

The Bylaws of Grace Bible Church of Hutchinson, Kansas

1221 E. 33rd Ave, Hutchinson, KS, 67502

Revised January 2020

PREAMBLE

Whereas, the Word of God demands that a Christian organization not only conform to the Word of God in doctrine and practice (*Psalm 119:105; Galatians 1:6-8; II Timothy 4:1-5*), but that all things be done decently and in order (*I Corinthians 14:40*).

Therefore, we, the members of Grace Bible Church of Hutchinson, set forth in this the BYLAWS by which our congregational affairs, spiritual and material, shall be conducted.

Section 1. Church Membership

1. Purpose of Membership

“Now you are the body of Christ, and each one of you is a part of it.” 1 Corinthians 12:27

“Having come together for the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ.” Ephesians 4:12

“So we, being many, are one body in Christ, and every one members one of another.” Romans 12:5

“Subject to Jesus Christ, whom God has appointed to be head over everything for the Church, which is His body.” Ephesians 1:22-23

2. Membership

Active membership in Grace Bible Church of Hutchinson is open to anyone upon confession of faith in the Lord Jesus Christ and showing a willingness to abide by our Bylaws and Doctrinal Statement.

3. Responsibilities of Members

As members in the family of God (*Ephesians 3:15*), and heirs together of the grace of life (*1 Peter 3:7*), we believe that we are to love one another (*I Thessalonians 4:9*), to bear one another's burdens (*Galatians 6:2*), and to exhort one another to love and to do good works (*Hebrews 10:24-25*). Therefore, we believe that all members should attend as regularly as possible all regular services and all meetings arranged by the church. They should maintain the spiritual life of their own family, bringing their children to Sunday School and worship services, encouraging them to attend other church activities. Members should encourage and assist their children toward a faith and commitment to Jesus Christ.

Members are to make a conscientious use of the means of grace (the Word of God, prayer and the church ordinances). All members shall seek to exercise their spiritual gifts for the mutual benefit of all the church body and shall submit to the loving rule of the Elders¹.

Members are to make a conscientious effort to ensure their life reflects the elders' understanding of GBC's doctrinal statement and bylaws.

4. Voting Privileges

Membership in this church shall not vest in any member any proprietary rights in the Grace Bible Church of Hutchinson Corporation. Church membership does not constitute membership in the corporation; the corporation shall have no members. Church Members may be asked to vote at meetings on matters submitted to the church membership by the Shepherds of GBC. Voting privileges are restricted to members that have passed their sixteenth (16) birthday. Votes by the membership of GBC are not binding on decisions made by the Elders of GBC.

5. Application for Membership

All requests for membership will be made to a Pastor or Elder. A copy of the membership application, Doctrinal Statement and Bylaws will be given to each applicant, and every applicant for membership will be required to take GBC's Membership Class. Shepherds of GBC will meet with and interview the applicant following the receipt and evaluation of the application and will prayerfully review their application for membership. Upon approval of the prospective membership applicant by the Shepherds of GBC, the new member will be received before the assembled congregation by announcement.

6. Denial of Membership

If, upon review of an application for membership or after meeting with a prospective member, the Shepherds of GBC determines that the applicant does not meet the standards for membership as set forth within the Bylaws and Doctrinal Statement of Grace Bible Church of Hutchinson, membership will be denied. The decision made by the Shepherds of GBC shall be final and there shall be no appeal of that decision.

7. Removal of Membership

Any member of this church who shall willfully, without plausible reason or excuse, absent himself from the services of this church for a period of six months may be removed at the discretion of the Shepherds of GBC, with written notification prior to dismissal.

¹ NOTE: for the purposes of these bylaws, the terms "elder(s)" and "shepherd(s)" will be used interchangeably, as we believe the New Testament teaches that the terms "elder" (*presbuteros*), "overseer" (*episkopos*), and "shepherd" (*poimen*) all refer to different aspects of the same church office. When the term "Shepherds of GBC" (or any variation thereof) is used in a formal capacity, the concept of what is commonly referred to as "Elder Board" or "Board of Elders" is intended.

Any member in good standing with GBC, according to the Shepherds of GBC, may remove their membership for any reason with a letter of recession addressed to the Board of Elders. Any member seeking to rescind membership that is not in good standing as viewed by the GBC elders may not be allowed to rescind membership. Any member involved as an offender in a church discipline situation may not be allowed to rescind membership. Involuntary removal of membership may be the result of church discipline as outlined in Section 4.

Section 2. Baptism

Grace Bible Church of Hutchinson will practice baptism by immersion to each person whose outward testimony confirms an inward spiritual transformation, indicating salvation by faith alone in Jesus Christ alone. Grace Bible Church of Hutchinson will recognize as valid any regular form of believer's water baptism if it is in agreement with the considered conviction of the individual believer. This will in no way alter the practice of Grace Bible Church of Hutchinson but will eliminate a need for rebaptism only for purposes of conformity. Neither membership in Grace Bible Church of Hutchinson nor salvation is dependent on baptism. The Shepherds of GBC of Grace Bible Church of Hutchinson will determine a course of study for all baptismal candidates which must be completed before they are baptized. This course will be taught by the pastor or an acceptable substitute as determined by the Shepherds of GBC. The pastor of Grace Bible Church of Hutchinson shall preside at all baptisms unless necessity shall require the Shepherds of GBC to appoint an acceptable substitute. All baptismal candidates shall apply to the Shepherds of GBC for admissibility to baptism.

Section 3. The Lord's Supper

Observance of the Lord's Supper will take place as outlined in the Doctrinal Statement of Grace Bible Church of Hutchinson. Scheduling, organization and execution of the service will be a responsibility of the Shepherds of GBC. All regenerate members and guests, having examined themselves as instructed in *1 Corinthians 11:27-28*, are encouraged to participate.

Section 4. Church Discipline

When a member or regular attendee is found to have committed any sin and is unrepentant as defined by the Shepherds of GBC (in light of certain Scriptures, including, but not limited to *2 Corinthians 7:10-11*), or affects the spiritual well-being of the church, or fails to meet the conditions outlined under qualifications for membership, he or she is subject to the church disciplinary process as described below:

1. Members of this church and all other professing Christians who regularly attend or fellowship with this church who err in doctrine, or who engage in conduct that violates Scripture as determined by the Shepherds of GBC, shall be subject to church discipline, including dismissal according to *Matthew 18:15-18*. Before such dismissal, however (1) it shall be the duty of any member of this church who has knowledge of the erring individual's heresy or misconduct to warn and correct such erring individual in private, seeking his or her repentance and restoration. If the erring individual does not

heed this warning, then (2) the warning member shall again go to the erring individual, seeking his or her repentance, but accompanied by one or two individuals who shall confirm that the sin has occurred or is continuing to occur, and/or that the erring individual has been appropriately confronted and has refused to repent. The first and second warnings may occur with no specified time interval. If the erring individual still refuses to heed this warning, then (3) it shall be brought to the attention of the Shepherds of GBC. If the Shepherds of GBC determine -- after thorough investigation in accord with the procedures prescribed by pertinent Scripture, including Matthew 18:15-18 and I Timothy 5:19 -- that there is corroborating evidence that the erring individual has sinned or is continuing to sin, that he or she has been appropriately confronted, and that he or she has refused to repent, then the Shepherds shall inform the church and the congregation thereof at a regularly-scheduled worship service in order that the church may call the erring individual to repentance. If the erring individual demonstrates repentance, then notice to that effect may be given at a regularly-scheduled worship service. If, however, the erring individual does not repent in response to the church in its collective call to repentance, then (4) he or she shall be publicly dismissed from the fellowship and/or membership of the church and the congregation thereof at a regularly-scheduled worship service. If the erring individual, after such dismissal, heeds the warning, demonstrates repentance, and requests reinstatement before the Shepherds of GBC, then he or she shall be publicly restored to all the rights, duties, privileges and responsibilities of fellowship and/or membership.

2. The threefold purpose of church discipline is to glorify God by maintaining purity in the local church (1 Corinthians 5:6), to edify believers by deterring sin (1 Timothy 5:20), and to promote the spiritual welfare of the offending individual by calling him or her to return to a biblical standard of doctrine and conduct (Galatians 6:1). The shepherding goal of all church discipline shall be to restore the individual to a right relationship with Christ, manifest in the observed fruits of repentance, and to fellowship and active membership in the church. Such efforts shall be made in light of the following Scriptures: *Galatians 6:1-2*; *II Thessalonians 3:14-15*; *Hebrews 10:24-25*; and *James 5:19-20*. Restoration to fellowship upon due repentance, restitution, and reconciliation, where necessary, will be granted by the Board of Elders.
3. Notwithstanding the foregoing, the Shepherds of GBC, in the exercise of their discretion may proceed directly to the third stage of church discipline (i.e., the information of the church and the congregation thereof at a regularly scheduled worship service in order that the church may call the erring individual to repentance) or to the fourth stage of church discipline (i.e., the dismissal from the fellowship and/or membership of the church) when one or more of the following have occurred:
 - a. Where the transgression and the refusal to repent have been public, i.e., openly and to the offense of the whole Church (1 Cor. 5:1-5);
 - b. Where the disciplined party has taught or otherwise disseminated doctrine deemed false or erroneous by the Elders, then chosen to disregard the direction and reproof of the Elders (Romans 16:17); or
 - c. Where the disciplined party has been warned twice to cease from factious and divisive conduct and has chosen to disregard that warning (Titus 3:10-11).

4. The members of this church, and all other professing Christians who regularly attend or fellowship with this church, agree that there shall be no appeal to any court because of the dismissal or because of public statements to the congregation at the third or fourth stages of church discipline. Members of this church who are under discipline by the church, as defined in the previous paragraphs, forfeit and waive the right to resign from this church. Resignations from membership are possible only by church members who are in good standing and who are not under any disciplinary action.
5. Separate and apart from the process of church discipline, but subject to the discretion and approval of the elders (or a duly constituted subcommittee thereof), a member, non-member regular attender, or other individual may be notified that he or she is not to be present upon church premises for such a period of time as is deemed necessary for the safety and wellbeing of others on church premises. Such required absence may but need not be concurrent with church discipline of that person.
6. Separate and apart from the process of church discipline, but subject to the discretion and approval of the Shepherds of GBC (or a duly constituted subcommittee thereof), the names of any members who have not attended a worship service, or Sunday School class session at Grace Bible Church for a period of six months or longer may be removed from the membership rolls.

Section 5. Pastors

1. Pastors must give evidence of the call of God to the ministry of the Gospel.
2. All pastors must fulfill the qualifications as listed in *I Timothy 3:1-13* and *Titus 1:5-9*.
3. All pastors must signify in writing in their elder / staff application their willingness to abide by the Bylaws and Doctrinal Statement of this Church and indicate in writing to the elders any different doctrinal positions they hold. (review Elder / Staff Application)

Duties

According to *Ephesians 4:11-12*, God has given pastors “for the equipping of the saints for the work of service, for the building up of the body of Christ”. (*I Peter 5:1-4*).

1. General duties of the Pastoral staff shall include the functions of shepherds to the church membership. All the duties of shepherding as taught in the Scriptures are to be carried out by the Pastoral staff in cooperation with the Elders.
2. The Senior Pastor shall be responsible for carrying out the church's ministry under the Board's adopted doctrines, policies, procedures and budget. He shall carry on the church ministry according to *Ephesians 4* with the assistance of the Pastoral and support staff he shall assemble (*II Timothy 1:14-15; 2:2*).

3. The officiant of any wedding service which takes place at Grace Bible Church shall be either a member of the Pastoral staff of Grace Bible Church, or a previous GBC Pastor who is in good standing with the current Shepherds of Grace Bible Church. Additionally, an approved visiting pastor (not a former member of GBC's pastoral staff) may participate in a wedding ceremony conducted at GBC in a supplementary capacity (e.g., reading from Scripture, provide the opening prayer, etc.), but may not function as the main officiant presiding over the wedding. Additionally, all who are ordained, licensed, commissioned or otherwise authorized by this church to solemnize marriages may do so, in the exercise of religious freedom, only where the participants are one man and one woman (Gen. 2:21-24; Matt. 19:4-6; Mark 10:6-9). Church facilities may be used for weddings only where both prospective spouses have each met the following conditions:
 - a. Each prospective spouse is to have completed a several-week premarital counseling course under the direct facilitation of and to the satisfaction of a GBC staff pastor or elder
 - b. It is understood that an essential element of satisfactorily completing the premarital counseling process at GBC involves a commitment by both prospective spouses to abide by the New Testament's teaching on sexual purity during the engagement period.
 - c. If at any time the conditions listed under previous subpoints a and/or b are not met, then use of the GBC facilities may be revoked, regardless of any monetary funds already deposited or proximity to the scheduled wedding date. This potential revocation of use of the GBC's facilities will be at the prayerful discretion of the Shepherds of GBC.
 - d. The facilities of Grace Bible Church of Hutchinson, Kansas are not available to the general public for weddings, but only and exclusively for those who meet the specifications listed above.

Selection of Pastoral Staff

1. The Shepherds of GBC will search out and screen all candidates, keeping the congregation informed of its progress.
2. Unanimous consent of the Shepherds of GBC is needed to invite a candidate for "in person" contact with the Elders, Deacons and the congregation.
3. When the conditions in steps 1 and 2 have been met, voting members at a properly called Membership meeting will be asked to affirm the candidate.
4. Unanimous approval from the Shepherds of GBC is required to call a candidate to any position of Pastor.

Term of Office

1. A Pastor's term of office shall be indefinite.

2. A pastor may be dismissed by the unanimous decision of the Elders (excepting, of course, the pastor being considered for dismissal).
3. When there is a reason to remove a Pastor that is also a member of the Elder Board, the Shepherds of GBC shall be unanimous, not including the Pastor in question, in regards to dismissal.

Pastoral Interns

1. Pastoral Interns shall give evidence of a desire to be in gospel ministry, and evidence of pursuing the character qualifications of *I Timothy 3:1-13* and *Titus 1:5-9*.
2. The Shepherds of GBC will search out and screen all candidates, informing the congregation as candidates are approved at the next business meeting.
3. Pastoral interns shall perform duties similar to the pastoral staff and be supervised in their ministry and character by the Shepherds of GBC or designees by the Shepherds of GBC
4. Once approved by the Shepherds of GBC as an intern, the compensation (if any) and requirements of the position will be determined by the Shepherds of GBC. Each intern's responsibilities will be determined on an individual basis.

Section 6. Board of Elders and Church Officers

A. General

The Shepherds of GBC shall lead by serving the church. The Shepherds of GBC (also referred to as "elders") shall serve as the directors of Grace Bible Church of Hutchinson Corporation. The primary responsibilities of the Shepherds of GBC consist of prayer, shepherding the flock, teaching the Word, caring for its spiritual welfare, overseeing the administration of the church and discipling future leaders. The Shepherds of GBC may delegate certain responsibilities to the Pastors, Deacons, Ministry Heads, or individual member of the church.

B. Selection of Elders

1. Any man selected as an Elder shall be a member of the Church and be recognized for his spirituality, for his leadership, and his faithfulness to the teaching of God's Word, and shall meet the qualifications outlined in *I Timothy 3:2-7* and *Titus 1:5-9*.
 - a. Blameless (above reproach) as a steward of God *I Timothy 3:2; Titus 1:6-7*
 - b. Husband of one wife (a one-woman man) *I Timothy 3:2; Titus 1:6*

- c. Temperate (sober, vigilant) *I Timothy 3:2*
 - d. Sober-minded (prudent) *I Timothy 3:2; Titus 1:8*
 - e. Of good behavior (orderly, respectable) *I Timothy 3:2*
 - f. Given to hospitality (lover of strangers, open home) *I Timothy 3:2; Titus 1:8*
 - g. Apt to teach (able to teach, exhort believers and refute false teaching) *I Timothy 3:2; Titus 1:9*
 - h. Not given to wine *I Timothy 3:3; Titus 1:7*
 - i. Not violent (pugnacious) *I Timothy 3:3; Titus 1:7*
 - j. Patient (moderate, forbearing, gentle) *I Timothy 3:3*
 - k. Not a brawler (not contentious, not soon angry, or quick tempered) *I Timothy 3:3; Titus 1:7*
 - l. Not covetous (not a lover of money or greedy) *I Timothy 3:3; Titus 1:7*
 - m. Rules his own house well (his children are faithful, not accused of rebellion to God) *I Timothy 3:4; Titus 1:6*
 - n. Not a novice (not a new convert) *I Timothy 3:6*
 - o. Has a good report or reputation with outsiders *I Timothy 3:7*
 - p. Not self-willed *Titus 1:7*
 - q. A lover of good (men and things) *Titus 1:8*
 - r. Just (fair) *Titus 1:8*
 - s. Holy (devout) *Titus 1:8*
 - t. Self-controlled *Titus 1:8*
2. His moral and private conduct shall honor the name of God, His Son and the Holy Spirit.
 3. He must be in agreement with the Church Doctrinal Statement and abide by the Bylaws.
 4. The Elders shall select candidates from the membership of the church and approve them by unanimous vote of the Shepherds of GBC. Each candidate tentatively approved will be interviewed by the Shepherds of GBC to confirm his willingness and qualifications to serve as a Shepherd. A written application will then be submitted to the Shepherds of GBC. Candidates approved by the

Shepherds of GBC will be presented for affirmation at a called Business meeting. Their names will be published prior to the meeting, during which time the congregation is encouraged to respond to any current GBC shepherd regarding the candidate's qualification to be one of the Shepherds of GBC. The final decision regarding the candidacy will be announced on the following Sunday.

5. The Lead Pastor, because of his position, shall automatically be a member of the team of GBC Shepherds and serve as an Elder as long as he serves as the Lead Pastor.

C. Elders Term of Service

1. Elders, except for Staff Elders, shall serve for three-year terms unless terminated by resignation, or dismissal.

D. Removal of Elders from Office

1. The procedures described in *I Timothy 5:19-20* and *Matthew 18:15-17* regarding church discipline shall be followed as for any person in the body of Christ, including Elders, with the objective of restoration to the body.
2. If restoration is not achieved by the procedure described in paragraph 1 above, any two members may bring the issue before the Shepherds of GBC, who will hear the Elder who may be subject to discipline, in accordance with the prescriptions of *I Timothy 5:19-20*. No matter will be scheduled for a hearing without corroborating testimony from at least two witnesses (or other corroboration; e.g., one human witness and one other form of evidence, such as corroborating emails, text messages, etc).
3. After hearing the issue, the Shepherds of GBC will decide what action is required.
4. When there is a reason to remove a shepherd from the GBC Shepherding Team, the Shepherds of GBC shall be unanimous, not including the shepherd in question, following the same procedures as used for selection.
5. The Chairman of the Shepherds of GBC will advise the disciplined shepherd of his removal from the Shepherds of GBC both in person, when practical, and in writing, and also advise the church congregation.
6. When the issue that required the shepherd's removal has been properly resolved and the restoration process is complete, the former GBC shepherd may be eligible to return to the Shepherds of GBC following the process for selection of Elders.

D. Composition of the Shepherds of GBC

The Shepherds of GBC shall be composed of the Lead Pastor, pastoral staff, and other biblically qualified individuals, appointed by the Holy Spirit, *Acts 20:28*.

E. Specific Organizational Roles (i.e., “Officers”) within the Shepherding Team

1. The Shepherds of GBC shall select the following officers of the incumbent Elders for a one-year term:

- a. Chairman
- b. Secretary

The foregoing officers shall be selected from the Shepherds of GBC and may succeed themselves. The election of officers shall be held the first meeting after the annual Business Meeting. The officers of the Elders shall be announced in the church bulletin.

2. The Shepherds of GBC shall select from the church membership the Church Treasurer.

4. Officers of the Shepherds of GBC shall act as officers of the corporation and of the church membership.

F. Responsibilities of the Officers

1. The Chairman’s Duties

- a. Act as President of the Corporation
- b. Execute all resolutions of the Shepherds of GBC
- c. Ensure communication of decisions of the Shepherds of GBC that are of general interest to the congregation.

2. The Secretary’s Duties

- a. Keep minutes of all meetings of the Shepherds of GBC and have copies sent to all Elders.
- b. Serve as Secretary of the Corporation and keep minutes of all church Business Meetings and have charge and custody of the minute book of the Corporation.
- c. Perform such other duties as may be prescribed by the Shepherds of GBC or the Chairman.
- d. Affix his signature to all instruments in writing requiring the signature of the Secretary.

- e. Have custody of the official seal of the church and affix it as required.

3. The Treasurer's Duties

- a. Supervise and maintain the safe-keeping of corporation funds and securities.
- b. Keep a full and accurate account of receipts and disbursements in church ledgers.
- c. Oversee the deposit of monies and other valuable effects in name and to the credit of the Corporation in such depository as shall be designated by the Shepherds of GBC.
- d. Disburse the funds of the church as ordered by the Shepherds of GBC or its delegate.
- e. Render to the Shepherds of GBC for each calendar month an account of all his transactions as Treasurer, updating the current financial condition of the church.
- f. Submit for audit each calendar year, an account of all his transactions as Treasurer, and the current financial records of the church.

G. Conduct of Shepherds of GBC Meetings

- 1. The Shepherds of GBC shall meet regularly and at such times as the Elders shall select. Meetings shall be held approximately once per month. The Elders shall call additional meetings as warranted by the business or needs of the church.
- 2. Sixty percent of incumbent Elders, including the Pastor, shall constitute a quorum.

Section 7. Deacons

A. General

The Deacons shall serve the Church by assisting the Shepherds of GBC. The authority and responsibility of the Deacons shall be set forth in guidelines established by the Elders.

B. Selection of Deacons

- 1. Candidates for the office of Deacon shall be nominated from the church membership by the Shepherds of GBC and recognized for their spirituality, their faithfulness, their leadership, their genuine desire and willingness to serve in church ministries, and their individual adherence to Biblical qualifications described in the Scriptures.
 - a. Blameless (above reproach) as a steward of God *I Timothy 3:2; Titus 1:6-7*

- b. Husband of one wife (a one-woman man) *I Timothy 3:2; Titus 1:6*
 - c. Temperate (sober, vigilant) *I Timothy 3:2*
 - d. Sober-minded (prudent) *I Timothy 3:2; Titus 1:8*
 - e. Of good behavior (orderly, respectable) *I Timothy 3:2*
 - f. Given to hospitality (lovers of strangers, open home) *I Timothy 3:2; Titus 1:8*
 - g. Not given to wine *I Timothy 3:3; Titus 1:7*
 - h. Not violent (pugnacious) *I Timothy 3:3; Titus 1:7*
 - i. Patient (moderate, forbearing, gentle) *I Timothy 3:3*
 - j. Not a brawler (not contentious, soon angry, or quick tempered) *I Timothy 3:3; Titus 1:7*
 - k. Not covetous (not a lover of money or greedy) *I Timothy 3:3; Titus 1:7*
 - l. Rules well his own house (his children are faithful and not accused of rebellion to God) *I Timothy 3:4; Titus 1:6*
 - m. Not a novice (not a new convert) *I Timothy 3:7*
 - n. Has a good report or reputation with outsiders *I Timothy 3:7*
 - o. Not self-willed *Titus 1:7*
 - p. A lover of good (men and things) *Titus 1:8*
 - q. Just (fair) *Titus 1:8*
 - r. Holy (devout) *Titus 1:8*
 - s. Self-controlled *Titus 1:8*
2. His moral and private conduct shall honor the name of God, His Son and the Holy Spirit.
 3. He must be an active member of the church and subscribe to the church Doctrinal Statement and abide by the Bylaws.

4. He shall be approved by the Elders, submit a Deacon Application, and then be affirmed by the Elders.

C. Deacons Term of Office

1. A Deacon shall serve an annual term and be annually reviewed by the Elders.
2. A Deacon shall be dismissed in accordance with the same procedure as used for Elders.
3. Deacons who have served their full term are eligible to be reappointed to additional terms by the Shepherds of GBC.

Section 8. Associations

This church shall not at any time become a member of any denomination, ecclesiastical or ecumenical movement.

Section 9. Annual Meeting

A business meeting will be held in January of each year. The date and time will be at the discretion of the Board of Elders. Notification of the time, place and tentative agenda will precede the meeting by at least fourteen (14) calendar days. Notification requires publication in church media and verbal announcement in weekly services. Business to be conducted will include affirmation of the leadership appointments, budget review, and a report of the year's ministry from the Shepherds of GBC. Other business may be brought before the congregation at the discretion of the Shepherds of GBC

Section 10. Special Meetings

Special meetings may be called by a quorum of the members of the Shepherds of GBC. Notification of the time, place and tentative agenda will be announced prior to the meeting.

Section 11. Amending Bylaws

These bylaws shall be amended at any time by the unanimous vote of the Elders.

Section 12. Dissolution

Upon dissolution of the Corporation, the Shepherds of GBC shall cause the assets herein to be distributed to another corporation with similar purposes to that of Grace Bible Church of Hutchinson.

Section 12. Sexuality and Marriage

We believe the term "marriage" has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture.

We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography or any attempt to change one's gender, or disagreement with one's biological gender, is sinful and offensive to God.

We believe that in order to preserve the function and integrity of the church as the local Body of Christ, and to provide a biblical role model to the church members and the community, it is imperative that all persons employed by the church in any capacity, or who serve as volunteers, should abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with scripture nor the doctrines of the church.

Section 13. Support Staff

Any non-contract, part-time, or full-time support staff employee of Grace Bible Church:

1. Must agree not to participate in or represent any idea or activity that is contrary to the elders' understanding of GBC's doctrinal statement and bylaws. Both while actively representing Grace Bible Church in their employment duties and in their personal life.
2. Shall be a member in good standing, as determined by the Shepherds of GBC. If the employee is not in good standing, they may be terminated from employment regardless of professional competency.