# CHURCH CONSTITUTION

The name of the Church is Deal Pentecostal Church[1] (the Church) and is presently located at 69 Mill Hill, Deal, Kent. CT14 9EW. The Church has adopted the Model Deed[2] for local Assemblies of God Churches Inc. (the Deed) This document should be read in conjunction with the Deed. This document is subsidiary to the Deed. All terms used in this document shall have the meaning attributed to them in the Deed. The Assemblies of God Statement of Faith is at the end of this document.

The Church Council adopted this document by resolution on the Ninth day of August in the year Two Thousand and One

## 1. OBJECTS OF THE CHURCH

These are as stated in the Deed

## 2. CHURCH COUNCIL

2.1. The Church Council shall consist of appointees from the Ministers, Elders, Deacons and other Leaders of the Church. The minimum number on the Council shall be three. A quorum shall consist of more than half the number of Church Council members. Members shall be informed of the date and time of any Meeting at least forty-eight hours in advance

2.2. Normally the Senior Minister of the Church shall be the Chairman of the Church Council

2.3. At its meetings the Church Council shall endeavour to reach a consensus on matters under discussion. In the event of the Chairman considering a vote to be necessary on a particular item the Chairman shall not have a second casting vote in the event of a deadlock.

2.4. Requests for specific matters to be considered by the Church Council may be submitted in writing to the Minister/Church Council at least one week before a meeting of the Church Council

## 3. LEADERSHIP

### 3.1. Ministers

3.1.1. In order to be appointed a Minister must

a. satisfy the Eldership requirements of Scripture
b. be committed to the work and vision of the Church
c. be ratified by the existing Church Council on the recommendation of the Senior Minister (if applicable) or the Regional Superintendent.
d. be recognized or seeking recognition as a Minister in Fellowship with Assemblies of God Incorporated
e. By virtue of their appointment, Ministers will...
   under contract to the Church Council
   be entrusted with the Spiritual oversight of the Church

[1] formerly known as New Life Christian Centre and changed to Deal Pentecostal Church June 2006 - see minutes of Church Council meeting 24/05/2006

[2] This Trust Deed was revised in 2006 and the Church Council agreed to adopt the new Model Trust Deed 05/06/2006

be responsible jointly or separately for the Church's Vision, Worship, Prayer, Bible Teaching, Ministry, Pastoral Care and Evangelism.

3.1.2. Any complaint about a Minister must be made in writing to the Church Council and must be confirmed by a witness. The Church Council will then share the matter at a Church Council meeting and report back to the complainants on any decision made. Disciplinary matters concerning the Senior Minister must be brought to the Regional Superintendent's attention who will confer with the Church Council.

3.1.3. A Minister may resign at any time by written notice but will normally be expected to serve three months notice.

3.1.4. A Minister shall be required to resign from office immediately if….

a. the Minister is found to be living in a manner out of keeping with Scriptural requirements, or

b. is no longer in fellowship with the Assemblies of God.

**3.2. Elders**

3.2.1. If appointed, Elders must...

a. satisfy the requirements of Scripture for Elders

b. be committed to the work and vision of the Church

c. be a Church member

d. be ratified by the existing Church Council on the recommendation of the Senior Minister

3.2.2. Any complaint about an Elder must be made in writing to the Minister/Church Council and must be confirmed by a witness. The Church Council will then share the matter at a Church Council meeting and report back to the complainants on any decision made.

3.2.3. An Elder may resign at any time by written notice

3.2.4. An Elder will be required to resign from office immediately if...

a. the Elder is found to be living in a manner out of keeping with Scriptural requirements, or

b. the Elder is no longer a Church member.

**3.3. Deacons and Leaders**

3.3.1. In order to be appointed, Deacons and Leaders must....

a. satisfy the requirements of Scripture for Deacons

b. be committed to the work and vision of the Church

c. be ratified by the existing Church Council on the recommendation of the Minister

d. be a Church member.

3.3.2. Any complaint about a Deacon or other Leader must be made in writing to the Minister/Church Council and must be confirmed by a witness. The Church Council will then discuss the matter at a Church Council meeting and report back to the complainants on any decision made.

3.3.3. A Deacon or Leader may resign at any time by written notice.

3.3.4. A Deacon or Leader will be required to resign from office immediately if...

a. the Deacon or Leader is found to be living in a manner out of keeping with Scriptural requirements, or

b. the Deacon or Leader is no longer a Church member.

## 4. CHURCH STAFF

4.1. All appointments to remunerated positions must be ratified by the existing Church Council on the recommendation of the Church Council

4.2. It is recognized that on occasions it may be in the best interests of the Church to make available residential accommodations for any members of the Church Staff. In the event of the Church providing such accommodation the same must be provided as against appropriate security documentation to preserve the property of the Church

4.3. All remunerated staff shall be under contract to the Church Council

## 5. REMUNERATED MINISTERS AND MEMBERS OF THE CHURCH COUNCIL

5.1. The provisions of the Deed shall apply

## 6. HOLDING TRUSTEES

6.1. The responsibilities of the Holding Trustees is as set out in the Deed

6.2. Holding Trustees shall be appointed as set out in the Deed and shall be

a. sympathetic to our Pentecostal Belief
b. in good standing with their local Church

6.3. The removal of the Holding Trustees is set out in the Deed

6.4. Meetings of the Holding Trustees shall be chaired by the Minister

6.5. The Holding Trustees may appoint a secretary to keep minutes at their meetings and record all resolutions

## 7. CHURCH OFFICERS

### 7.1. Chairman

7.1.1. The Chairman of the Church Council will normally be the Senior Minster of the Church.

### 7.2. The Secretary

7.2.1. the Secretary holds office in accordance with the terms of the Deed

7.2.2. the Secretary shall:

a. keep signed copies of the minutes of Members Meetings and Church Council Meetings
b. keep certified copies of the minutes of the Meetings of the Holding Trustees and other Church departments
c. sign on behalf of the Church Council official documents requiring the signature of the Secretary
d. keep a copy of the Church Register

### 7.3. The Treasurer

7.3.1. The Treasurer holds office in accordance with the terms of the Deed

7.3.2. The Treasurer shall:

a. oversee the receipt of all income to the Church
b. oversee all salaries, superannuation, expenses, and payments to employees of the Church and payments to the Inland Revenue of all due Income Tax and National Insurance contributions

c. oversee all documentation related to the Inland Revenue including the annual returns
d. oversee all documentation relating to the filing of the annual returns to the Charity Commissioners
e. maintain a record of all collections - all collections to be counted and signed for by no less than two persons
f. oversee payments for goods and, services as authorized by the minutes of the Church Council
g. oversee the keeping of full records, of all income and expenditure and present an annual report to the Annual General Meeting and a quarterly report to the Church Council
h. oversee the arrangements for the banking and investment (subject to appropriate professional advice) of Church monies
i. oversee the negotiation of loans required for the Church where approved by the Church Council
j. oversee the maintenance of insurance cover as required by the Church Council and Holding Trustees for the Church's assets
k. oversee the administration of the Gift Aid Scheme in accordance with the requirements of the Inland Revenue

### 7.4. General

7.4.1. The duties of the Treasurer and the Secretary may be altered by the Church Council by prior written notification and they shall comply with all lawful instructions issued by the Church Council

## 8. MEMBERSHIP

### 8.1. Basis

8.1.1. Membership shall be open to all who are sixteen years or older and:
a. by grace have exhibited saving faith in the Lord Jesus Christ
b. have been water baptised as a Believer
c. actively support the Church's Vision and Values
d. desire to worship and serve God in the context of the Statement of Faith as approved by the Assemblies of God.
e. submit to the principles set out in this Constitution

8.1.2. Applications for membership shall be made to the Church Council

### 8.2. Responsibilities and Privileges

8.2.1. Members shall...
a. take an active part in the work and worship of the Church according to their ability and circumstances
b. relate into the Church's system of Pastoral care
c. prayerfully contribute to the unity, encouragement and fellowship of the Church
d. show a Scriptural regard for those in positions of leadership
e. be prepared to live by the accepted rules of Christian conduct

8.2.2. Members shall support the Church by…
a. regular attendance at services of worship
b. regular prayer

c. considered giving

## 9. DISCIPLINE AND GRIEVANCE PROCEDURES

9.1. It is implicit in membership of the Church that members accept the responsibilities and privileges of membership as set out in this Constitution

9.2. Church membership may be terminated by the Minister together with the Church Council for any of the following reasons:

a. failure to attend the Church Services for three consecutive months
b. death or presumed death
c. misconduct
d. regular attendance at another Church unless approved by the Church Council
e. unable to worship and serve God within the context of the Church's Statement of Faith
f. unable to actively support the Church's Vision and Values

9.3. The Minister/Church Council are responsible for maintaining good discipline within the Church for the glory of God and the sake of the testimony. The Minister/Church Council shall investigate any alleged breach of the accepted rules of Christian conduct. Where such breach is substantiated the following disciplinary measures may be imposed:

a. private verbal caution by the Minister
b. verbal caution in the presence of the Minister and Church Council
c. written caution as to future behaviour
d. temporary suspension of membership for a limited period, involving possible absence from Church activities and meetings
e. removal from office
f. permanent revocation of membership

9.4. The making of apologies and/or restitution may also be required. The individual shall have the right to make representation in person or writing to the Ministers and Church Council when the matter is considered.

9.5. In accordance with Scriptural requirements it may also be necessary for the Minister and Church Council to inform the Church of a disciplinary measure.

9.6. Notwithstanding the provisions of 9.3 and 9.5 above it will be the Minister and Church Council's intention to restore and reinstate in a loving and discreet manner. The more severe measures will only be adopted where the greater interests of the Church require such a course of action.

9.7. A member with a grievance other than one relating to a disciplinary matter may ask the Minister and Church Council to investigate the matter. They shall investigate the matter and shall inform interested parties of their findings and any proposed recommendations. Interested parties may make further representations to the Church Council. The Church Council shall then decide on the matter and their decision shall be final

## 10. MEMBERS MEETINGS

10.1. To be held, yearly in accordance with the Deed

## 11. GENERAL CONFERENCE AND REGIONAL MEETINGS

11.1. The Church is a registered Charity and the Church Council are the managers of the Charity in law with a minimum of three people constituting the members of the Church Council.

11.2. The Church is in fellowship with the national Charity Assemblies of God Incorporated which functions through its General Conference and Regional Councils. Decisions can be properly made by both General Conference and. Regional Councils which may impact on the Church as a Charity (one particular example being a commitment of finances to a project). As a separate registered Charity such a commitment on behalf of the Church can only be made by the Church Council.

11.3. It is therefore deemed essential that the Senior Minister shall have the power by proxy to commit the Church in the event of voting on such issues either at General Conference or Regional Council Meetings. A Representative may attend in place of the Senior Minister with the approval as required of the Minister/Church Council of the Church and the approval of the Regional Council. The Minister/Representative to report back to the Church Council at the next meeting following the relevant General Conference meeting/Regional Council meeting

## 12. ADDENDUM

### 12.1.1. Church Leadership

### 12.1.2. Management Trustees

The Management Trustees are the Church Council. They comprise of the Minister, together with other Church members appointed by the Church Council and must satisfy the requirements of Scripture as found in 1Tim.3:8-13. All Management Trustee appointments shall be ratified by the Church members at either an extra-ordinary Church meeting or at the AGM.

The Church Council[3] is legally responsible for the management of the Church and has the spiritual oversight of the Church. The minimum number of the Council is three with the quorum consisting of more than half the number of Church Council members. Normally the Senior Minister of the Church is the Chairman and they meet at least four times a year, regulating their own proceedings. Notice of at least forty-eight hours has to be given for Church Council meetings unless all agree to attend.[4] Requests for specific matters to be considered may be submitted in writing to the Minister or Church Council at least one week before a meeting.

### 12.1.3. Management

The Church Council will consult the Church members before finalising any major decisions including the appointment of Church Council members or that would incur any major financial commitment.

[3] The current **Management Trustees** are Paul Fermor, Margaret Fermor, Ray Teague and Jean Odon - agreed 29/03/2003

[4] Agreed at Church Council Meeting 14/02/03

### 12.1.4. Holding Trustees

Holding Trustees are appointed by the Church Council and stand possessed of the property upon trust for sale as directed by the Church Council. [5]

### 12.1.5. Leaders of Departments

Other than the Minister, all those in any form of leadership must be a Church Member and have been attending our Church regularly for at least 6 months. They are expected to set an example by attending the 2 main Church meetings prepared and in time to be used as required. Prior notification should be given to the Leadership of any expected non-attendance

## 12.2. Complaints

See **Complaints Policy and Procedure** adopted May 2015

A member with a grievance other than one relating to a disciplinary matter may ask the Minister and Church Council to investigate the matter. They shall investigate the matter and shall inform interested parties of their findings and any proposed recommendations. Interested parties may make further representations to the Church Council. The Church Council shall then decide on the matter and their decision shall be final

The Church Leadership would take any substantiated complaint seriously but where there is a conflict between personalities we expect the individuals to try to address the matter with each other before approaching the church. The biblical principle for resolving difficulties is for the offended party to go and see the other person to seek reconciliation as found in Matthew 5:23-24 and Matthew 18:15-17.[6]

If members have a misunderstanding, disagreement or grievance within the Church, but find it difficult to approach the Pastor, they should contact one of the Church Leadership, another Pastor who regularly ministers at the Church, or the AoG Offices. This safety-net is here so that no-one needs to feel they are beyond help or that they are being disloyal.

## 12.3. Members

The "*accepted rules of Christian conduct*" stated in 8.2.1.e. includes marriage. *We uphold the Biblical standard of monogamous, heterosexual marriage between a biological man and biological woman as the only acceptable union.*[7] We also expect Members to be loyal citizens of our Country: *We render loyalty to Her Majesty's Government as far as conscience and morality permit.* All prospective Church Members should be seen to be integrating into the Church family and activities before they are accepted as Members[8]. Church keys should not be given/lent to people until they have been attending Church for at least 6 months[9].

## 12.4. General Council and Area Council Meetings

The power by proxy of the Senior Minister to commit the Church at General Conference or Area Council Meetings as described in 11.2 and 11.3 above shall be

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[5] The current **Holding Trustees** are Margaret Fermor, Jean Odon, Ray Teague and Olive Wager – agreed 01/07/2002

[6] Agreed at Church Council Meeting 05/07/04

[7] Agreed at Church Council Meeting 19/03/04. Ratified at AGM 20/03/2004

[8] Agreed at Church Council Meeting 21/10/15

[9] Agreed at Church Council Meeting 04/11/15

limited to non-financial matters. Any financial commitment undertaken shall have the prior approval of the Church [10]

### 12.5. Autonomy of the Church

The Church is free to conduct all its own congregational affairs without the infringing of its rightful privileges by the AoG General Council, its Committees, Departments or Members or by any AoG Area Council except in matters specified by the AoG Constitution.[11]

### 12.6. Area Assistance

In the event of serious difficulties arising within the Church, application for advice or assistance may be made to the AoG Area Council. This assistance would be given when either the Pastor, the Church Council or 1/3 of the Church Members request it. The AoG Appeals panel may be appealed to if either party is not satisfied with the ruling of the Area Council.[12]

**What is the difference between a Managing Trustee and a Holding Trustee?**
A managing trustee takes on all the responsibilities and liabilities for the charity.

A holding trustee simply lends their name for legal transactions as an unincorporated charity does not exist in law and therefore legal documents are not able to be signed by the organisation, only by individuals.

Charity Commission OG 38 C2 - 13 February 2001
Usually the sole function of holding trustees is to hold the title to all or part of the property of a charity. They can play no part in the management of the charity. They must act on the instructions of the administrative trustees, unless carrying out the instruction would be a breach of trust. Providing they act in this way, they will not be liable for any of the actions of the administrative trustees.

[10] Agreed at Church Council Meeting 13/01/05
[11] See AoG Constitution Local Assemblies and Ministers: 2.1.7
[12] See AoG Constitution Local Assemblies and Ministers: 2.1.8

## MEMBERSHIP COMMITMENT

Having received Jesus Christ as my Lord, I have been Water Baptised as a Believer and I now feel led by the Holy Spirit to unite with this local church family at **Deal Pentecostal Church.** I desire to worship and serve God in the context of the Statement of Fundamental Truths as approved by Assemblies of God and I actively support the Vision and Values of Deal Pentecostal Church. In so doing, I commit myself to God and to the other members of our Church, to do the following:

**I will Protect the Unity of our Church**
**By acting in love toward other members**
**By speaking words of faith and encouragement to others**
**By respecting both the authority of the Holy Spirit and of our God-appointed leaders**

**I will Share the Responsibility of our Church**
**By being an active witness to God's grace**
**By inviting the unchurched to attend**
**By warmly welcoming those who visit**

**I will Serve the Ministry of our Church**
**By using my God-given gifts and talents**
**By being equipped to serve**
**By developing a servant's heart**

**I will Support the Testimony of our Church**
**By attending faithfully**
**By living a godly life**
**By giving regularly**

**STATEMENT OF FUNDAMENTAL TRUTHS**

as approved by the General Council of Assemblies of God

*This statement of Fundamental Truths is not intended as a creed for the Church but as a basis for unity for a full Gospel Ministry: I appeal to you, brothers, in the name of our Lord Jesus Christ, that all of you agree with one another so that there may be no divisions among you and that you may be perfectly united in mind and thought. 1Cor.1:10*

**We believe** that the Bible (i.e. the Old and New Testaments excluding the Apocrypha), is the inspired Word of God, the infallible, all sufficient rule for faith and practice (2Tim.3:15-16; 2Pet.1:21).

**We believe** in the unity of the One True and Living God who is the Eternal, Self-Existent "I AM", who has also revealed Himself as One Being co-existing in three Persons - Father, Son and Holy Spirit (Deut.6:4; Mark 12:29; Matt.28:19; 2 Cor.13:14).

**We believe** in the Virgin Birth, Sinless Life, Miraculous Ministry, Substitutionary Atoning Death, Bodily Resurrection, Triumphant Ascension and Abiding Intercession of the Lord Jesus Christ and in His personal, visible, bodily return in power and glory as the blessed hope of all believers. (Isa.7:14; Matt.1:23; Heb.7:26; 1Pet.2:22; Acts 2:22; 10:38; 2Cor.5:21; Heb.9:12; Luke 24:39; 1Cor.15:4; Acts 1:9; Eph.4:8-10; Rom.8:34; Heb.7:25; 1Cor.15:22-24, 51-57; 1Thes.4:13-18; Rev.20:1-6).

**We believe** in the fall of man, who was created pure and upright, but fell by voluntary transgression (Gen.1:26-31; 3:1-7; Rom.5:12-21).

**We believe** in salvation through faith in Christ, who, according to the Scriptures, died for our sins, was buried and was raised from the dead on the third day, and that through His Blood we have Redemption (Titus 2:11; 3:5-7; Rom.10:8-15; 1Cor.15:3-4). This experience is also known as the new birth, and is an instantaneous and complete operation of the Holy Spirit upon initial faith in the Lord Jesus Christ. (John 3:5-6; James 1:18; 1Pet.1:23; 1John 5:1).

**We believe** that all who have truly repented and believed in Christ as Lord and Saviour are commanded to be baptised by immersion in water (Matt.28:19; Acts 10:47-48; Acts 2:38-9).

**We believe** in the baptism in the Holy Spirit as an enduement of the believer with power for service, the essential biblical evidence of which is speaking with other tongues as the Spirit gives utterance (Acts 1:4-5, 8; 2:4; 10:44-46; 11:14-16; 19:6).

**We believe** in the operation of the gifts of the Holy Spirit and the gifts of Christ in the Church today (1Cor.12:4-11, 28; Eph.4:7-16).

**We believe** in holiness of life and conduct in obedience to the command of God (1Pet. 1:14-16; Heb.12:14; 1Thes.5:23; 1John 2:6).

**We believe** that deliverance from sickness, by Divine Healing is provided for in the Atonement (Isa.53:4-5; Matt.8:16-17; James 5:13-16)

**We believe** that all who have truly repented and believe in Christ as Lord and Saviour should regularly participate in Breaking of Bread (Luke 22:14-20; 1Cor.11:20-34).

**We believe** in the bodily resurrection of all men, the everlasting conscious bliss of all who truly believe in our Lord Jesus Christ and the everlasting conscious punishment of all whose names are not written in the Book of Life (Dan.12:2-3; John 5:28-29; 1Cor.15:22-24; Matt.25:46; 2Thes.1:9; Rev.20:10-15).

## CHURCH VISION

**Our Church's Vision is JESUS and we believe that He should be our focus. We proclaim Jesus, admonishing and teaching everyone with all wisdom so that we may present everyone perfect in Christ** Col.1:28

*To give every man, woman and child the opportunity of understanding the Gospel and provide a Church where they can grow and develop in ministry for the glory of God*

**To fulfil this vision we are:**

**A Local Church with a World Vision:**

*We meet locally for worship, prayer, Bible teaching and fellowship. We minister globally, reaching out to the world with the good news of Jesus Christ.*

**A Praying and Glorious Church:**

*God intends that His wisdom is seen and His glory experienced in the Church. As we pray fervently and in faith, we see God perform miracles.*

**A Training Church:**

*Our Church Services are planned to equip the congregation to live faith-full lives and to prepare them for works of service. We encourage active participation in the corporate Praise, Worship, Prayer, Bible Reading and Ministry. Church is a life-boat not a pleasure-boat and we are called to be workers not spectators. We want all of God's people to be released to minister the Gospel.*

**A Sending Church:**

*Our Church is a Mission Church and we send our members out as missionaries. A Missionary is not someone across the sea but someone who sees a cross! The mission field begins in our neighbourhood and extends to the nations.*

## CHURCH VALUES

### *Preaching and Teaching the Bible:*

The Bible is the basis of everything we believe and testifies of Jesus, who is the Word of God. God's Word is spirit and life. It is active and works in us who believe because faith comes from hearing the Word of God proclaimed.

### *Prevailing Faith:*

*Prevail means "to win through, to take the crown, to overcome". Faith is the complete confidence in God and His Word. It is prevailing faith that overcomes and keeps us in victory. Maturity comes from the testing of our faith. We are blessed if we persevere and don't give up.*

### *Presence of God:*

*God can be known personally and to know Him is eternal life. God lives in us by the Holy Spirit and in His Presence, miracles become normal, prayers are answered and love for Jesus deepens.*

### *Passionate Love for God:*

Our love for God will be extreme if we have been forgiven much. God wants us to be totally absorbed with Him and His will.

### *Praise, Worship and Glory:*

*Our objective in Praise and Worship is to express our love for Jesus, so our songs are based on Scripture and very Jesus centred. As we spend time appreciating God, it is easy to hear Him speak to us. We determine to know God's "glory" or "overwhelming Presence".*

***Prayer:***
*The fervent prayer of a Believer is powerful and effective. We pray in confidence, with boldness and in faith, knowing that we can receive anything from God if we ask according to His will.*

***Pentecostal Power - Holy Spirit Baptism:***
*God wants us to be continually overflowing with the Holy Spirit who empowers Believers to live a victorious, overcoming and faith-full Christian life.*

***Pledge of a Good Conscience - Water Baptism:***
*God has saved us to live in His blessings of health, wealth and wisdom. Water baptism of Believers is a pledge of a good conscience and an important part of our salvation.*

***Proportional Giving:***
*Tithing is the normal minimum giving for Christians and is much more than just the physical act of giving to the church. Tithing is bringing cheerfully and in faith, the first 10% of our income into the storehouse (that is, the place that spiritually feeds us). We also give Freewill Offerings or Love Offerings, as a practical way of saying "thank you" to God. It is normal for us to take up a Freewill Offering to support visiting Speakers who minister to us.*

***Prophetic Ministry Gifts:***
*God has given to the Church the specific Ministry gifts of Apostles, Prophets, Evangelists, Pastors & Teachers, to train, equip, edify, unite and mature us. Ministers who have these gifts are regularly invited to speak at our Church in order to complement the Ministry gifts of our Pastor and Church leadership. God has also given to the Church, other gifts to help us such as, miracles, healings, helps, administration and variety of tongues. We expect these gifts to be in operation in our Church.*

***Pastoral Care:***
*The Church leaders are committed to serving you and make themselves freely available. In the same way, the Church leaders ask that you commit yourself to them. However, we do not have dominion over another person's faith. This means that the Church leaders do not have authority in your home and family unless you request it. We can show you a better way of living, but you are responsible to God for yourself and must answer to Him for your own actions. Church leaders are appointed to equip and release you to serve God, not control you. Our desire is for every Church member to grow into maturity and to be able to minister the Gospel effectively. We want our "ordinary" members to be, and to do, something "extra-ordinary" for God.*
**"We are guides into God's most sublime secrets, not security guards posted to protect them."** *1Cor.4:1 TM*

**Assemblies of God Code of Ethics (includes basic obligations for all ministers)**

**Preamble:**

As a minister of Jesus Christ, called by God to proclaim the Gospel, and gifted by the Spirit to lead the church, I dedicate myself to conduct my ministry according to the ethical guidelines and principles set forth in this Code of Ethics, in order that my ministry be acceptable to God, my services be beneficial to the Christian community, and my life be a witness to the world.

**Responsibilities to Self**

1. I will maintain my physical and emotional health through regular exercise, good eating habits, and the proper care of my body.

2. I will nurture my devotional life through a regular time of prayer, reading of the Scriptures and meditation.

3. I will continue to grow intellectually through leadership study and comprehensive reading.

4. I will manage my time well by properly balancing personal obligations, church duties, and family responsibilities.

5. I will be honest and responsible in my finances by paying all debts on time, giving generously to the Lord's work and to worthwhile causes, and living a Christian lifestyle.

6. I will be truthful in my speech, never plagiarizing another's work, exaggerating the facts, abusing personal experiences, or communicating gossip.

7. I will seek to be Christ-like in attitude and action toward all persons regardless of race, social class, religious beliefs, or position of influence within the church and community.

**Responsibilities to Family**

1. I will be fair to every member of my family, giving them the time, love, and consideration they need.

2. I will understand the unique role of my spouse, recognising his or her primary responsibility is as marital partner and parent to the children.

3. I will regard my children as a gift from God and seek to meet their individual needs without imposing undue expectations upon them.

**Responsibilities to Congregation**

1. I will seek to be a servant-minister of the church by following the example of Christ in faith, love, wisdom, courage, and integrity.

2. I will faithfully discharge my time and energies as a Church Leader with proper work habits and reasonable schedules.

3. In my administrative and pastoral duties, I will be impartial and fair to all members.

4. In my preaching responsibilities, I will give adequate time to prayer and preparation, so that my presentation will be biblically based, theologically correct, and clearly communicated.

5. In my pastoral counselling, I will maintain appropriate confidentiality, except in cases where disclosure is necessary to prevent harm to persons and/or is required by law.

6. In my evangelistic responsibilities, I will seek to lead persons to Salvation and to church membership without manipulating converts, proselytising members of other churches, or demeaning other faiths.

7. In my visitation and counselling practices, I will exercise due propriety and seek never to be alone with a person of the opposite sex unless another church member is present nearby.

**Responsibilities to Colleagues**

1. I will endeavour to relate to all ministers, especially those with whom I serve in my church, as partners in the work of God, respecting their ministry and co-operating with them.

2. I will seek to serve my minister colleagues and their families with counsel, support, and personal assistance.

3. I will refuse to treat other ministers as competitors.

4. I will refrain from speaking disparagingly about the person or work of any other minister, especially my predecessor or successor.

**Responsibilities to the Community**

1. I will consider my primary responsibility to be a leader of my congregation and will never neglect ministerial duties in order to serve in the community.

2. I will accept reasonable responsibility for community service, recognising the minister has a public ministry.

3. I will support public morality in the community through responsible prophetic witness and social action.

4. I will obey the laws of my government unless they require my disobedience to the law of God.

5. I will practice Christian citizenship without engaging in political activities that are unethical, unbiblical or unwise.

**Responsibilities to Assemblies of God**

1. I will support, co-operate and be committed to the Fellowship of Assemblies of God, acknowledging the contribution it can make to my life, my ministry and my local church.

2. I will be committed to the Fellowship in the efforts to expand the Kingdom of God and be faithful to its aims and doctrine.

3. I will exercise the highest integrity in all matters of finance especially in relationship to the Fellowship including:

   a) Payment of my Minister's subscriptions

   b) Personally ensuring my local church pays its properly calculated annual contribution to the Fellowship as set out in the constitution.[13]

4. I will make every effort to contribute to the Fellowship by attending regularly the Regional Meetings; and convey apologies when unable to attend and if possible send an assembly representative.

5. I will endeavour to attend the Annual General Meeting Conference and if unable to

[13] This can only apply to the Senior Minister.

attend, will try to send an assembly representative.