

CONSTITUTION

Preamble

We, the members of the Grand Rapids Evangelical Free Church, in order to carry out more efficiently the commission given by Jesus Christ to his Church, do ordain and establish the following Constitution to which we voluntarily submit ourselves.

Article I

Name

The name of this organization shall be "The Grand Rapids Evangelical Free Church."

Article II

Purpose

The purpose of this organization shall be to spread the Gospel of Jesus Christ in every way prescribed or approved by the Holy Scriptures, to engage in such religious, educational, charitable, and benevolent work as the Constitution and Bylaws of this organization may determine, and to own and maintain such property and equipment as may be required to carry out the above-stated purpose.

Article III

Statement of Faith

The Statement of Faith of this Church shall be the same as that of the Evangelical Free Church of America which reads as follows:

1. We believe in one God, Creator of all things, holy infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: The Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.
2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired word of God, the bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.
3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.
4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus-Israel's promised Messiah-was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into Heaven and sits at the right hand of God the Father as our High Priest and Advocate.

5. We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

6. We believe that the Holy Spirit, in all He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

7. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

9. We believe in the personal, bodily and *premillennial glorious* return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

10. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to praise His glorious grace. Amen

Article IV

Membership

Any person who confesses belief in the Lord Jesus Christ has the assurance of salvation and who purposes to live in accordance with this confession, may become a member of this organization, hereafter referred to as the Church. The procedure for membership shall be as outlined in the bylaws.

Article V

Government

The Church Government is congregational in form. The Church Membership, under Christ, is the final authority in all administrative matters. The Executive Board shall be the official

representative of the Church Membership and shall be comprised of the following officers: Chairman of the Church, Secretary, Treasurer, Financial Secretary, and any other position so noted by the Bylaws.

Article VI

Property Rights and Dissolution

Section 1.

This church shall have the power to receive, either by gift or purchase, and to hold such real, personal, or mixed property as is authorized by the laws of the State of Minnesota and is deemed necessary for the business of the Church, and shall have the power to dispose of such property by mortgage, deed or otherwise. All such property shall be held in the name of the Church. The Executive Board shall have the power to receive, purchase, acquire, sell, lease, convey, mortgage, deed or otherwise transfer property of the Church, but only after having been duly authorized by the Church at a regularly called business meeting. All contracts, notes, mortgages, conveyances, assignments, leases, releases, and other documents and papers on behalf of the Church shall be executed by the Executive Board.

Section 2.

In case of dissolution of the Church organization, the property shall be assigned to the North Central District Association of the Evangelical Free Church of America. The Church shall be considered dissolved if so decided by the Church Membership or when the Church Membership has not held an annual business meeting for three years or when less than six (6) members remain.

Section 3.

If division occurs in the Church Membership (from which we pray God by His mercy to preserve us), the name and all property are retained by those of the Church Membership adhering to this Constitution. If a question of division arises that the Church Membership cannot resolve, the North Central District Association will be consulted for arbitration and their decision will be final.

Article VII

Standing

Section 1.

Authority: The membership of the Church, at its annual, quarterly and special business meetings, is the legislative and governing body of this organization.

Section 2.

Affiliation: This Church shall be affiliated with the North Central District Association and its parent organization, the Evangelical Free Church of America and its branches, and shall send delegates to their conferences, support their home and foreign missions, and unite in all mutual efforts for the furtherance of the Gospel of Christ in the measure that the Church itself may officially decide.

Article VIII

Amendment of Constitution

An intent to change the Constitution must be announced at a congregational meeting. A written notice will be sent to each member one month prior to the next congregational meeting. The quorum for a constitutional meeting shall be fifty (50) percent of the total membership. Any change may be adopted by a minimum of three-fourths majority of the members present at such a meeting.

Article IX

Provision for Bylaws

A supplement to this constitution known as Bylaws shall embody the stated qualification and duties for Pastor and Officers, Boards and Committees, conditions for membership, method by which members are received and parliamentary rules and regulations for the activities of the Church. Suggested changes in the Bylaws shall be presented by any three members, in writing, to the Executive Board one month prior to any Church Business meeting and made a part of the Bylaws when so decided by said meeting.

BYLAWS

Article I Membership

A. QUALIFICATIONS

1. Any person who confesses belief in the Lord Jesus Christ, has the assurance of salvation, and purposes to live in accordance with this confession (Statement of Faith), may ~~become~~ *apply to become* a member of this organization, hereafter referred to as the Church. The procedure for membership shall be as outlined in the Bylaws (Article IV, Constitution).

B. ADMISSION

1. Any person, 18 years of age or over, may apply for membership to the Pastor, the Chairman of the Church, or to any member of the Elder Board.
2. Applicants shall participate in membership instruction and/or interviews with the Pastor.
3. The Elder Board shall hear the testimony and examine all applicants for membership *vote at the next quarterly business meeting.*
4. No member shall belong to any organization whose practices (oaths, rituals, etc.) are in conflict with, or contrary to the Word of God. *No person seeking membership shall be a member of another church – they must discontinue membership with another church prior to being voted into membership at GREFC.*
5. Before applicants are recommended to any business meeting, a list of their names shall be made known to the membership at least one week prior to the business meeting. If any member has a valid reason for objecting to the receiving of any applicant into the Church, he shall immediately appear before *a member of* the Elder Board and give Scriptural reasons for his objections. The validity of these objections shall be considered by the Elder Board.
6. All satisfactory candidates shall be recommended by the Elder Board to any business meeting of the Church for approval and admissions. They shall be elected to membership by a unanimous vote of the members present, *including members present virtually.* The applicant shall not be present in the meeting when his application is being considered.
7. The accepted applicant shall be publicly welcomed into membership ~~at some subsequent regular worship service~~ *in regular communications* of the Church.
8. Those who wish to transfer their membership from another church to the Grand Rapids Evangelical Free Church will have to meet all the requirements for membership in Article I of the Bylaws.

~~9. Those who have previously been members of the Grand Rapids Evangelical Free Church are exempt from membership training, but must meet all other requirements of membership according to the By laws.~~

C. ABSENCE

1. It is expected that every member who ~~is~~ *has a planned absence* of twelve months or longer will communicate with the Church annually concerning his or her interest in ~~this organization's work remaining a member. Those gone longer than one half (1/2) year (6 months) will be considered an "Inactive member" not counting towards a quorum for business meetings.~~

2. Any person, absent more than one half (1/2) year (6 months) from whom no communication has been received, may be dropped from the roll by a vote of the Church, after having been contacted *or attempted to be contacted* and upon recommendation from the Elder Board. ~~All the letters of withdrawal or transfer shall be reported to the Church at the next regular business meeting.~~

D. WITHDRAWAL OR TRANSFER

Any member who wishes to withdraw or transfer from the Church will, upon *verbal or* written request, receive a letter of withdrawal or transfer from the Elder Board. All the letters of withdrawal or transfer shall be reported to the Church at the next regular business meeting.

E. CONDUCT

1. All members are encouraged to remember each other in prayer, to aid each other in sickness and distress, and to be courteous in speech and slow to anger.

2. Each member is called upon to heed the admonition of the Lord: "Do not love the world or the things of the world," and "do not be conformed to this world, but be transformed by the renewing of your mind, that you may prove what the will of God is, that which is good and acceptable and perfect." He should be an example in speech and conduct, in love, in faith, in purity, (I John 2:15; Romans 12:1, 2; I Timothy 4:12) and to abstain from any act or practice which may be harmful in its influence or a stumbling block to the weak (Romans 14:12, 21).

3. All members are encouraged to support the Church with faithful attendance, prayer, talents, spiritual gifts, and material means *and by living out and supporting the mission of GREFC.*

4. It is the expectation of all members to respect the will of the congregation in reference to the organizational structure, to hold in honor positions of authority, and to follow established policies and procedures affecting the functioning of this organization.

F. DISCIPLINE

1. If any member shall conduct himself in a manner which is not in harmony with the above Scriptural principles and for which he does not show evidence of repentance, he shall be

interviewed and counseled by the Pastor and the Elder Board after the manner clearly indicated in the Word of God (Matthew 18:15-17; Galatians 6:1,2). The restoration of the erring member shall be the primary purpose, and love shall be the sole motivating force in these interviews.

2. If any member in the course of their fellowship with this Church should denounce their conviction concerning their faith in the saving work of the Lord Jesus Christ, or to err from the beliefs essential to sound doctrine as expressed in the EFCA Statement of Faith, this shall constitute sufficient grounds for dismissal from the membership roll of this Church. Dismissal shall occur only after such grounds for dismissal have been established through an interview with the individual by the Elder Board.

3. Any member who has withdrawn or who has been excluded from the Church loses all rights of the Church.

G. PROPERTY RIGHTS

~~1. Any member who has withdrawn or who has been excluded from the Church loses all rights of the Church.~~

1. The private property of the individual members of this Church shall be exempt from corporate debt.

2. While all church property belongs to the church members collectively, equipment is not intended for personal use, but only for ministry use. Individuals wishing to use the facility or equipment must complete a "Facility Use" form and turn in to the Church Office for approval.

Article II Meetings

A. WORSHIP SERVICES

Worship services, ~~Sunday school~~ *training and education* services and other Gospel services shall be conducted at such time as is decided by Church ~~Membership Leadership~~.

B. ANNUAL MEETING

1. The Annual Business Meeting of the Church membership shall be held during the month of January each year at such a time as may be decided by the Executive Board. At this meeting, annual reports shall be ~~received;~~ *presented*, necessary business transacted, ~~and~~ plans for the coming year outlined, *approval of the next year's budget, and any voting of membership or elected officials.*

2. The fiscal year shall end December 31st of each year.

C. BUSINESS MEETINGS

1. Regular Business meetings of the Church membership shall be held during the third week of the first month following each quarter, e.g. First Quarter (January, February, March) Quarterly Business meeting held third week in April; Second Quarter (April, May, June) Quarterly Business meeting held third week in July; Third Quarter (July, August, September) Quarterly Business meeting held third week in October; Fourth Quarter (October, November, December) Quarterly Business meeting held ~~third week~~ in January and combined with Annual Meeting. *The agenda will made be available one week in advance.* Election of officers shall be held on the third quarterly business meeting *or as determined by the Executive and Elder Boards.* Adoption of Church budget for the fiscal year shall be held on the fourth quarterly business meeting. *Church members and attenders may join business meetings virtually. Virtual members' votes will count as a member's vote.*
2. Special business meetings may be called at the discretion of the Chairman of the Church, Pastor, or by a majority vote of the combining membership of Executive Board and Elder Board.
3. Notice of special business meetings shall be ~~given~~ *provided* by the Executive Board Secretary by announcement at the regular Sunday Services of the church prior to the date of the meeting, and by written notice ~~mailed~~ *provided* in time to reach all ~~resident~~ members at least three days prior to the date of the meeting.

D. RULES AND PROCEDURE

1. The Chairman of the Church shall preside at all business meetings of the Church Membership. In his absence, the Vice-Chairman of the Executive Board will preside.
2. Quorum: Those members present *or virtual*, constitute a quorum for regular business. Special actions require fifty-one percent (51%) of the active voting membership of the Church. (Special actions include: Hiring or Dismissal of a Pastor, Sale of or acquiring of church property, land &/or Building, Changes made to the Constitution & Bylaws, *or Any* other business deemed necessary by the Executive Board & Elder Board.) Seventy-five percent (75%) of the Executive Board and Elder Board shall constitute a quorum for the transaction of their business. *Members attending virtually must be visible (device camera turned on) if they are voting for identity verification.*
3. Voting: All matters *requiring a vote* shall be determined by a three-quarters (3/4) vote *of the quorum* except where otherwise specified in these Bylaws, or by the decision of the Church Membership.
4. Robert's Rules of Order (revised) shall govern this organization unless it is inconsistent with the Church Constitution and Bylaws.

Article III **Government**

A. AUTHORITY

The membership of the Church, at its annual, quarterly and special business meetings, is the legislative and governing body of this organization. (Article VII Section 1. Constitution)

B. DELEGATION OF AUTHORITY

To more effectively administrate the corporate ministries of this community of believers, we the membership establish the following organizational structure. Specific responsibilities and designated authority are given in trust to elected individuals. These elected individuals are ultimately accountable to the membership for the administering of their office and the activities of their subordinates. (See Illustration I)

C. CORPORATE DIRECTION

Ministry Goals and Budgets will be established yearly or as needed by the Church Membership with the aid of preparatory work by the Executive Board, Elder Board, and Ministry Leaders.

D. CORPORATE MINISTRIES

1. Executive Board - The Executive Board provides organizational support for the Church ministries through maintenance and development of these specific areas:

a. Church Government - The Executive Board is responsible for maintaining the procedures of the Constitution, Bylaws, and Corporate Policies.

b. Facilities and Properties - The Executive Board is responsible for the care and upkeep of all buildings, grounds, and equipment, also for the plans to enlarge and update these as ministry needs indicate.

c. Records and Finances - The Executive Board *via the church's staff* is responsible for the keeping of corporate records such as history of church events, worship attendance, minutes of Church business meetings and Board meetings, Church membership and baptisms, etc. They are also responsible for the maintenance of the financial affairs of the church. *The Executive Board has the final decision on hiring/firing of paid employees (other than a pastor) and setting compensation and benefits.*

d. Budget and Goal Setting - The Executive Board will work with the Ministry Leaders in the goal setting procedure and establishment of a budget to submit to the Elder Board for approval

e. Elect from among its members a Vice-Chairman. The Vice-Chairman will assume the responsibilities of the Church Chairman in his planned absence. The Vice-Chairman will not succeed the Chairman in a permanent absence.

2. Church Chairman - The Church Chairman *is a member of the Elder Board; he* provides administrative supervision of the Executive Board, serves as the Church moderator for Church business meetings, serves as a liaison between the Executive Board/Elder Board and Executive Board/Ministry Leaders and Executive Board/Congregation. He has the authority to share his concerns regarding the spiritual health of the Church and its ministries with the Pastor and the Elder Board. He is an ex-officio member of all ministry groups.

3. Elder Board - The Elder Board seeks to promote maturity and ministry by stimulating vision and direction. They guide by example and instruction; they also lead by means of prayer. The Elder Board works in these specific areas:

a. Spiritual Leadership - The Elder Board will make every effort to sense the pulse of the Church and measure its ministry efforts against the mandates of our Lord and the ~~established purposes and goals~~ *Church's mission and vision statements.*

b. Evaluation and Training of Leadership (*Elected Officials, Staff and Ministry Leaders*) - The Elder Board will offer evaluation of all leadership, their focus and plans, and encourage their personal and spiritual growth. They will assist the Pastor in training and also be a sounding board for new ideas from the Leadership.

c. Budget and Goal Setting - The Elder Board will receive for approval the final budget from the Executive Board

d. Guidance and Counsel - The Elder Board will provide counsel or arbitration for concerns which may arise within the Church. They may also recommend policy statements that are not directly tied to specific ministry areas.

e. Protection - The Elder Board will protect the Church from doctrinal error, divisive agents, and will exercise Church discipline when it is necessary.

f. Prayer and Visitation - The Elder Board will spend extensive time in group and individual prayer. They will ~~visit~~ *connect with* members, regular attenders and newcomers to develop and keep communication lines open.

g. Pulpit Supply - The Elder Board will arrange for speakers when the Pastors ~~is~~ *are* gone.

h. Membership and Qualification - Membership will not exceed 10 members and should not be any less than three. The membership will include the Senior Pastor and Church Chairman. *Other Pastoral staff may be appointed Elders as needed and appropriate. This appointment(s) is at the discretion of the Elder Board. All other Staff (non-Elders) who might attend meetings will not have voting rights.* Members may be added as deemed necessary by the Elder Board and ratified by the Church Membership *at the next regular business meeting.* Qualifications for membership are stated in I Timothy 3:1-7* and I Peter 5: 1-4. *Note resolutions, Article I

i. Mentoring and developing prospective Elders for a period of time prior to accepting/being elected to the position.

4. Senior Pastor - The Senior Pastor will ~~provide~~ *assist the elder board in providing* administrative supervision for the Elder Board and Ministry Leaders. He will promote the ~~ministries of worship, edification, evangelism, and fellowship~~ *discipleship, vision/mission, strategy, and the training of leaders. He will also train lay people for the leadership of these ministries.* He has authority to share concerns regarding the organizational aspect of the Church with the Church Chairman and the Executive Board. He is an ex-officio member of all ministry groups.

5. Ministry Leaders - The Ministry Leaders will coordinate and participate in a specific ministry area; they are responsible for these tasks:

a. Goal Setting and Budget - Ministry Leaders with the Executive Board will assist the congregation in goal setting and establishing a budget to meet those goals.

b. Objectives and Standards - The Ministry Leaders will establish objectives and standards for each goal. Objectives are very specific statements of what will be done to meet a goal.

c. Recruitment and Implementation - The Ministry Leaders (*membership required*) will recruit leaders and workers and will implement actions to meet the goals. *Ministry Leaders are responsible for ensuring the qualifications and training (in conjunction with leadership) of their team.*

d. Evaluation and Supervision - The Ministry Leaders will establish lines of supervision for their subordinates. The Ministry Leaders will evaluate the overall performance and are accountable to the Elder Board.

e. Set Policies - The Ministry Leaders will set policy within a particular goal area. They will also set financial policy, such as who may purchase items. In a goal area the Ministry Leaders could set a policy, such as qualifications for ~~Sunday School Teachers~~ *Children's Ministry leads.*

f. Ministry Leaders will participate in a training program with the Pastor or one of the Elders before embarking on a ministry goal. *They will also participate in annual leadership training and be trained in the church vision/mission/strategy.*

E. ELECTION AND TENURE OF OFFICERS

1. All officers may succeed themselves to consecutive terms-, *which shall be limited to three (3) consecutive terms in the same position.*

2. Elected Offices and Tenure - The following offices will be filled *by Church members* only by the election process as follows:

a. Executive Board:

Church Chairman.....Two years

Secretary.....Two years

Treasurer.....Two years
Financial Secretary.....Two years
Facilities Coordinator.....Two years
(Procedure: two elected one year and three the next.)

b. Elder Board:
Elders.....Two years

c. Pastors.....Per terms of contract

d. Nominating Committee.....One year
(Procedure :)

a. General Elections - Elections will be held on the third quarterly business meeting *or annual meeting* by closed ballot. All nominees must be members in good standing and interviewed by the Nominating Committee to determine their qualification. A Nominating Committee will be elected at the third quarterly business meeting *or annual meeting* for the coming year. They will secure names of nominees and will present a roster of prospective individuals to the Elder Board no later than two months prior to the election meeting; *and They* will post a complete sample ballot for the congregation to review one ~~month~~ *week* prior to the election meeting. The Nominating Committee will count the ballots and will deliver the names of those nominated to the Chairman. *One member will overlap for continuity into a second year. The Nominating Committee must consist of no less than three members at any given time.*

b. Pastoral Elections - A Pastoral ~~Call-Committee~~ *Search Team* will be elected by the Membership at any regular or special business meeting. They will establish a procedure for the process of finding a Pastor and will submit it to the Elder Board. The Pastor will be chosen by a three-quarter majority vote at any regular or special business meeting of the church. He will be called for an indefinite period of time and one month notice will be given by the Pastor of the Church for the termination of his ministry.

Article IV **Provision for Policies and Job Descriptions**

A. POLICIES

~~A booklet identifying and defining the e~~Corporate policies of the Church will be made available to members and non-members. These policies will cover frequently occurring situations. Policies ~~will be recommended~~ *are approved* by the Executive Board or the Elder Board ~~in written form to the Congregation at any regular or special business meetings for ratification.~~

B. JOB DESCRIPTIONS

1. Paid Staff:

A job description will be established for each position in the Church. It will include: area of responsibility, person accountable to, general duties, and expectations. *The Executive Board will*

approve all job descriptions.

2. Volunteer Ministry Positions:

The corporate Ministry Leaders are responsible for the development of job descriptions and training people for these positions.

Article V **Amendments**

These Bylaws will be altered or amended by a vote of the Membership at any regular or special business meeting of the Church. Suggested changes in the Bylaws shall be presented by any three members, in writing, to the Executive Board one month prior to any Church business meeting and made a part of the Bylaws when so decided by said meeting.

Resolutions

Article I **Divorce**

We, as a Church, do not condone divorce, but neither do we condemn those who have fallen into that circumstance. When divorce does occur, we will encourage a time of healing and a re-grouping for that person. We want to be clear in our commitment: while we realize that God does not delight in seeing marriage end, he does forgive. We are committed to pray for the presence of God's Spirit to bind and heal while recognizing that a marriage is a union of two people with free wills. We pledge to be supportive and active in the healing process that must take place when a marriage is threatened or broken. We offer unfailing prayer support and availability with the hope that God may be glorified as an end result. *Persons who have experienced divorce are not precluded from membership or participating in ministry positions.*

Article II ***Marriage and Sexuality***

In keeping with our commitment to the EFCA Statement of Faith, we believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

- We believe that marriage has been instituted and ordained by God, and that marriage is defined as the exclusive covenantal union of one man and one woman in which such union is a lifetime commitment. Genesis 2:21-24, Matthew 19:4-6*
- We believe that legitimate sexual relations are exercised solely within marriage. Hence, sexual activities outside of marriage, including but not limited to, adultery, premarital sex, homosexuality, and pedophilia, are inconsistent with the teachings of the Bible and the church.*

Further, transgender behavior and the creation and/or distribution and/or viewing of pornography are incompatible with the biblical witness. Romans 1:24:31, 1 Cor.6:9-11, Col. 3:5-11

- *We believe that the roles of husbands, wives, fathers, mothers, and children are clearly stated in the Scriptures, including the principles of discipline, instruction, and correction. When found to conflict with laws and/or social norms, we will follow the biblical principle. Eph. 5:22- 6:4, Col. 3: 18-21*

- *We believe that love and respect are due, and to be offered, to all people, as we're all created in the image of God. However, when the Scriptures speak against other philosophies, belief systems, and behaviors, we will be true to the Scriptures and will speak the truth but will do so in love. Roman 12: 14-21, 1 Peter 3: 8-12*

Every pastor or employee hired by the church shall affirm their agreement with GREFC's statement on marriage and human sexuality and conduct themselves in a manner that is consistent therewith. Church leaders, teachers and members are expected to teach and live in a manner that is consistent with this policy.

Constitution/Bylaws

Article III E2b - Elder Term approved and changed from 3 year to 2 years by unanimous vote of members at the Quarterly Congregational Business Meeting on July 15, 2014

Reprinted 7/17/2014. All revisions to the Constitution and Bylaws up to this date are reflected in this document.

“Statement of Faith” updated and approved January 2013 by GREFC Executive Board in order to reflect the EFCA Statement of Faith that was adopted by the conference on June 26, 2008.

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Officially accepted January 12, 1999.