

BYLAWS



GRACE COMMUNITY CHURCH
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**BYLAWS
of
Grace Community Church**

ARTICLE I. MEMBERSHIP & PARTNERSHIP

Section 1. Membership

a. Procedure for Admission to Membership

Grace Community Church (“GCC”) membership shall be open to anyone who has personally accepted Christ as Savior and Lord, who has been baptized as a believer, who desires to be an active participant of GCC, and who is committed to the Doctrinal Statement (see Constitution, Article III) and Principles of Accountability (see Constitution, Article IV, Section 3) of this church.

The procedure for admission shall include the following:

1. Completion of all required classes at the time of application
2. Following the classes, a personal interview will be held with an elder or appointed leader to give the candidates an opportunity to verbalize their faith in Christ and commitment to GCC
3. Signing GCC's Membership Covenant
4. Recommendation of the candidates by the interviewer to the Elder Board for final approval
5. Public welcome of new members

b. Associate and Non-resident Members

1. Individuals under 18 years of age who qualify for membership are eligible to be associate members. They shall be interviewed as stated above, but will not be required to attend the membership classes or sign the required documents. However, they must receive the written consent of their parents or legal guardian. After their eighteenth birthday, they must attend the membership classes and sign the required documents to enjoy the privileges of a voting member.
2. A non-resident membership status may be granted to qualifying students, missionaries, chaplains and other professional Christian service personnel who desire to hold official membership at GCC, but do not live in the area.
3. Associate and non-resident members do not have voting or office holding (i.e., elder and deacon/ess), privileges.

c. Privileges of Membership

1. Serving in the ministry of the church

2. Serving, if qualified, as a deacon/ess
 3. Serving, if qualified, as an elder or on the pastoral staff
 4. Submitting proposed candidates for the Elder Board as well as deacons/esses
 5. Voting on the following matters of official church business: revisions of the Constitution and Bylaws, the selection of the Senior Pastor, the selection and annual reaffirmation of Elder Board members (other than the Senior Pastor), the adoption of the annual budget and approval of major expenditures above the annual budget (See Bylaws, Article II, Section 1., a. Function), the approval of purchase, sale, assignment, or lease of real property.
- d. Responsibilities of Membership
- See Constitution, Article IV, Section 3.

Section 2. Partnership

a. Procedure for Admission to Partnership

Believers in Christ, who desire to be active participants in the life and ministry of GCC, but for reasons of conscience, cannot fully embrace GCC's Doctrinal Statement, may become "partners" with Grace rather than "members."

GCC partnership is offered to anyone who has personally accepted Jesus Christ as Savior and Lord, who desires to be an active participant of GCC, and who is committed to the Statement of Faith (see Bylaws, Attachment "A") and Principles of Accountability (see Constitution, Article IV, Section 3) of this church.

The procedure for admission shall include the following:

1. Completion of all required classes at the time of application
 2. Following the classes, a personal interview will be held with an elder or appointed leader to give the candidates an opportunity to verbalize their faith in Christ and desire to be committed to GCC
 3. Signing GCC's Partnership Covenant
 4. Recommendation of the candidates by the interviewer to the Elders for final approval
 5. Public welcome
- b. Privileges of Partnership

Partners share the same privileges as members, including serving in leadership, if qualified. The only exceptions are: 1) voting on official church business and 2) serving as an elder or staff pastor.

c. Responsibilities of Partnership

See Constitution, Article IV, Section 3.

Section 3. Biblical Procedures for Church Discipline

I Jn 1:7
II Cor 6:3
II Cor 11:29
Luke 17:3
Gal 6:1
Matt 18:15-16

Ongoing sin in the life of a believer obstructs his walk with the Lord, threatens the unity and fellowship within the body, and ultimately weakens the witness of the church among non-believers. Scripture encourages believers to be concerned with each other's spiritual well-being, and teaches them to confront in love and gentleness where there is evidence of sin.

Jesus outlined the proper way to confront an errant believer in Matthew 18:15ff. First, the person should be approached privately and encouraged to repent (acknowledge his/her fault) and live in obedience to God. If the individual refuses to repent and remains in sin, s/he should be confronted again in the presence of two or three witnesses. If, in spite of continued loving admonition, the errant believer continues in the sin, the following steps of church discipline should be followed:

Matt 18:17

1. The matter should be brought before the Elders, as representatives of the church.

Matt 18:17

2. If the errant believer refuses to listen to the Elders and continues in the sin, the Elders will normally bring the matter before the church membership as a final attempt to convince him/her to repent.

II Thess 3:14ff
I Cor 5:11
Titus 3:1 0-11
II Thess 3:6

3. If a recalcitrant spirit remains, in accordance with scriptural teaching, the individual will be removed from the fellowship of the church and believers should refrain from any social contact with him/her, until such time as there is genuine repentance.

Note: If the individual chooses at any point in this process to remove him/herself from the fellowship of the church, disciplinary action is immediately terminated.

Any further details of the disciplinary process shall be outlined in the Church Operations Manual (see Bylaws, Article IX).

Gal 6:1
Matt 18:21ff
Matt 6:14-15
Eph 4.32
Luke 17:3

Scripture teaches that confrontation of sin should be approached and carried out with an attitude of love, concern, and humility, and should be motivated by the sincere desire to see repentance and restoration of fellowship. Reflecting Christ's grace and forgiveness, believers are taught to be quick to forgive when there is the genuine expression of repentance and appropriate restoration on the part of a fellow believer.

Section 4. Closure of Membership / Partnership

- a. Membership or partnership at GCC shall be discontinued for the following reasons:
 1. *Uniting With Another Church:* Uniting with another church automatically terminates membership/partnership. Upon request of any member, a letter of Christian standing shall be granted. If the member/partner is under discipline, the church he/she is uniting with will be advised of his/her status at GCC.
 2. *Personal Request:* Any member/partner may be removed from the fellowship at his/her own request.
 3. *Inactivity:* Unless special circumstances require an exception, any member/partner who has not attended worship services or has not participated in some form of community (such as a small group) for a period of 6 (six) consecutive months may be removed from the rolls. Attempts will be made to contact an inactive member to encourage a renewed commitment to the church. If inactivity persists, removal from membership shall result.
 4. *Death:* Upon the death of a member/partner, his/her name shall be removed from the rolls.
 5. *Discipline:* In accordance with Section 3 above, a member/partner may be removed from the rolls by action of the Elder Board after a concerted effort has been made to restore him/her.

ARTICLE II. LEADERSHIP

Section 1. Board of Elders

- a. Qualifications

The Elders shall be members at GCC for at least one year and meet the qualifications listed in I Timothy 3 and Titus I (see Constitution, Article VI, Section 3).

- b. Order and Accountability

Even though order is necessary and proper among leaders in the Body of Christ, the Elders shall seek to carry out their ministries in an environment of mutual submission, deferring to one another in a spirit of humility and grace, striving to make decisions by consensus, rather than majority rule. The Elder Board shall be ultimately responsible for the oversight of GCC's ministries and membership, as well as for facilitating the success and enrichment of the Management Team (see Section 3, below). The Elders shall be accountable to the membership for their character and ministry performance.

- c. Composition

The Elder Board shall consist of the Senior Pastor and at least six qualified laymen elected from the membership.

d. Function

The biblical duties of elders as spiritual leaders are outlined in Article VI, Section 3 of the Constitution.

The function of the Elder Board at GCC is to oversee the overall order and long-term direction of the church. They do this by recommending the initial call of the Senior Pastor and working together with him to build an effective ministry team to carry out the overall direction in the form of various ministries of GCC. The Elder Board works with the Senior Pastor who leads them in shaping the long-term direction of the church and entrusts the Senior Pastor with the responsibility to provide ongoing leadership to the Management Team in carrying out the mission, goals, and objectives of the ministry.

The Elder Board supports the ongoing work of the Management Team, conferring freedom to carry out their designated ministries in accord with their gifts and calling, within the scope of the overall direction of the ministry, the church doctrinal statement, and ministry values. The Elder Board meets periodically with the Management Team for personal support, coordination, accountability, and prayer. The Elder Board seeks to ensure their continued healthy ministry.

The Elder Board shall be responsible for overseeing the stewardship of all church operational funds in coordination with the Resource Advisory Team (see Bylaws, Article III, Section 1, b, 1). They shall also maintain a Position Statement which addresses doctrinal, ministerial, and social concerns beyond the parameters of GCC's Doctrinal Statement that potentially threaten the unity of the church. They shall study the matters carefully in light of Scripture and research. After arriving at a conclusion they shall apprise the congregation of the position they have taken (note Constitution, Article VIII, Section 2) and include it in the Elder Handbook.

e. Structure

The Elder Board shall select from among themselves a chairman, vice-chairman, and secretary. These officers shall also be the President, Vice-president, and Secretary of the corporation (see Bylaws, Article III, Section 1, b, 2 for the Corporate Treasurer). The Chairman of the Board shall moderate congregational business meetings. The Elders shall meet monthly for ministry planning and decision-making. Appropriate minutes of all Elder Board meetings shall be recorded and filed.

f. Selection

Each year, the Elders shall determine the number of positions, if any, to be filled for the next year. If they determine that additional elders are needed, they shall appoint a nominating committee made up of church members to prayerfully seek qualified candidates to recommend to the Elder Board to fill the needed positions. The Elder Board shall select, from those recommended, the individuals they feel are the most qualified and suited to the need, and shall submit these names to the congregation for a vote of affirmation. These names shall be posted 21 days before the congregational vote. Each candidate must receive at least a 75% affirmative vote. In the event of a mid-year vacancy or need for additional elders, the Board may refer to previous nominees to select a recommendation for congregational vote, or may re-initiate the entire nomination process. Further details of the selection process are contained in the Elder Handbook.

g. Evaluation/Tenure

Each lay elder, upon selection for the Elder Board, shall be asked for a one year commitment subject to review, recommitment, and re-affirmation by the church members each subsequent year. If any elder serves for six consecutive years, he will be required to step down from the Board for at least one year.

During the period of annual review, the members of the Board shall evaluate one another and their continued service on the Board, again considering the biblical qualifications as well as any personal factors that might affect their service. Except for the Senior Pastor, names of the Elder Board members shall be posted before the church members, who will have 21 days to show cause why anyone on the Board is not qualified to continue serving as an elder. Consistent with the standards of Scripture, such "cause" must be expressed first to the board member, and then to the entire Board with at least two or three witnesses to verify the stated "cause" (Matt 5:24; 18:15; I Tim 5:19).

An individual's service on the Board may be discontinued by his own decision, by a 75% majority vote of the Elder Board (excluding the elder under consideration and the Senior Pastor), or by failing to receive a 75% re-affirmation vote from the membership at the time of annual review.

Section 2. Senior Pastor

a. Qualifications

The Senior Pastor shall meet the qualifications of an elder, as well as having the gifts, abilities, education, and experience appropriate to the needs of GCC.

b. Accountability

The Senior Pastor shall be responsible to the other members of the Elder Board for his overall character and ministry performance.

c. Function

In addition to his pastoring/leading role as an elder, the Senior Pastor is primarily to be a teacher of the Word of God. He is to teach and exhort by precept and example. His goal is to bring believers to maturity through insightful, accurate, relevant and practical presentation, and proclamation of the Word, equipping them to be the true "ministers" in the body. So, with respect to God's truth, he is a **steward** (publishing and protecting the truth). With respect to God's people, he is a **shepherd** (guiding, guarding, and feeding the flock, training new leaders, and encouraging fellow leaders). With respect to God's authority, he is a **servant** (speaking God's Word with vested authority, serving the church's needs, and fulfilling God's desires).

The Senior Pastor will not be responsible to minister in areas unrelated to his primary function as a teaching elder. Thus, the specific role and job description for the Senior Pastor shall be determined by the Elder Board. As leaders of the church, it is one of the roles of the Elder Board to employ other leaders with complementary gifts to undertake areas and aspects of the ministry that are not being filled by the Senior Pastor. The Senior Pastor shall be the

liaison between the Elder Board and these other employed leaders (Management Team) in facilitating their success and overall well-being in ministry.

Teaching within the body must not be limited to the Senior Pastor. The New Testament emphasizes the need for teaching elders and the utilization of other members who are gifted in this area, thus providing a variety of input and role models.

d. Selection

In the event of vacancy in the position of Senior Pastor, the Elder Board shall oversee the search for candidates to fill the position. The Board shall appoint a search committee of at least five members to seek out a Senior Pastor or interim pastor. The Elders will develop appropriate guidelines for the search committee to follow in its task. No potential candidate for Senior Pastor shall be appointed as interim pastor. When the committee has reached a unanimous decision, it shall present its recommendation to the Board for its approval. Approval shall constitute a nomination. Only one nominee shall be considered at any one time.

Election shall be by ballot at a meeting called for that purpose after at least a two-week public notice has been given. During this two-week period, the candidate shall be publicly presented to the church and given thorough exposure to its leadership and ministries. An affirmative vote of 80% of the voting members present will be necessary for approval. Election shall constitute church membership for both the Senior Pastor and his wife. However, both must complete the required classes for church membership within the first year of his hire.

e. Evaluation/Tenure

The Senior Pastor shall be evaluated annually in the same manner as the other members of the Elder Board, however, without the public review of the church membership. The evaluation of his ministry shall be done with respect to his job/role description. If necessary, the Senior Pastor may resign or be dismissed by a 75% majority vote of the Elder Board (excluding the Senior Pastor) and a majority vote of the church membership.

Section 3. Management Team

a. Qualifications

The Management Team shall consist of qualified pastors and their associates and assistants, who oversee various departments of ministry (such as children, students, adults, worship, missions) and qualified directors and their associates and assistants, who oversee the physical operations of the church (such as finances, technologies, campus care, and human resources).

In accordance with New Testament principles of leadership, all members of the Management Team shall be selected with the following criteria:

1. A love for the Lord and the display of a consistent godly walk with Him
2. A specific commitment to GCC and co-leaders

3. Gifts, abilities, education, experience or credentials that qualify them for their area of ministry
4. At least the qualifications of a deacon or deaconess, regardless of their specific area of ministry, is required. The Management Team fills positions of spiritual leadership that serve as role models for other believers. Therefore, spiritual qualifications and walk, are of the utmost importance.

b. Structure

Along with the Senior Pastor and Executive Pastor, the lead pastor of each department of ministry and the Director of Operations (or equivalent) shall comprise the Executive Management Team.

c. Accountability

The Executive Management Team shall be responsible to the Senior Pastor. The remaining pastors and directors shall be responsible to the supervising pastor or director in the department they serve.

d. Function

The Management Team shall manage the daily operations of GCC's ministries under the supervision of the Senior Pastor. They shall provide care and oversight for specific departments of ministry in the church. Each pastor or director shall have a detailed job description. As needed, the Senior Pastor may request a pastor or director to participate in Elder Board meetings.

e. Selection

The Senior Pastor shall be responsible for the recommendation of Executive Management Team personnel to be hired by the Elder Board. He may conduct the search himself or request that a search committee do so with the Senior Pastor approving its recommendation before it is taken to the Elder Board for further action. In coordination with the Senior Pastor, department heads shall take the lead in seeking and securing associates and assistants to serve in each respective department. The Senior Pastor's recommendation to the Elder Board shall constitute the candidate's nomination. If approved by the Board, the candidate's selection constitutes automatic church membership for both the candidate and his/her spouse. However, both must complete the required classes for church membership within the first year of the hire.

f. Evaluation/Tenure

The Management Team shall be evaluated annually, the Executive Team by the Senior Pastor, the associates and assistants by the supervising pastor or director overseeing their department. The evaluation shall be done with respect to their job/role descriptions. If necessary, a director may resign or be dismissed by a 75% majority vote of the Elder Board (excluding the Senior Pastor).

NOTE: The Senior Pastor and Management Team shall provide leadership in the daily management of church ministries, working closely with the Elders and Resource Advisory

Team in initiating policies, priorities, and procedures in ministry. The Management Team shall meet on a regular basis to coordinate and facilitate this process.

The Senior Pastor shall be responsible for the overall watch-care and evaluation of the Management Team. He shall be responsible for the specific roles and job descriptions of each person on the Management Team. However, their selection and, when necessary, their dismissal shall be done in conjunction with the Elders.

The salaries of the personnel on the Management Team shall be determined annually by the Elder Board (without any staff present).

ARTICLE III. LEADERSHIP SUPPORT

Section 1. Deacons and Deaconesses

a. Qualifications

The Deacons/esses of GCC shall be members/partners who meet the qualifications listed in I Timothy 3 (see Constitution, Article VI, Section 4).

b. Function

The Deacons/Deaconesses of GCC shall function in one of three capacities:

1. Resource Advisory Team

This team shall be directly accountable to the Elder Board in maintaining the policies set by the Board for the overall operation and management of the physical dimensions of GCC's ministry, including all legal, financial, and personnel matters, as well as the maintenance and development of all properties owned by GCC. As necessary, further delineation of responsibilities shall be determined by the Elder Board.

The Resource Advisory Team shall have whatever internal organization it deems appropriate to carry out their responsibilities and to fulfill any requirement delegated to them by the Elder Board. The Senior Pastor, along with one other elder, shall be members of this team, serving as a liaison with the Elder Board. The Operations Director (or equivalent) shall also be a member of this team, serving with the Senior Pastor, as a liaison with the Management Team.

2. Stewardship Assistants

These individuals shall assist the Operations Director (or equivalent) in carrying out the policy and procedures set forth by the Board of Elders and Resource Advisory Team in such capacities as finance secretary (contributions), treasurer (accounting), Good Samaritan Fund, etc., and shall be directly accountable to him.

3. Personnel Committee

The Personnel Committee shall be comprised of at least two deacons/esses and one representative each from the Elder Board, the Resource Advisory Team, and Management Team. The Resource Advisory Team representative shall serve as the committee chair. The Management Team representative shall be the Operations Director (or equivalent) when Support Staff issues are considered, but when Management Team issues are considered, the Management Team representative shall be the Senior Pastor. This committee serves in an advisory role to the Resource Advisory Team and Board of Elders. It recommends personnel policy, establishes employment clarification, employee benefits, position descriptions, and employee annual reviews.

c. Selection

The following process shall be initiated in the selection of deacons/esses:

1. Members of each of the above teams will be recruited and appointed to their position, subject to congregational approval each year. Members of the Resource Advisory Team shall be recruited and appointed by the Elder Board; the Stewardship Assistants and Personnel Committee by the Operations Director (or equivalent).
2. The names of the prospective deacons/esses and the role they are slated to fill shall be posted before the membership of the church who will be given 21 days to show cause why any one of them would not be qualified to serve. Consistent with Matthew 18:15 and Matthew 5:24, such "cause" must be expressed first to the prospective deacon/ess, and then to the Elder Board for consideration. If the Elder Board believes there is just cause for removing the prospective deacon/ess from the list, another candidate will be secured as soon as possible.
3. At the end of the 21-day period, the new deacons/esses will be presented to the members of the church for a service of dedication.
4. The process for selection of deacons/esses will occur simultaneously with the annual review/selection of elders for the Elder Board. Their term of office shall begin July 1 of that same year when they officially assume the responsibilities of their position. If, during the course of the year, the need for additional deacons and deaconesses arises, the Elder Board shall appoint a person to fill the role until the annual selection process takes place. The Board may refer to the list of former nominees for possible appointees.

d. Tenure

Each deacon/ess, upon appointment, shall be asked for a one-year commitment subject to review each subsequent year. If any deacon/ess serves for 6 (six) consecutive years, he/she will be required to step down from that position for at least one year.

During the period of annual review, each deacon/ess shall be evaluated by the Elder Board in conjunction with the Operations Director (or equivalent). This evaluation will be based on biblical qualifications, ministry performance, and any personal factors that might affect his/her service. Those deacons/esses eligible to continue in their role will be included in the new list posted for congregational review. A deacon/ess may resign, or be dismissed by a 75% majority vote of the Elder Board.

Section 2. Support Staff (formerly Article VI)

The support staff shall consist of all full and part-time personnel employed by the church, as spelled out in the Personnel Manual, to assist in the general operations of its ministries (e.g. administrative coordinators, secretaries, custodians, business office personnel, etc.). These persons shall be supervised and evaluated by the pastor or director they assist and be under the general oversight of the Director of Operations (or equivalent).

ARTICLE IV. MINISTRY TEAMS

In order for the Elders and the Management Team to carry out their goals, objectives, and strategies for ministry, they may appoint ministry teams for assistance on a long-term basis. The purpose of these teams is not to set policy, but to carry out ministry policies set by the Elders and the vision/goals of the Management Team. The leader appointing each team shall have oversight of that team and shall be directly responsible for supervising its activities and monitoring the process and progress of its work. Care must be taken to delegate to the team the authority necessary for carrying out its designed purpose and assigned responsibilities. Each team should reconstitute on an annual basis, and church membership is not required for participation.

Examples of ministries which may require long-term team assistance are as follows: worship, cross-cultural mission, adult education, assimilation, small groups, student ministries and missions, children, stewardship, hospitality, membership, and benevolence. As GCC's ministry base continues to grow, other ministry teams may be added. However, for the purpose of remaining sensitive to the changing needs in a growing church, any ministry team may be disbanded by the Elders or pastors/directors overseeing that team.

ARTICLE V. CHURCH CALENDAR

The fiscal/ministry year of the church shall begin September 1 and end August 31.

ARTICLE VI. MEETINGS

Section 1. Worship Services

The church shall meet regularly on Sundays, and any other day deemed necessary by the Elders, for preaching, instruction, worship, and edification. In addition, the church shall have an ongoing program of prayer, Bible study, fellowship and ministry during the week on the church campus and in homes. As needed, the church shall also utilize community facilities for special services.

Section 2. Outreach Ministries

To supplement individual efforts in personal evangelism, there shall be a variety of public meetings and events designed to communicate the Good News of Jesus Christ to adults, youth, and children.

Section 3. Regular Business Meetings

Regular congregational business meetings shall be held three times a year—October, February, and June—to update the church family on the church’s financial position, clarify proposals, answer questions, address concerns, etc.

Congregational voting may take place during regular Sunday services if, prior to the vote, the membership has had an opportunity to deliberate on the matter with the Elders at a public meeting called for that purpose. The Elders may choose to use a regular business meeting as a forum for discussion, and then hold the formal vote on a Sunday following that meeting.

Section 4. Special Business Meetings

A special business meeting may be called by the Elder Board. A two-week public notice of the subject, date, time, and location must be given unless extreme urgency renders such notice impractical.

Section 5. Elder Board Meetings

Members desiring to present an item to the Elder Board may do so by contacting the Board chairman at least one week prior to a regular meeting of the Board, indicating the subject to be presented and requesting permission for it to be placed on the agenda.

Section 6. Quorum

A quorum for regular and special business meetings of the congregation shall consist of 10% of the active, voting membership.

Section 7. Parliamentary Rules

Robert's Rules of Order, Revised is adopted as a general guide for order in all business and board meetings.

ARTICLE VII. BUDGET/FINANCES

A budget shall be prepared annually during the months of March and April by the Management Team, in conjunction with the Resource Advisory Team. The budget shall reflect the anticipated cost for the ministry vision in the upcoming fiscal/ministry year beginning September 1. Upon its approval by the Board of Elders, this budget shall be published for the membership to preview at least four weeks prior to the business meeting held in June. The bottom line figures of both the Ministry Fund budget and missions commitment shall be voted on by the membership at the June business meeting and shall be affirmed by a 75% majority vote of the members present at the meeting. A printed financial report shall be provided for congregational review on a quarterly basis. An annual financial report shall be presented for congregational review at the October business meeting.

ARTICLE VIII. CHURCH OPERATIONS MANUAL

Church policies and procedures shall be described in the Church Operations Manual. The manual shall be kept in the church office and be available to any member of the church. Included in the Operations

Manual shall be an organizational chart depicting lines of responsibility in the administration of the church. Changes in policies and procedures may be initiated by any church member or organization. In addition, revision or deletion of church policy or procedures requires: (1) written recommendation by the person to whose area of assignment the policy relates; and (2) the approval of the Elders.

ARTICLE IX. HOLD HARMLESS CLAUSE

Each officer, director, or employee of Grace Community Church shall be indemnified by GCC against expenses reasonably incurred by him in connection with any action, suit, or proceeding to which he may be made a party by reason of his being, or having been an officer, a director, or an employee of GCC, except in relation to matters as to which he shall be finally adjudged in such action, suit or proceeding to have been derelict in the performance of his duty as an officer, or director, or employee. "Derelict" shall mean grossly negligent, criminally negligent, or intentionally engaged in tortious conduct with the intent to defraud, deceive, misrepresent, or take advantage improperly of a corporate opportunity.

ARTICLE X. AMENDMENTS

These Bylaws may be amended by a simple majority of the membership at a meeting called for that purpose. All proposed amendments must be posted for review for a two-week period.

Without altering the meaning or significance of the content of these Bylaws, minor changes in wording for the purpose of clarification, simplification, correction of typos, etc. may be approved collectively by a 75% affirmative vote of the Elders, Resource Advisory Team, and Management Team.

Attachment A

Statement of Faith

The Bible – *We believe* the Scripture of the Old and New Testaments to be the only inspired, inerrant, authoritative, Word of God in the original writings. These verbally inspired books are the final authority in faith and life.

The Trinity – *We believe* in one God, eternally existing in three persons: Father, Son and Holy Spirit.

The Lord Jesus Christ – *We believe* that Jesus Christ was begotten by the Holy Spirit and born of the Virgin Mary, and is true God and true man. We believe in His deity, in His sinless life, in His miracles, and in His atoning death on the cross.

Mankind – *We believe* that man was created in the image of God; that he sinned, and thereby incurred not only physical death but also that spiritual death which is separation from God; that all human beings are born with a sinful nature, and in the case of those who reach moral responsibility, become sinners in thought, word and deed.

Redemption – *We believe* that the Lord Jesus Christ died for our sins according to the Scriptures as a representative and substitutionary sacrifice, and that all who believe in Him are justified on the basis of His shed blood. Salvation through faith in the Lord Jesus is accompanied by being born again of the Holy Spirit and thereby becoming children of God, a relationship in which one is eternally secure.

The Holy Spirit – *We believe* in the present ministry of the Holy Spirit by whose indwelling power and fullness the Christian is enabled to live a godly life in the present world.

The Resurrection – *We believe* in the resurrection of the crucified body of our Lord, in His ascension into Heaven, and His present life for us as High Priest and Advocate. We believe in the bodily resurrection of both the saved and the lost; those saved unto a resurrection life, and those lost unto a resurrection of conscious punishment and damnation.