three percent (33%) of the messengers to the Association present and voting.

3. Audit Committee

- a. Shall function as an Ad Hoc Committee of the Executive Board.
- b. Shall be formed with three members, at least one of whom must be a lay person.
- c. Shall be appointed by the Moderator at the annual meeting.
- d. Shall after December 31 perform a thorough review of the Association financial records from the preceding fiscal year, and report to the Executive Board at the May meeting.

4. DOM Evaluation Committee

- a. Shall function as an Ad Hoc Committee of the Executive Board.
- b. Shall be formed with three members, at least one of whom must be a lay person.
- c. Shall be appointed by the Moderator at the annual meeting.
- d. Shall after December 31 complete a performance evaluation of the Director of Missions based upon their approved job description. A written report is to be included in the Director of Missions' personnel file.
- e. Shall make a general report to the Executive Board and a compensation recommendation to the Budget and Finance Committee.

Section 6: Associational Leadership Council

A. Purpose

The purpose of the Associational Leadership Council will be to lead the association to fulfill its mission.

B. Council Members

1. Council members will include officers of the association, and team leaders.
2. The leader will be the moderator of the association.

C. Responsibilities

1. Coordinate the ministry of all teams.
2. Develop a yearly calendar of events.
3. Bring nominations for members of the Nominating Committee, with the chairman designated, to the annual meeting.
4. Report regularly to the Executive Board and to the annual meeting.
5. Shall nominate Ad Hoc committees as assigned.

Section 7: Ministry Teams

A. For the churches of CBA to accomplish our mission, we will be a catalyst for Discipleship Opportunities: Matthew 25:14-30

1. Developing Leaders: Ephesians 4:11-12, Matthew 4:19, Mark 3:13

Priorities include:

Training leaders in relational environments.
Strengthening churches
Creating fellowship activities
Guiding leaders in group effectiveness.
Teaching and leading in accountability

2. Discerning Strategies: Luke 14:28-33, Nehemiah 1:1-11, Romans 15:22-33

Priorities include:

- a. Focusing on Acts 1:8 priorities
- b. Partnership missions
- c. Student ministries
- d. Camp ministries
- e. Mission team advancement
- f. Disaster Relief

3. Distributing Resources: 2 Corinthians 9:1-15, Acts 4:32-35, Ephesians 4:11-12

Priorities include:

- a. Support of Acts 1:8 strategies
- b. Create budgets that reflect our mission and purpose
- c. Share among partnering churches
- d. Propping-up ministries when needed

- e. Consideration of denominational partnerships
- B. Ministry Team Guidelines.
1. The team leader and an assistant team leader for each team will be nominated by the Executive Board and elected at the annual meeting.
 2. The team leader will be a member of the Leadership Council and will be responsible for the overall leadership of the team.
 3. The team leader will be responsible for enlisting team members as needed from the cooperating churches of the association, being sensitive to geographical balance.
 4. Team leaders and members will attend an annual team training conference sponsored by the Director of Missions.
 5. Teams will report regularly to the Leadership Council and the Executive Board. They will bring a summary of the year's activities to the annual meeting.

Section 8: Government of the Association

- A. Terms of office of Officers, Committee members, Executive Board members, Leadership Council members, Ministry Team members, and other such positions held for yearly terms shall be the calendar year unless otherwise designated.
- B. Business Meetings.
1. The Annual meeting will be held in the month of September.
 2. The Executive Board during the April meeting will plan the calendar, provide budget requests to the Budget and Finance Committee, begin preparation for the annual meeting, and receive committee reports.
 3. Special called business meeting may be called by the Moderator or a majority of the Officers or upon written request of ten members of the Executive Board delivered to the Clerk. Notice of any special called business meeting shall be given in writing to each member church at least thirty (30) days in advance. The purpose of the special called business meeting shall be stated in the notice. Only business which has been so stated will be in order at the special meeting.
 4. The quorum for the annual meeting or any special meeting of the Association shall be ten percent (10%) of the messengers unless otherwise specified in these bylaws.
 5. The quorum for the Executive Board or a special meeting of the Executive Board shall be twenty-five percent (25%) of the members unless otherwise specified in these bylaws.
 6. The Moderator will preside over all business sessions. In the absence of the Moderator, the Assistant Moderator shall preside. In the absence of both, the Clerk shall call the meeting to order, and an acting Moderator shall be elected.
- C. Association Finances
1. The Fiscal year shall be the calendar year from January through December 31.

2. All Association finances shall be under the control of the Association. No team or ministry shall maintain a separate bank account or keep funds for operation and ministry without approval by the Executive Board.

Section 9: Amendments

These by-laws may be amended by two-thirds (2/3) majority vote of the association at the annual meeting providing the recommended amendments are presented to the associational clerk in writing and distributed to the member churches at least four months before the annual meeting.

Crossroads Baptist Association

Policies and Procedures

DOM Reimbursable

1. Private transportation

The rate of reimbursement is equal to the standard rate set by the US General Services Administration under Privately Owned Vehicle Mileage Reimbursement Rates. The reimbursement covers all fuel, maintenance, insurance, transportation, and operating costs. Fuel costs are included in the per-mile reimbursement rate and are not reimbursed separately for use of privately-owned vehicles. Damage to a privately-owned vehicle shall be covered by the individuals' private insurance, costs for which are also included in the mileage reimbursement. Crossroads Baptist Association does not assume responsibility for deductibles or other uninsured loss to the vehicle.

Mileage is considered any miles driven in a vehicle while performing normal work-related responsibilities. Some of these tasks are, but not limited to, visiting churches, attending meetings, meeting with pastors, associational church events, etc.

2. All costs accrued while serving with the Missouri Baptist Convention or Southern Baptist Convention will be covered, minus any expenses paid by either organization for mileage, lodging, meals, etc. The DOM must deduct any reimbursements from these organizations prior to submitting any reimbursements to the association.
3. The DOM cell phone is 100% reimbursable for his portion of monthly service and service fees.
4. All other reimbursable apply as defined on the reimbursement submission form.

Crossroads Baptist Association Historical Table

DATE	EVENT	PLACE	MODERATOR	CLERK	PREACHER	TEXT
January 6 2008	Inaugural Meeting	Moberly Municipal Auditorium	Rev. Wesley Hammond Mod., Transitional Team	Mrs. Ethel Baumann	Rev. Gerald Davidson, President Missouri Baptist Convention Dr. Woody Burt, President Hannibal La Grange College	Jeremiah 6:16 Matthew 6
Sept 4 2008	Annual Meeting	Clark First Baptist Church	Rev. Robert McCutcheon	Mrs. Ethel Baumann	Dr. Jensen Petersen, Pastor Hallsville Baptist Church	Isaiah 62:1-3
Sept 19 2009	Annual Meeting	Harrisburg Baptist Church	Rev. Randy Bergthold	Mrs. Elvina Cunningham	Rev. Ron Hymer, Pastor Huntsville First Baptist Church	Matthew 19:26
Sept 18 2010	Annual Meeting	Huntsville First Baptist Church	Rev. Randy Bergthold	Mrs. Elvina Cunningham	Rev. Paul Young, Pastor Sturgeon Baptist Church Rev. Mike Cooper, Pastor Centralia First Baptist Church	Luke 9:1-6
Sept 24 2011	Annual Meeting	Epoch Church Columbia	Rev. Randy Bergthold	Mrs. Elvina Cunningham	Rev. Herb Clinton Pleasant Woods Baptist Church	Psalms 1:1-6
Sept 29 2012	Annual Meeting	Clifton Hill Baptist Church First Baptist Church	Rev. Bob Welsh	Mrs. Elvina Cunningham	Rev. Dennis Gard North Park Baptist Church	Mark 16:15
Sept 28 2013	Annual Meeting	Centralia, MO First Baptist Church	Rev. Bob Welsh	Mrs. Ethel Baumann	Rev. John Rhodes Huntsville First Baptist Church	
Sept. 29 2014	Annual Meeting	Salisbury, MO First Baptist Church	Rev. Dennis Gard	Mrs. Elvina Cunningham		1 Thes 4
Sept. 28 2015	Annual Meeting	Paris, MO First Baptist Church	Rev. Dennis Gard	Mrs. Elvina Cunningham		

Crossroads Baptist Association Historical Table

DATE	EVENT	PLACE	MODERATOR	CLERK	PREACHER	TEXT
Sept. 26 th 2016	Annual Meeting	Mt. Shiloh	Rev. Mark DeShon	Mrs. Elvina Cunningham	Rev. Mike Quinn FBC Salisbury	
Sept. 24 th 2017	Annual Meeting	Fayette FBC	Rev. Mark DeShon	Mrs. Laura Hunt	Rev. Bill Gamber FBC Brunswick	1 Corinthians 1:1-10
Sept. 23 rd 2018	Annual Meeting	FBC Moberly	Rev. John Rhodes	Mrs. Elvina Cunningham	Rev. James Rawlings Pleasant Woods BC	
Sept. 22 nd 2019	Annual Meeting	CSBC	Rev. John Rhodes	Mrs. Elvina Cunningham	Rev. Tom Denton	Galatians 2:19-20
Sept. 27 th 2020	Annual Meeting	Cairo	Rev. James Rawlings	Mrs. Elvina Cunningham	Rev. Ryan Edwards	