



CROSSROADS Baptist Association

Annual Meeting 2022

Crossroads Baptist Association

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Website
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Crossroads Baptist Association

Annual Meeting Program

15th Annual Meeting – September 25th, 2022

Hallsville First Baptist Church

OFFICERS

Ken Goff, Moderator
Marie Taylor, Clerk
Brian Veal, Treasurer

Tom Denton, Assistant Moderator
Laura Hunt, Assistant Clerk
Leah Stein, Assistant Treasurer

Call to Order.....Ken Goff
Welcome and Prayer.....Tom Denton
Worship Together.....Congregation
Seating of Messengers.....Laura Hunt
Minutes from previous meetings, Pages 22-34.....Leah Stein

Reports:

- Finance Report, Pages 35-38, Laura Hunt
- Nominating Report, Pages 7-12, Bob Welsh
- Student Mission Team Report, Page 44, Christina Argent
- Camp Report, Page 45, Katie Riley
- Partnership Missions Report, Page 46, James Briggs
- Youth, Page 47, Jacob Moseley
- Document Review Team, Page 48, Richard Clouse
- DOM Report, Page 49, Steven Nelson

Worship Together.....Congregation
Memorial Service, Page 50.....Nancy Coy
Missouri Baptist Convention – Collegiate Ministries.....Gene Austin

Old Business

- _____

New Business

- 2023 Budget Proposal, Page 42-43
- 2022/2023 Nominations, Pages 7-12
- 2023 Calendar, Page 6
- Document Review Team, Page 48

- _____

Worship Together.....Congregation
Message from God’s Word.....Tyler Shipley
Church Announcements.....Congregation
Benediction.....Richard Clouse

*Fellowship Meal to follow

**Crossroads Baptist Association
2022-2023 Calendar**

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 MBC annual Meeting
November	December
<ul style="list-style-type: none"> • 7th Day of Prayer • 19th Pastor, Spouses and Staff Christmas Party at 6pm 	
January	February
March	April
<ul style="list-style-type: none"> • 18th DNOW 	<ul style="list-style-type: none"> • 9th Easter • 11th WMU Quarterly Meeting at 10:30am • 25th Executive Board Meeting
May	June
	<ul style="list-style-type: none"> • 13-14 Southern Baptist Convention in New Orleans, LA
July	August
<ul style="list-style-type: none"> • 8-15th CBA Mission Trip • 18th WMU Family Night • 24-28th CBA Youth camp • 29th Young Children's Day camp • 30th – August 2nd Children's camp 	<ul style="list-style-type: none"> • 22nd Executive Board Meeting
September	October
<ul style="list-style-type: none"> • 24th CBA Annual Meeting 	<ul style="list-style-type: none"> • 10th WMU Quarterly Meeting at 10:30am • 23rd – 24th Missouri Baptist Convention
November	December
<ul style="list-style-type: none"> • 6th National Day of Prayer 	

Crossroads Baptist Association 2023 Officers

Moderator	Rev. Richard Clouse – Carpenter Street	660-353-1962 Brother.richard@gmail.com
Assistant Moderator	Rev. Wesley Hammond – Paris FBC	573-881-8962 Wesleydh@charter.net
Clerk	Mrs. Marie Taylor – Cairo	660-651-5691 Auntre79@live.com
Assistant Clerk	Mrs. Laura Hunt – Moberly FBC	660-651-6447 crossroadsba@gmail.com
Treasurer	Rev. Brian Veal – Moberly FBC	660-263-5351 pastor@fbcmoberly.org
Assistant Treasurer	Mrs. Leah Stein – Huntsville FBC	660-988-6605 Leahstein68@gmail.com

***The next annual meeting will be held at Keytesville Baptist Church and the speaker will be Rev. Richard Clouse.**

Crossroads Baptist Association 2023 Ministry Teams

Ministry Team Leaders

Developing Leaders **Rev. James Rawlings** 573-219-0731

Developing Leaders Asst. _____

Discerning Strategies **Rev. James Briggs** 636-497-6326

Discerning Strategies Asst. **Mrs. Katie Riley** 660-414-7376

Distributing Resources **Rev. Jason Gentry** 573-860-8414

Distributing Resources Asst. _____

Ex-Officio Members

Rev. Richard Clouse – Moderator

Rev. Steven Nelson – Interim DOM

Crossroads Baptist Association Standing Committee

Budget and Finance Committee

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

Term Expiring in 2023

Mrs. Cheryl Jackson	FBC Keytesville	660-676-6892
----------------------------	-----------------	--------------

Mr. Ken Goff	FBC Fayette	660-998-0433 Goffclan8@gmail.com
---------------------	-------------	--

Term Expiring in 2024

Mrs. Teresa Clouse	Carpenter Street	660-343-1965
---------------------------	------------------	--------------

Mr. Greg Kelly	Sturgeon	573-825-6219
-----------------------	----------	--------------

Ex-Officio Members

Rev. Richard Clouse – Moderator

Rev. Steven Nelson –Interim DOM

Crossroads Baptist Association Standing Committees 2023

Nominating Committee

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

Term Expiring in 2023

Mrs. Tracy Smith	Sturgeon	660-263-6201 carpenterstreet501@gmail.com
-------------------------	----------	--

Mrs. Dottie Wilson	FBC Moberly	660-833-9164
---------------------------	-------------	--------------

Rev. Mark DeShon	Immanuel	660-651-3354 ibcmoberly@sbcglobal.net
-------------------------	----------	--

Term Expiring in 2024

Mrs. Alana Moseley	FBC Moberly	660-676-5300
---------------------------	-------------	--------------

Ex-Officio Members

Rev. Richard Clouse – Moderator

Rev. Steven Nelson – Interim DOM

**Crossroads Baptist Association
AD HOC Committees 2023**

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

Crossroads Baptist Association Supplemental Nominations

WMU

Youth	Mr. Jacob Moseley	573-819-9605 jmoseley96@outlook.com
Camp Administrator	Mrs. Katie Riley	660-414-7673 kriley0521@gmail.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

Ex-Officio Members

Rev. Richard Clouse – Moderator

Rev. Steven Nelson – Interim DOM

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	Ms. Rebecca Brown	660-676-6042
	<input type="checkbox"/> Member	Mrs. Earlene St. Clair	
Clifton Hill Baptist Church	<input type="checkbox"/> Pastor	Mr. Kent Antwiler	
	<input type="checkbox"/> Member	Mrs. Betty Mayo	
Cornerstone Baptist Church of Centralia	<input type="checkbox"/> Pastor		
	<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	Mr. 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	Rev. 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. Brian Veal	660-346-1709
	<input type="checkbox"/> Member Rev. Michael Hunt	660-651-3032
Mt. Shiloh Baptist Church	<input type="checkbox"/> Pastor	
	<input type="checkbox"/> Member Mr. Donald Martin	660-277-4516
North Park Baptist Church	<input type="checkbox"/> Pastor Rev. Daniel Gibson	660-263-1003
	<input type="checkbox"/> Member Mrs. Paula Korgis	
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. Bill Gaines	
	<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 Mr. Rob Rice	
Sturgeon Baptist Church	<input type="checkbox"/> Pastor Rev. James Rice (Interim Pastor)	
	<input type="checkbox"/> Member Mr. Sam Truesdell	573-641-9000
<u>Officers</u>		
Moderator	<input type="checkbox"/> Rev. Richard Clouse	660-353-1962
Assistant Moderator	<input type="checkbox"/> Rev. Wesley Hammond	573-881-8962
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

Joyce Taylor
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
Bill Gipson
David Gipson
Jenica Gipson
Mike Cochran
Denell Stein
Leah Stein
Alts: Craig and Elvina
Cunningham

Keytesville FBC

David Nissing
Gayle Pearman
Nancy Coy
Cheryl Jackson

Moberly FBC

Bob Welsh
Brian Veal
Michael Hunt
Laura Hunt
Alt: Karla Veal

Mt. Shiloh Baptist Church

Kathy Gaines
Gale Switzer
Kay Cross
Alts: Roberta Johnson,

Dennie Gaines and Margie
Switzer

North Park Baptist Church

Daniel Gibson
Dewey Burge
Laurel Seeley
Vernon Schlabach
Paula Korgis

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
Ryan Britt
Jeff Gebhardt
Rick Conway
Robert Carothers

Sturgeon Baptist Church
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		
Clifton Hill Baptist Church Clifton Hill, MO 65244	8037 Hwy W 24 Huntsville, MO 65259	660-277-4087 660-676-2048
Cornerstone Baptist Church 815 N. Hickman, PO Box 123 Centralia, MO 65240		

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

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

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

Rev. Tyler Shipley
108 W. Elm
Huntsville, MO

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

Mrs. Leah Stein (Music)

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

**Mrs. Juvy DeShon
(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)
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. Brian Veal
504 Park
Huntsville, MO 65259

660-263-5351 (C)
660-346-1709 (Cell)
pastor@fbcmoberly.org
www.fbcmoberly.org

Rev. Michael Hunt
302 Circle Dr.
Moberly, MO 65270

660-651-3032
michael@fbcmoberly.org

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

925-200-2045
susan@fbcmoberly.com

Rev. Bob Welsh
(Worship Leader)

660-263-5351
bwelshfbc@gmail.com

Mrs. Laura Hunt
(Secretary)

660-263-5351
office@fbcmoberly.org

Mt. Shiloh Baptist Church

2170 County Road 1170
Huntsville, MO 65259

North Park Baptist Church

401 Franklin Ave.
Moberly, MO 65270

Rev. Daniel Gibson
600 W. Logan St.
Moberly, MO 65270

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	660-327-2019 (C) 660-327-5381 (H) 573-881-8962 (Cell) 660-327-1342 (Fax) fbcparis@parismo.net wesleyh@parismo.net
	Mrs. Regina Ensor (Secretary)	660-327-2019 fbcparis@parismo.net
Pleasant Hill Baptist Church 3430 County Road 1265 Huntsville, MO 65259	Rev. Bill Gaines PO Box 92 Moberly, MO 65270	660-651-2211 (Cell) Gaines_w@yahoo.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. 4 th St. Moberly, MO 65270	660-998-5393 mrhinehart@centurytel.net
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) fbcshalisbury@cvalley.net pastorkurtis@fbcshalisbury.com
	Mrs. Cheryl Springer (Secretary)	660-388-5784(C) fbcshalisbury@cvalley.net
Sturgeon Baptist Church 300 S Ogden P O Box 308 Sturgeon, MO 65284	Rev. James Rice (Interim)	573-687-3863 (C, F) sturgeonbaptistchurch@gmail.com www.mobaptist.net/sturgeonbc

Crossroads Baptist Association

14th Annual Meeting Minutes

September 25, 2021

The Crossroads Baptist Association Annual Meeting was held Sunday, September 26th, 2021, at First Baptist Church Salisbury.

Moderator, Ken Goff called the meeting to order. Rev Tom Denton welcomed the group and opened with prayer.

Worship in Song: Patrick Argent Carpenter St Baptist Church

Lead the group in singing: Oh, How I Love Jesus and Build My Life

Seating of the Messengers:

Crossroads Baptist Association Clerk, Marie Taylor, reported that there were 48 Messengers (including both Pastors and Messengers) and 12 Visitors which meet the requirements of a quorum.

Minutes from Previous Meetings:

The Minutes for the Crossroads Baptist Association's September 27, 2020, Annual Meeting and the April 22, and July 8, 2021, Executive Board Meetings were presented as printed in the Annual Meeting report.

Approved as presented.

Reports

• Finance Team, Laura Hunt:

Income MTD = \$4,965.31
Income YTD = \$58,954.25
Expenses MTD = \$9,535.90
Expenses YTD = \$73,815.57
YTD Gain/Loss = \$4,431.76
Designated Block Party Trailer \$2,176.74
Designated DNOW = \$2,490.91
General Fund = \$65,095.24

• Nominating Team, Bob Welsh

You will find the report 7-11 we need to fill the position for Disaster relief.

• Camp, Michael Hunt

Had 33 student and 30 adults our numbers were down in the youth.

Children day 21 student 21 Adults

Children 26 students and 28 Adults

As you see more adults that students please pray, for the youth to return to camp. We did not see any salvation this year. Most of the students were the solid rock stars from churches. He was moving in leading our students.

• Disaster Relief & Partnership Missions, Pastor James Briggs and Westley Hammond

Slide show we took 40 volunteers to Wadena Minnesota, a lot of work was needed to be redone on Grace Connotations because of a heavy rain had cause damage to the building. Cole Billington led the Student Mission team. Shannon Briggs filled in for Bulldog. Tony Woods was building team leader.

Wesley Hammond Disaster Relief, you know about the MBC Disaster Relief, they received over 400 requests for help. Sometimes we have people on the teams, we don't understand why? Because we had a place for them. We had a person who was a detective for more than 20 years and expected homelessness. He met a homeless person; they are very hard for them to take up with. He shared his story to a homeless person, and he accepted Christ. Because he understood about being homelessness he could go places the rest of us could not. We can share Christ even in a Disaster. The power was off, we had no fuel. The team manually had to prepared over 1500 meals. We worked in Perry Mo after the storm hit hard there. If you want to do hands on Missionary work, there will be training in Oct.

• **Student Mission Team, Christina Argent has volunteered will be taking over as interim.**

• **Youth, Jacob Moseley**

We had DNOW in March 63 kids 8 different churches.

Church camp

Pool party 62 kids

Nov 7, will be a bonfire

Youth minsters of the association are working together as a team for youth.

Motion James Briggs motion to accept the reports

Motion carried

Worship Together Patrick Argent

Singing Blessed Assurance and King of Kings

Members of the MBC in attendance

Spencer Huston for the Baptist Home. Gave a brief history of the Baptist Home. Asking for prayers for the people in the home. They are going through a scary time for the caregivers and residents. Our residents are receiving great care. During COVID we at the Baptist Home came in to three new properties. One is being build North of Columbia. In some homes purchased were 100% COVID and closed.

Truman Gardens in Independent Missouri, we opened a home we put in Pastor Funk. We retained the staff and let them know there will be a chapel every week. Most of the residents are Mormons in the Independents area. A residents asked Pastor Funk which bible do I need? He requested larger print bibles so the residents could see the print.

Gene Auston for the MBC Collage Missionary thank you for the partnership in missions. We partner together to change lives. You can reach out in different lanes. There are over 25 Collage Ministries all over the state. For the first time we are going to have BSU in the Baptist collages. With NAMB we funded our missionary like no other Denomination.

Memorial Service.....Nancy Coy

Page 45 in the Annual Meeting Program

Old Business

• Student Mission Team (Job description page 52)

Where did the Job description come from Bonnie Carter.

Point of order.

Motion to receive the job description Westley second Mark DeShon.

Motion Carried

Please make an addition to the description. There needs to be an opening statement qualification, responsibly on who they report too. We need to define they must be a Baptist.

Motion James Briggs That the Executive Community frame the language into the job description and that Student Mission Leader have a membership in an associational church and have direct report.

Motion passed

New Business

• 2022 Budget Laura Hunt

Pages 40-41: AMM

Motion to amend: We need to put the Annuity and Health/Life Insurance with the Salary and Housing. For the DOM search committee to present to a new DOM.

Passed

If you look at the income and the budget, you will see we are receiving less that we are budgeting. We are asking for the pastors to go back and talk to their churches and ask to give more to the association.

Motion to accept with the amendment:

Passed one No

• 2022/2023 Nominations

The Officers and Committees for 2022 was brought to the floor for a vote. Motion carried to approve the officers and committees were accepted.

• 2022 Calendar

Passed

We are adopting the calendar with able to make changes as needed.

Passed amendment

• DOM Search committee

Marie Taylor

Westley Hammond

Mark DeShon

James Briggs

Melissa Estes

Ex-officio Ken Goff

Motion Vote of Confidence as appointed by the Moderator.

Motion Passed

**James makes a motion that Executive Community can hire a part time interim for student mission.
Passed**

Worship Together Patrick Argent

Singing Blessed Be Your Name and Way Maker

Message from God’s Word David Nissing Pastor of Keytesville First Baptist Church

Passage Roman 8:23-25 Do you have the fruit of the Spirit?

Eat on the bread of life. We need to look for Jesus. We should be excited about where we are at, but I see complaining. I know Jesus is real. Are you ready for Jesus? What God says: it will happen. If I die tonight I will be better than you because I will be with Jesus. You can pray for the sick but sometimes we don’t know how to pray for them. Sometimes sickness is what will be bring them to Christ. Do you believe? You need to believe in Jesus, and he died and rose again for you.

When the Lord returns he will raise the dead in Christ first. Jesus Christ is our hope, not this world Jesus Christ only.

1 Thessalonians 5:3-11 I have no hope in man but hope in Jesus Christ.

The church is the bride. Jesus has prepared a place for the church. We must believe that the word of God is true. Hope is a promise that the word of God is a foundation, and the world is a sand. A rock is solid and God word is solid. The most loving thing you can do is tell a person they are a sinner and tell them about Jesus and let the Holy Spirit. Comfort each other. Are you ready?

Church

Announcements.....Congregation

- Mark DeShon Immanuel Baptist Moberly needs a Piano player.
- Betty Mayo Clifton Hill we need a pastor, WMU, Women bible study, Oct 12 AT Pleasant Woods Time 10:30 am.
- Mike Cochran Huntsville, Pleasant Hill does not have a pastor looking for fill ins.
- Huntsville new pastor Tyler Shipley.
- Ken Goff from Mark Carter

Dear Association Family,

As you know, I’ve resigned as Director of Missions for Crossroads Baptist Association. The reason for this decision was brought about by my sin I committed years ago. I repented to God and my family. I have been in counseling for almost 4 years. Bonnie and I have been in counseling as well. I have an accountability partner and we meet weekly.

The old adage about sin is true. Sin takes you farther than you want to go, keeps you longer than you want to stay and costs you more than you want to pay.

Over the past 4 years I have been in the process of restoration and reconciliation with God and Bonnie. But there is one more party I need to seek forgiveness from. The sin I committed was also an offense against you and your trust in me. My Life and my service to you was unfaithful at times. Because of that I apologize and ask that you would forgive me for my sin against you.

You all have been loving and gracious to my family and me. I am so grateful for the years we spent together.

Thank you for this time to share

Mark Carter

- North Park Has a new Senior Pastor Daniel Gipson

Benediction.....Kurtis Estes

*Fellowship meal to follow

Respectfully submitted by,
Marie Taylor, Clerk

Crossroads Baptist Association
Special Called Business Meeting
January 9, 2022

Opening and Prayer: Ken Goff
Attendance Executive Board Members 26

Wesley Hammond:

Recommendation 1:

The Executive Board of Crossroads Baptist Association authorizes the DOM Search Committee to negotiate and call an Interim Director of Associational Missions on behalf of CBA with compensation up to \$500 per week and a professional reimbursement budget of up to \$400 per month.

Questions: Will there need to be 2 new line items for this pay, or just come out of DOM. Will come out of the current DOM line item.

Ken: Recommendation 1 passed

Recommendation 2:

The Executive Board of Crossroads Baptist Association authorizes an Interim DOM to exercise the responsibilities and duties of the DOM as described in the constitution and bylaws of the CBA.

Questions: Looking at the scope how long will the interim be in the position, is it opened ended. You normally get an interim to help with the process of find a DO, maybe 12 to 18 months. The last three DOM we hired, we knew we could not afford them. The average DOM makes \$80,000. A year.

Question If a conflict comes up how do we handle it. We may need to have them under the Authority of the Executive Board. Are we comfortable with them acting as DOM. Should the team or the association call the person or maybe call them on a quarterly basis. We could do quarterly but we need to find a person that wants to work them self out of a job.

Kurtis made a motion to amended recommendation 2 The interim DOM will be under the authority of the executive committee. Amendment passed

Ken Recommendation 2 passed with amendment

Recommendation 3:

The Executive Board of Crossroads Baptist Association allocates up to 50% of the DOM Compensation Budget Allocation, as approved at the Annual Meeting, to cover expenses related to the DOM Search Process. These expenses will be handled in accordance with the CBA Professional Reimbursement Policy.

Wesley this is to have the expenses to bring in or go see DOM prospect.

Ken recommendation 3 passed

Closing prayer Wesley Hammond

Crossroads Baptist Association
COVENANT OF MUTUAL COMMITMENT
BETWEEN THE CROSSROADS BAPTIST ASSOCIATION AND
INTERIM DIRECTOR OF MISSIONS, STEVEN NELSON

Crossroads Baptist Association (CBA) and the Interim Director of Missions (DOM), Steven Nelson, do hereby enter into this relationship for the purpose of conducting a period of Interim DOM ministry to begin on or about March 21, 2022.

Mutual Goals

This mutual commitment is predicated on the belief that during the interim period between Director of Missions, there is a critical need for consistent DOM leadership, which can provide needed stability in the promotion of healthy cooperative ministry. In addition, help create an atmosphere of unity and be a catalyst for healing in the CBA.

Interim DOM Responsibilities

- Be an advocate for associational missions
- Attend and/or preach in the CBA churches
- Connect with the CBA pastors/staff
- Be a champion of CBA to the churches
- Guide the improving of CBA governing documents
- Investigate expectations of the CBA leadership role
- Build communication lines between CBA and churches
- Lead in developing transitional timeline and present at 2022 annual meeting
- Lead in developing proposals for 2023 meeting
- Build relationships and assist churches that can partner to help one another
- Participate in and develop associational ministries
- Evaluate and/or make recommendations concerning CBA ministries
- Represent CBA with partners in the MBC and SBC

Employment and Financial Considerations

It is mutually agreed that the interim DOM position is a salaried position not governed by a weekly hourly commitment to accomplish the Interim DOM Responsibilities. However, it is understood that compensation is not currently commensurate with a full-time position. In addition to salary, CBA will budget for professional expenses to be reimbursed according to IRS guidelines for an accountable reimbursement plan, with the budget to be determined by CBA. Reimbursement of expenses will not be viewed as income. The Interim DOM is permitted to engage other employment and may adjust his time and availability as needed to fulfill his spiritual and financial responsibilities for his family, while also fulfilling his commitment to Crossroads Baptist Association.

The Executive Committee of CBA will represent the association for the duration of this covenant. The Executive Committee and Interim DOM will meet regularly to assess progress in responsibilities and current financial health of the association (first meeting August 2, 2022). By approval of this Covenant Agreement, as the financial health of the association improves the Executive Committee is authorized to make adjustments in Salary within the boundaries of the current budget, or to recommend an increase in the Interim DOM's compensation package at the Annual Meeting.

Covenant Goals and Term

It is the desire of CBA leadership and the Interim DOM to use this time to assess the ability of CBA to adequately provide for a full-time DOM while simultaneously doing the work of a healthy Baptist Association. We believe a decision should be reached no later than the 2023 CBA Annual Meeting.

The Interim DOM can be considered for the permanent position if both the Interim DOM and the Executive Committee are in agreement of mutual interest.

Crossroads Baptist Association and Steven Nelson (Interim DOM) do hereby commit to lead and walk alongside the churches of the CBA as we seek to strengthen cooperative ministry and further the Kingdom of God.

Approved: 4/26/22

Ken Goff
Crossroads Baptist Association Moderator

Steven Nelson
Interim DOM

Crossroads Baptist Association
Executive Board Meeting Minutes
April 26, 2022

The Executive Board Meeting for Crossroads Baptist Association Tuesday April 26, 2022, at First Baptist Church Cairo MO.

Tom Denton Assist Moderator opened the meeting.

Prayer:

SEATING OF THE EXECUTIVE BOARD MEMBERS: Crossroads Baptist Assist Association Clerk, Laura Hunt reported that there were 22 Messengers (including both Pastors and Executive Board Members) 2 with Zoom Ken Goff and Steven Nelson, and 4 visitors which meet the requirements of a quorum (CBA quorum is 14).

MINUTES: The Minutes for the Crossroads Baptist Association's Annual Meeting from Sept 27, 2020, April 22, and July 8, 2021, was presented. Approved

Executive Committee was giving the authority to hire Steven per Executive Board at the last meeting in Jan. We were giving half for the interim and for the committee for salary for the interim DOM. We would like to give that half to the interim DOM.

REPORTS: Finance Report

Laura Hunt presented the Finance Report using the new Quick Books spread sheets: Frist Quarter
Income Report \$30,710.37
Expense Report – \$12,319.44
Block – \$35.00
DNOW –\$1,525.00
Check account \$93,808.26

REPORTS:

Camps Katie Riley

Forms have been sent out to the churches last week and the sign up for working meals will be out soon.

Youth July 25-29

Children Day July 30

Children July 31 – Aug 3

REPORTS: Youth

Jacob Moseley Started with mission an event Night of Mission with a group from fusion that walked through what they did at a church they were at. DNOW we had about 70 youth. Jason William doing mission with refuges tomorrow has we are working with helping hands. The pool party will be in Aug and bon fire in the fall. We are looking for churches that need help with a mission mind set.

DOM Search Committee, Mark DeShon from Immanuel Baptist Moberly

We were toying with the different terms of Interim or Transitional. As a committee we disgust this heavily between ourselves and choose interim. The DOM search Committee voted to call Steven Nelson has interim. The committee had different candidates to interview and choose Steven. The committee have a proposal and covenant between CBA and Interim DOM Steven Nelson. The committee believe this will be 18 to 24 months before CBA will be ready to call a full time DOM. The Average Salary in MO for a full time DOM is \$85,000.00 a year. We believe this can be done but, the association will need to make changes to prepare for the position of full time DOM.

We are on the cutting edge with having an interim DOM, this has only been done one other time in the Missouri Baptist.

Question: What about interim that the committee did not like. We did not want to say he could not be in the running for the full time DOM. We wanted him to be able to stay if wanted when the time came.

He will be in review every three months by a committee. Can we make a boundary that he cannot be the next DOM for the association? This is new territory and Steven will be reviewed.

Steven Nelson I am and know that I was hired has an interim, but if God leads me to become the DOM that is ok and if not that will be OK too. The door is open to work with you,

Old Business

Bylaws Review Committee

A committee has been formed and will begin meeting soon. We were waiting until we engaged an interim before starting meetings.

Richard Clouse

Richard Taylor

Mike Cochran

Leah Stein

Ken Goff

REPORTS: Director of Missions

New Business:

New Student Mission Team Director Christina Argent

Recommendation to approve the Covenant from Steven and CBA from DOM search committee.

Question: Has the finance committee been in the discussion of the wages for the DOM. The finance committee submitted the budget and we just split in half and we are asking to put it together for the salary line. This was already approved at the last meeting for 2021- 2022 year.

Motion to accept the Covenant Hand 16 yes No 4 passes

Motion for pay Steven \$36,000.00 a year from March 21, 2022 and 3,000.00 for retirement and pay reimbursement 5, 500.00.

Motion made to amend motion to add prorated to the year made by Brian Veal and Seconded by Richard Clouse

Accepted passed

Motion for pay Steven \$36,000.00 a year prorated from March 21, 2022 and 3,000.00 for retirement prorated and pay reimbursement 5, 500.00 prorated.

Vote to accept the Motion as amended 14 yes 3 no passed

Question: Can we make a start and end date. There is a start date but no end date, the committee thought it will take around 18 to 24 months before we will be ready for full time DOM. He will be reviewed every three months and the committee will give reports.

Brian Veal Motion to continue to pay Laura Hunt the \$300.00 extra monthly. Motion Seconded and passed

Church Announcements:

Pastor Curtis is going to Poland on May 2, 2022

Sturgeon without a pastor at this time and could use prayer.

Clifton Hill still looking for a pastor brother Mark Gassman filling in. Bonnie and Betty want to know if the churches know about the WMU events. Her daughter was on a mission trip and visited a nursing home. When she started to sing Amazing Grace and the women had not spoken for three months and sang.

Family fellowship on July 12, at Carpenter Street.

A woman from Ukraine is in the US will be speaking on Sunday at 6:00 pm May 1st, and will do a Q and A to follow. Hallsville Baptist Church there is so much more then what the news is reporting. Will have fellowship to follow. There will be no love offering.

Mike Cochran moved to approve all reports Seconded approved.

*Respectfully submitted by,
Marie Taylor, Clerk*

**Crossroads Baptist Association
Executive Board Meeting**

Huntsville First Baptist Church, Huntsville MO
August 22, 2022, 7:00 P.M.

Call to Order.....Tom Denton, Assistant Moderator

Welcome and Prayer.....Tyler Shipley, Host Pastor

Seating of Executive Board Members: Crossroads Baptist Assistant Clerk Laura Hunt, reported that there were 18 Messengers (including both Pastors and Executive Board Members) and 2 Visitors which meet the requirements for a quorum (CBA quorum is 14)

Minutes of Previous Meeting: The Minutes for the Crossroads Baptist Association’s Annual Meeting from April 26, 2022 were presented. Approved as submitted.

Reports:

Executive Committee, Brian Veal

We were task to review Steven and check on his progress. Each committee member filled out a survey with 13 questions. Steven was also asked to fill out a survey. Attached Is copy of the committee members survey graded on a scale of 4.0. Brian when over each question 1 -13 and gave Executive Board Members time for questions.

No questions

Finance Committee, Laura Hunt

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

Income Reports: July	\$10003.91	YTD \$42,766.95
Expense Report; July	\$11165.57	YTD \$27,355.33
Block: July	\$2211.74	YTD \$2,246.74
DNOW:		YTD \$3042.16
Check account: July	\$75,604.96	YTD \$75,604.96
Partnership		YTD \$2,792.64

Camp, Michael Hunt

Youth Camp 29

Children Day Camp 24

Children Camp 45

2 Salvation from child camp

There will be a video soon about camp this year, please share with your churches get your student excited for next year.

A Mississippi pastor came for youth camp 6 salvation 9 rededication 1 ministry 1 youth leader

Partnership Missions, James Briggs

We took 40 from ages 4 to 80 to Medina Ohio a church plant about one week before we arrived we had no funds for repair. Steven made calls and the MBC gave us \$5000.00 it was enough to start on a

change in the bathrooms, complete the kitchen, classrooms, and much more. They needed to let the old church die to rebuild the new church. One thing we need to do is please get the message to the churches. When Laura sends out the information about meeting we ask that you please let your people know. Pass out the information. It was great watching 10 year olds working with 60 year olds together.

Youth, Jacob Moseley

DNOW

Night of the Nations student lean about over sea mission. In Feb missionary students shared what they do while serving overseas.

April mission project

Pool party was Aug 5, approximately 80 were in attendance

This Fall a cleanup day is in the works to be followed by a bond fire

Next week a meeting to take about next year events for the youth of CBA

Interim DOM, Steven Nelson

Frist 5 months has been a blessing and great time getting to know the pastors and members of CBA. Would like to share things I have seen: pastor ministry, connecting with each other and If you want a pastor meeting to be a success you need to meet at Don's.

SBC has been a blessing, helping the church with discipleship for our pastors. There is a fund to help pastor to disciple to an individual.

Camp was an exhausting long week and a half. The leadership are working very hard getting the gospel to the children.

Pastors have been taking to each other doing book study mentorship.

We need to improve involvement. We need to focus on the approach that we are doing the kingdom work in all thing from the association. But the question should be what kingdom impact is the association doing? We need to proclaim the word of Christ. We question? How we can we partner? How do we need to adjust?

What are we looking forward too: Transitioning pastor training, this will help me, help the churches in dealing with new pastors to transition.

There will be a Mexico mission trip Oct 9-15 Pastor, staff and Mission leaders. Arrive on Monday, work on a home on Tue and will be done on Friday. The cost is getting there and coming back. Cost about 600.00 per person.

Look at last page mobile prayer journey. I have planned to go to each church before the annual meeting. We will pray at the church on the date and time to pray for your church, community and the work of CBA, please have your members join us as we need to seek the Lord before the annual meeting.

Next Pastor fellowship will be at Don's Sept 13.

Old Business

By-Laws Review Committee

Richard Clouse Goal is for every church to know why do you want to belong to CBA. Our documents need a lot of work. Last page is work in process. To help to continue with less hang ups, we think we need a policy manual. This will work with the bylaw in taking the next steps. We think we will have them ready by annual meeting 2023.

We need a starting point. Policy manual will help to create the new bylaw.

Question Will that mean that the committee with have the power just to start the new bylaw? No we will not be giving the power, we will work with all committee with each committee.

There will be surveys going out and churches will be getting copies to review.

DOM or interim DOM, roll DOM but he is interim? Steven will be title interim DOM but acting as DOM.

Should we be running the current bylaw? We have too until we change the bylaw. We need to work together as a team.

James Rice motioned: To empower the document review team to draft new/amend polices in partnership with the executive board, officers and messengers as needed to be activated by the messengers at the annual meeting.

Passed

New Business

Brian Veal the Executive Board Committee bring to attention that we set Steven reimbursement to be prorated and he is running out of funds. We have asked him to attend conventions and other functions.

The Executive Board Committee would like to use the full budgeted amount for reimbursement for the 2022 year.

Call the vote passed

Question: Mark Carter is preaching and has not surrendered his ordination. We have contact the church.

Motion to close session James Briggs

Visitors must leave.

Respectfully submitted by,

Marie Taylor, Clerk

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

Jan - Aug 22

Brunswick	500.56
Cairo	1,517.07
Carpenter Street	2,023.13
Clifton Hill	741.76
Cornerstone	718.85
Fayette	1,817.56
Gateway TTHC	838.31
Glasgow	1,560.00
Hallsville	4,770.00
Huntsville	3,461.69
Immanuel	2,820.65
Keytesville	163.77
Liberty	900.00
Madison	420.00
Moberly	7,590.10
Mt. Shiloh	1,486.24
Musselfork	
Community	
Church	273.00
North Park	2,692.14
Oak Grove	969.17
Paris	11,183.51
Pleasant Hill	360.00
Pleasant Woods	500.00
Salisbury	6,409.84
Sturgeon	4,451.37
TOTAL	<u><u>58,168.72</u></u>

Crossroads Baptist Association Revenue and Expenses Report August 2022

Income

	<u>Current Month</u>		<u>Year To Date</u>
DI Block Party Trailer	\$ -	\$	200.00
DI Disaster Relief	\$ -	\$	30.00
DI DNOW	\$ -	\$	1,525.00
DI Partnership Missions	\$ -	\$	7,113.49
Dollar Offering	\$ -	\$	-
General Offering	\$ 7,723.21	\$	57,433.50
Income	\$ 7,723.21	\$	66,301.99

Expenses

	<u>Current Month</u>		<u>Year To Date</u>
DOM Benefits Package	\$ 3,250.00	\$	16,216.57
Secretary	\$ 900.00	\$	7,200.00
Student Mission Team Leader	\$ 541.66	\$	4,333.28
Accountant	\$ 138.44	\$	534.78
Office/Administration	\$ 1,250.49	\$	8,221.46
Ministry Teams/Leadership	\$ 220.99	\$	1,248.58
Discipleship/Evangelism	\$ 2,420.84	\$	8,504.55
EB Special Budget Item 1	\$ -	\$	-
EB Special Budget Item 2	\$ -	\$	4,165.00
EB Special Budget Item 3	\$ -	\$	500.00
DE Block Party Trailer	\$ -	\$	-
DE Disaster Relief	\$ -	\$	30.00
DE DNOW	\$ -	\$	973.75
DE Partnership Missions	\$ 6,251.21	\$	6,505.45
Expenses	\$ 14,973.63	\$	58,433.42
Payroll Liability	\$ 93.85	\$	(738.42)
Expenses + Liability	\$ 15,067.48	\$	57,695.00

Month Receipts:	\$ 7,723.21		YTD Receipts:	\$ 66,301.99
Month Disbursements:	\$ 14,973.63		YTD Disbursements:	\$ 58,433.42
Gain or loss:	\$ (7,250.42)		Gain or loss:	\$ 7,868.57

	<u>Begin fiscal year</u>		<u>Change</u>		<u>Year to Date</u>
10-County Bank (General funds)	\$ 69,141.07 (+/-)		\$5,770.86	=	\$ 74,911.93
500-Block Party Trailer	\$ 2,211.74 (+/-)		\$200.00	=	\$ 2,411.74
600-Disaster Relief	\$ - (+/-)		\$0.00	=	\$ -
700-DNOW	\$ 2,490.91 (+/-)		\$551.25	=	\$ 3,042.16
800-Partnership Missions	\$ 1,761.24 (+/-)	\$	608.04	=	\$ 2,369.28
Totals	\$ 75,604.96	\$	7,130.15		\$ 82,735.11

Crossroads Baptist Association Year-to-Date Budget Report 2021

	Jan - Dec 21	Budget	\$ Over Budget	% of Budget
Income				
100-500 · DI Block Party Trailer	350.00			
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	80,967.60			
Total Income	84,697.80			
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	8,532.00	6,732.00	1,800.00	126.74%
200-005 · Student Missions Team Leader	3,837.75	6,579.00	-2,741.25	58.33%
200-006 · Accountant	624.45	300.00	324.45	208.15%
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	349.01	300.00	49.01	116.34%
200-119 · Postage/Shipping	100.00	120.00	-20.00	83.33%
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	64.00	120.00	-56.00	53.33%
Total 200-110 · Office/Administration	9,288.69	19,590.00	-10,301.31	47.42%
200-300 · Ministry Teams/Leadership				
200-301 · Leadership	-2.60	250.00	-252.60	-1.04%
200-302 · Student Missions Team	2,307.05	4,500.00	-2,192.95	51.27%
Total 200-300 · Ministry Teams/Leadership	2,304.45	4,750.00	-2,445.55	48.52%
200-400 · Discipleship/Evangelism				
200-401 · Camp	3,491.32	4,000.00	-508.68	87.28%
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	2,690.86	2,500.00	190.86	107.63%
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	7,221.49	11,250.00	-4,028.51	64.19%
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	19,545.25			
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				
300-801 · Dollar Offering Expense	229.00			
300-800 · DE Partnership Missions - Other	2,092.40			
Total 300-800 · DE Partnership Missions	2,321.40			
Total Expense	88,924.41	101,731.00	-12,806.59	87.41%
Net Income	-4,226.61	101,731.00	97,504.39	4.16%

Crossroads Baptist Association

Year-to-Date Budget Report 2022

	Jan - Dec 22	Budget	\$ Over Budget	% of Budget
Income				
100-500 · DI Block Party Trailer	235.00			
100-600 · DI Disaster Relief	30.00			
100-700 · DI DNOW	1,525.00			
100-800 · DI Partnership Missions	7,113.49			
400-100 · General Offerings	<u>64,546.48</u>			
Total Income	73,449.97			
Expense				
200-000 · DOM Benefits Package				
200-001 · DOM Salary	7,383.17			
200-002 · DOM Housing	11,083.40			
200-003 · DOM Annuity & Insurance	1,000.00			
200-000 · DOM Benefits Package - Other	<u>0.00</u>	<u>52,530.00</u>	<u>-52,530.00</u>	<u>0.0%</u>
Total 200-000 · DOM Benefits Package	19,466.57	52,530.00	-33,063.43	37.06%
200-004 · Secretary Salary	8,100.00	7,200.00	900.00	112.5%
200-005 · Student Missions Team Leader	4,874.94	6,500.00	-1,625.06	75.0%
200-006 · Accountant	551.97	450.00	101.97	122.66%
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	3,568.42	5,500.00	-1,931.58	64.88%
200-115 · Liability/Equipment Insurance	2,043.00	2,700.00	-657.00	75.67%
200-117 · New Equipment/Repair	0.00	300.00	-300.00	0.0%
200-118 · Office Supplies	117.11	300.00	-182.89	39.04%
200-119 · Postage/Shipping	68.09	120.00	-51.91	56.74%
200-120 · Van Fuel	843.69	500.00	343.69	168.74%
200-121 · Van Insurance	1,359.00	1,255.00	104.00	108.29%
200-122 · Van Maintenance	123.39	1,200.00	-1,076.61	10.28%
200-123 · Website	<u>104.26</u>	<u>120.00</u>	<u>-15.74</u>	<u>86.88%</u>
Total 200-110 · Office/Administration	8,226.96	12,895.00	-4,668.04	63.8%
200-300 · Ministry Teams/Leadership				
200-301 · Leadership	0.00	250.00	-250.00	0.0%
200-302 · Student Missions Team	<u>1,248.58</u>	<u>3,000.00</u>	<u>-1,751.42</u>	<u>41.62%</u>
Total 200-300 · Ministry Teams/Leadership	1,248.58	3,250.00	-2,001.42	38.42%
200-400 · Discipleship/Evangelism				
200-401 · Camp	5,534.91	4,500.00	1,034.91	123.0%
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	197.92	250.00	-52.08	79.17%
200-405 · Partnership Missions	961.31	2,000.00	-1,038.69	48.07%
200-406 · Student Ministry	566.48	2,500.00	-1,933.52	22.66%
200-407 · VBS	627.06	1,500.00	-872.94	41.8%

200-408 · WMU	<u>416.87</u>	<u>500.00</u>	<u>-83.13</u>	<u>83.37%</u>
Total 200-400 · Discipleship/Evangelism	8,304.55	12,250.00	-3,945.45	67.79%
200-902 · EB Special Budget Item 2	4,165.00			
200-903 · EB Special Budget Item 3	500.00			
300-600 · DE Disaster Relief	30.00			
300-700 · DE DNOW	973.75			
300-800 · DE Partnership Missions	<u>6,505.45</u>			
Total Expense	<u>62,947.77</u>	<u>95,075.00</u>	<u>-32,127.23</u>	<u>66.21%</u>
Net Income	<u><u>10,502.20</u></u>	<u><u>95,075.00</u></u>	<u><u>105,577.20</u></u>	<u><u>-11.05%</u></u>

Crossroads Baptist Association Balance Sheet

	Aug 31, 22
ASSETS	
Current Assets	
Checking/Savings	
10 · County Bank	
500 · Block Party Trailer	2,411.74
700 · DNOW	3,042.16
800 · Partnership Missions	2,369.28
10 · County Bank - Other	74,911.93
Total 10 · County Bank	82,735.11
Total Checking/Savings	82,735.11
Total Current Assets	82,735.11
TOTAL ASSETS	82,735.11
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
24000 · Payroll Liabilities	-1,186.47
Total Other Current Liabilities	-1,186.47
Total Current Liabilities	-1,186.47
Total Liabilities	-1,186.47
Equity	
30000 · Opening Balance Equity	86,199.16
32000 · Unrestricted Net Assets	-10,146.15
Net Income	7,868.57
Total Equity	83,921.58
TOTAL LIABILITIES & EQUITY	82,735.11

Crossroads Baptist Association Proposed 2023 Budget

2022 Budget

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

2023 Proposed Budget

Salary and Housing	36,000
Annuity and Health/Life Insurance	3,000
Total	39,000

Staff

Accountant	400
Secretary	7,200
Student Missions	6,500
Total	14,150

Staff

Accountant	600
Secretary	10,800
Student Missions	3,290
Total	14,690

Office/Admin

Annual Meeting	300
Christmas Dinner	600
DOM Reimbursements	5,500
Liability/Equipment Insurance	2,700
New Equipment/Repair	300
Office Supplies	300
Postage/Shipping	120
Van Fuel	500
Van Insurance	1255
Van Maintenance	1,200
Website	120
Total	12,895

Office/Admin

Annual Meeting	150
Christmas Dinner	300
DOM Reimbursements	8,000
Liability/Equipment Insurance	2,200
New Equipment/Repair	50
Office Supplies	300
Postage/Shipping	120
Van Fuel	500
Van Insurance	1,400
Van Maintenance	1,200
Website	150
Total	14,370

2021 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
Leadership Development	0
VBS	1,500
WMU	500
Total	12,250
Total	95,075
Monthly Need	7,923

2022 Proposed Budget

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

Discipleship/Evangelism	
Camp	4,500
Discipleship	100
Evangelism	500
Family Ministry	0
Partnership Missions	2,000
Student Ministry	2,750
Leadership Development	3,000
VBS	800
WMU	500
Total	14,150
Total	85,460
Monthly Need	7,122

Crossroads Baptist Association Summer Mission Team Report

2022 Associational VBS Report

The Crossroads Association had a Vacation Bible School clinic in April. We had twenty-six people from seven different churches in the association. This year our VBS focus was on Ephesians 1:8, using the Lifeway theme Spark Studios.

2022 Associational Summer Mission Team Report

The Crossroads Association had a team of three students, two of which were summer missionaries through the Missouri Baptist Convention. We assisted with five Vacation Bible Schools in our association throughout the summer. The team also either led or participated in Super Summer for a week. We had the opportunity to be part of two mission trips this summer, one to Ohio, where the team led backyard Bible clubs, and another to Wisconsin, where the team helped with construction projects and vacation Bible school for a Hispanic church plant. To wrap up the summer, two of our team members were leaders at the association camp, Camp Cedar Crest.

Crossroads Baptist Association Camp Report

It was another great year at Camp Cedar Crest for our Crossroads Baptist Association Camp! We would not be able to do camp without a great staff, which was headed up by Youth Camp Director, Michael Hunt and Assistant, Jacob Moseley and Children's Camp Director, Tyler Shipley. We were fortunate to have Thomas Taylor as the Head Chef, with Kyra Johnson and Heath Hamblen serving as our Life Guards. Serving as our Camp Nurses were Alana Moseley and Kristi Baden. We were blessed by both Keith Dewease and Caleb Isaacson who served as Youth and Children's Pastor. We are also very thankful to our Worship Teams and Summer Missionaries that helped in several capacities.

This year's Youth Camp theme was *"do"* with 1 Thessalonians 5:5 used as our key verse. We greatly appreciated the service from many of our associational churches that sent volunteers out into this mission opportunity.

As a result of God's blessing through this mission opportunity – 16 campers made first time salvation decisions this year or rededicated their lives to Christ. 14 of those decisions were made at youth camp alone. Attendance was 28 campers and 36 staff for Youth Camp, and 45 campers and 23 staff for Children's Camp. 25 day campers.

Projected 2021 camp dates are: Youth Camp July 24– 28 and Children's Day camp (grades 1-3) July 29. Upper Children's camp July 30 - August 2

Thank you for your continued prayers, donations, volunteers, and support of our associational camp. This is always one of the greatest opportunities we have all year to reach our young people for Christ!

Katie Riley
Association Camp Director

Crossroads Baptist Association Partnership Missions Report

From July 11th to July 15th, a 35-member team representing 6 Associational churches and 1 non-associational church went to Medina Ohio where we worked with New Church Plant Medina to renovate their building. The team was led 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) served food to the team and anyone else who would come and eat. Zac Prather (Cairo) worked with Jessie Crabtree and Tammy Atherton (FBC Fayette) to lead our outreach efforts. Throughout the week we were reminded on several occasions of the great benefit and strengths of these trips. We saw the church in Medina Ohio Transformed, a new foyer opened, the Kitchen remodeled, and the Bathrooms gutted and put back together. We saw an amazing effort to reach the people in the area with the Gospel. 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 15th, 2023, as we hope in God's providence to gather and serve together once again.

Pastor James Briggs

Crossroads Baptist Association Youth Committee Report

We hosted a new event this year in February. This event was “Night of Nation” and this was put on by Peyton Kramer and friends from the Fusion program. The group walked us through missions with the focus on international missions. We got to experience what a secret church in another country looks like. Along with experiencing worship and the Gospel in other languages. This event was impactful, and I believe the students walked away with more understanding of the importance of missions.

We had another great DNOW weekend this year with our theme being “GO”. Our speaker was Paul List, who did a great job bringing the message of missions to our students. Our worship leader this year was Joseph Williams from the Kansas City area and he did an amazing job. We had an attendance of 70 students from ten 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 5th , at the Moberly Aquatic Center. We had roughly 85 student/leaders attend. With precipitants from eight different churches.

We are planning a youth bonfire night coming up on October 29th , location TBD. This event will be at 5:30pm. Still planning/thinking this event out.

We are looking toward planning meetings for the youth events for the rest of 2022 and for 2023. 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 Document Review Team

Document review team report from Richard Clouse

The goal for this team is to have a completed Constitution and By-laws edited and finalized to be ready for adoption by the messengers at the 2023 annual meeting.

Step One: By the first week of January 2023 have a Policy Manual draft presented to all churches for review. Hopefully we can get this to the churches earlier to give more time for review and edit. Once received, pastors will be asked to review and make recommendations using a procedure that will accompany the draft. The team's task will be to review, rewrite, and or create a policy manual to become the supporting documents for our Constitution and Bylaws. At our fall executive board meeting the document review team was given the go ahead to begin creating that policy manual. It will include all the necessary policies and procedures to help the association accomplish our vision and mission. These new policies will only be recommendations that will require executive board approval prior to final adoption. Any team, ministry, staff, or officers that is vested in those polices, will be partnered with as they are being produced.

Step Two: By the first week of February, those potential changes needed to edit the policy manual will be due back to the document review team. Using the new recommendation, the team will draft a revised policy manual and will then create a draft of the constitution and by-laws.

Step Three: The revised policy manual and first draft of constitution and by-laws will be presented to each church by March 1, 2023. Using the same procedures, each pastor will be asked to make recommendations to the team. This step is vital to communicate the connection between policy/procedures and the constitution and by-laws.

Step Four: Present a revised constitution and by-laws to all churches by first week of April. Once again, the previously used procedures for making recommendations will accompany this draft. Any recommended changes will need to be returned to the committee by May 1, 2023.

Step Five: Present a final draft of the policy manual (not constitution and by-laws) at the April 2023 executive board meeting. This would be a debatable motion but is needed to finalize the policies.

Step Six: Using all recommendations, a final constitution and by-laws will be presented to the churches prior to 24 May 2023, which is in accordance with our current by-laws. This final revision will be the one presented at the 2023 annual meeting for messenger approval.

Step Seven: The document review team will present the proposed constitution and by-laws at the annual meeting. This motion will be debatable but cannot be revised according to our current by-laws. This seems like a daunting task and perhaps parts of it might be. However, we are at a place where we need clear and functional documents to guide us not the future and the work we need to be doing together. If at any time we believe we are rushing the process, we will simply slow down and be prepared for adoption at the 2024 annual meeting.

Crossroads Baptist Association DOM Report

When I joined you all March 21st of this year I agreed to work alongside and lead the Crossroads Baptist Association (CBA) churches in cooperative ministries. These last few months have been an exciting journey for me, my family, and our churches. I truly believe that God is working in the ministries He has provided the CBA and is currently working in us to develop for the future of the CBA.

As we prepare for the transition to 2023, we need to be in prayer for many aspects of our association. First, we must be in prayer for our churches. Daily they are working to further the Kingdom of God, and we need each other's prayers. Pray for joy and enthusiasm as we seek to fulfill the call God has placed on us and our churches.

Second, we need to be in prayer for our "Ministry Teams." This will be the first year we are fully using the teams as designed in our governing documents. It is a big part of the journey our association is taking, and these leaders need your prayers as they take on the task of developing leaders, discerning strategies, and distributing resources.

Third, our Governing Documents Committee needs your prayers and support. They have already been working diligently to review our current documents and develop a timeline for the process over the next year. They need our prayers for wisdom and discernment.

In addition, we need to be in prayer for healing. Healing has taken place over the last year, but more is needed. As we join together to worship, fellowship, and seek God's will for CBA we must look across the aisle and realize these are our brothers and sisters in Christ. We must stand together as one in the Body of Christ. In times of stress, we must not shift our focus away from the Gospel. Please pray that God will bring healing to relationships as we seek to further His kingdom.

Thank you for praying, thank you for serving, and thank you for seeking to further the kingdom of God.

In Christ,

Steven Nelson

Interim DOM

**Crossroads Baptist Association
In Loving Memory**

CARPENTER STREET BAPTIST CHURCH

*Ann McCune
Noel Keen
Nancy Duncan
George Palmatory
Mary Catherine Botkins
Jean Couture
Martha Chrisman
Jason Bothe
Kevin Palmatory*

CLIFTON HILL BAPTIST CHURCH

Orville Dunivent

FAYETTE BAPTIST CHURCH

*Gary Hoard
Jodie Belcher
Ann Kryezter*

HALLSVILLE BAPTIST CHURCH

*Wilbur Jim Smith
Cindy Crane
Doris Claudine Adams*

HUNTSVILLE FIRST BAPTIST CHURCH

*Jeffrey Harris
Harold Oliver
Sallie Red
Melva Dunn
Aaron Haley
Alice Quarles
Sheryl Wilson
Johnny Bagby*

IMMANUEL BAPTIST CHURCH

*Patti Law
Connie Reed
Marjorie (Ames) Kennedy
Brenda Turnbull Newkirk
Nancy Derboven
Beverly (Kitchen) Nissen*

MOBERLY FBC

*Marilyn Carpenter
Tom Furhman
Carl Briscoe
Jim Brooks*

MT SHILOH

*John Summers
Evelyn Joan Searle
Jim Brooke*

NORTH PARK BAPTIST CHURCH

*Dean White
Danny Langdon
Doris Grider
Charlene Ferguson*

SALISBURY FIRST BAPTIST CHURCH

Lynn Fifield

STURGEON BAPTIST CHURCH

*Sid Seymour
Sue Connolly
Dean Connolly*

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

Audit Committee Report

The audit team is preparing to meet in October.

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

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	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	
Sept. 25 th 2021	Annual Meeting	Salisbury	Mr. Ken Goff	Mrs. Marie Taylor	Rev. David Nissing	