



PGM Church

Bringing people back to God

Constitution of the PGM Church.

“Watch your life and doctrine closely.
Persevere in them, because if you do,
You will save both yourself and your hearers.”

1 Timothy 4:16

“Everything should be done in a fitting and orderly way.”

1 Corinthians 14:40

PACIFIC GOSPEL MISSION

31 Anglesea Street

Ponsonby

Auckland 1011

Ph: 09 3789838

Email: pgmchurch@xtra.co.nz

Charities Commission Number: CC10649

Since 1966

Introduction:

The Constitution of the PGM Church (including policies not included in this Constitution) is an authoritative document for the guidance of those who have or are seeking to have a relationship with the PGM Church. This includes Members, Associates, Ministers, Elders, Deacons, and Ministry Leaders. It contains information vital to the church's operation and outlined policies designed for the smooth running of its ministries.

Abbreviation:

PGM Church Pacific Gospel Mission

Acknowledgment:

This document was put together and completed on the 22nd of November 2006 by Reverend Mata Tumu-Makara.

TABLE OF CONTENTS.

Doctrinal Statement of Faith

PGM Accountability System

ARTICLE I - Purpose and Mission Objective

- Section A Historical Ministry Purpose Statement
- Section B Mission Statement and Values

ARTICLE II - Membership

- Section A Official Members
- Section B Associate Members
- Section C Termination
- Section D Membership Duties

ARTICLE III - Church Government

- Section A General Structure and Practices
- Section B Congregational Meetings
- Section C Church Leadership
- Section D Eldership
- Section E Deacons
- Section F Secretary
- Section G Board of Trustee
- Section H Treasurer/Finance Team
- Section I Property/Project Manager
- Section J No Private Pecuniary Profit
- Section K Winding up Provisions.

ARTICLE IV - Ministry Leaders

- Section A Worship
- Section B Mission
- Section C Evangelism
- Section D Fellowship
- Section E Discipleship

ARTICLE V - Staff & Elected Leaders

- Section A General Stipulation
- Section B Ministry Leaders
- Section C The Church Chairperson

ARTICLE VI - Amendments & Procedures

ARTICLE VII - Confidentiality

ARTICLE VIII - Conflict Resolution

ARTICLE IX - Church Covenant

ARTICLE X - Minister

ARTICLE XI - Other Policies

- Section A Financial Policies and Goals

If you have any questions, don't hesitate to get in touch with the Minister or leader or the church office at 09 378 9838, Cell: 0221755933 E-mail: pgmchurch@xtra.co.nz

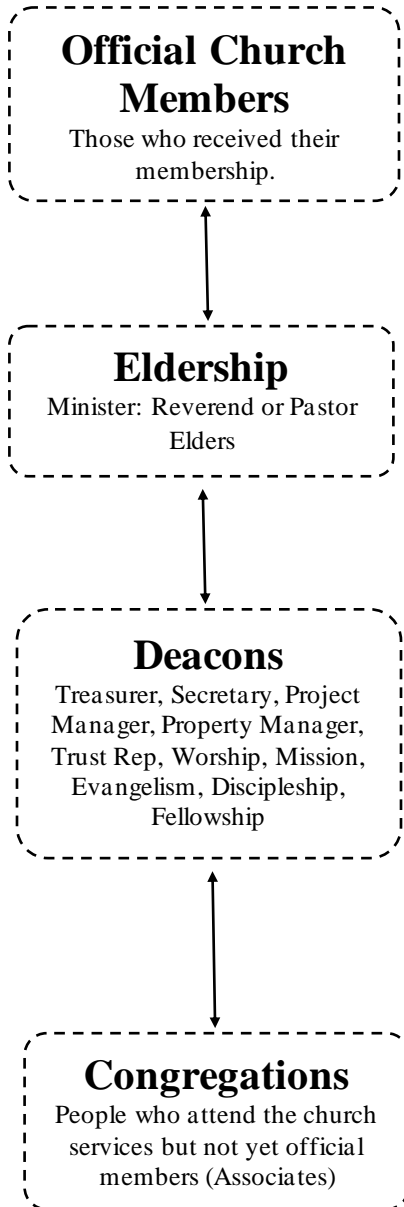
“PGM Church is a Christian Community which helps to bring people back to God.”

DOCTRINAL STATEMENT OF FAITH

Listed below is a snapshot of our general beliefs and how they are aligned with the Word of God (Bible or Scriptures) to show the important fundamentals of our faith.

- The 66 books of the Bible are the written Word of God. The Bible is divinely inspired and inerrant throughout. Every word is factually true in all the original autographs, and it is the supreme authority for doctrine, reproof, correction, and instruction in righteousness.
- The final guide to the interpretation of Scripture is Scripture itself.
- We affirm the existence of a triune God or one God in three distinct persons - the Father, the Son, and the Holy Spirit. God is self-existent, eternal, unchanging, omnipotent, omnipresent, holy, righteous, and loving. God created the universe from nothing, and He rules over all His creation sovereignly including both human and spiritual beings.
- Jesus Christ is God, the living Word, who became flesh through His miraculous conception by the Holy Spirit and His virgin birth. Hence, He is the perfect Deity and true humanity united in one person forever.
- Jesus lived a sinless life and voluntarily atoned for the sins of men/women by dying on the cross as their substitute, thus satisfying divine justice and accomplishing salvation for all who trust in Him alone.
- Jesus rose from the dead. He ascended into heaven and sat down at the right hand of God the Father, where He, the only mediator between God and people, continually makes intercession for His own.
- Human was created in the image of God. He/she sinned by disobeying God; thus, he/she was separated from his/her Creator.
- Humans are born with a sinful nature. Our works can never merit salvation, but we receive salvation as a gift by faith in Christ. Humans are made right to God by faith in Christ and are born anew into His kingdom.
- The salvation of people is wholly a work of God's free grace and is not the work, in whole or in part, of human works or goodness or religious ceremony. Christ was credited with people's sins and therefore God gave His righteousness to those who put their faith in Christ alone for their salvation and thereby justified them in His sight.
- The first command a believer must submit to obey is publicly identifying oneself with Christ by baptism. Baptism is an outward testimony of an inward surrender and must follow a profession of faith.
- The Holy Spirit has come into the world to reveal and glorify Christ and to apply the saving work of Christ to people. He convicts and draws sinners to Christ, imparts new life to them, continually indwells them from the moment of spiritual birth, and seals them until the day of redemption. God's Holy Spirit works within the believer to produce Christ-like characteristics (fruits of the Spirit) and to conform each believer to the image of Christ.
- Every believer is called to live in the power of the Holy Spirit who indwells us so that each believer will not fulfill the lust of the flesh but bear fruit to God's glory.
- Jesus Christ is the Head of the Church, His Body, which is composed of all believers, living and dead, who have been joined to Him through saving faith.
- God encourages His people to assemble regularly for worship, for participation around the communion table, for edification through the Scriptures, and mutual encouragement.
- At physical death the believer enters immediately into eternal, conscious fellowship with the Lord and awaits the resurrection of his body to everlasting glory and blessing.
- At physical death the unbeliever enters immediately into eternal, conscious separation from the Lord and awaits the resurrection of his body to everlasting judgment and condemnation.
- Jesus Christ will come again to the earth - personally, visibly, and bodily to bring to completion the eternal plan of God.
- The Lord Jesus Christ commanded all believers to proclaim the Gospel throughout the world and to disciple men of every nation. Each believer plays a role in reaching the world and ministering as part of the body of Christ.

PGM CHURCH ACCOUNTABILITY SYSTEM



Article I. Purpose and Mission Objective

Section A. Historical Ministry Purpose Statement

PGM Church is to fulfill God's mission (to go out into the entire world as God's ambassador and to gather people back to God) through a relationship with Jesus Christ through the ways he Evangelized (witness, justice, proclaim, fellowship, and dialog). The purpose of this church motivated by our love for God shall be:

Matthew 22:37-38

1. To worship the Lord. (Worship)
2. To serve God through serving others (Mission) To, as far as possible, send missionaries and support missions at home, in Pacific Nations, and abroad, which are true to God's Word.

Matthew 28: 19-20

3. To Go and make disciples (Evangelism)
4. To care for the family of God here at PGM Church and in the wider church of God. (Fellowship)
5. To help Christians to grow in maturity (Discipleship) To see the Followers of Jesus Christ living as a citizen of the Kingdom of God

Section B. Mission Statement and Values

1. Mission Statement:

"PGM Church is a Christian Community that brings people into the Community of God."

2. Values:

- We value prayer, bible study, and preaching of the Gospel.
- We value integrity, excellence, holiness, humility, and courage, and are willing to give of ourselves.
- We value unity in truth. All PGM members must agree with and accept the PGM Statement of Faith. In my personal life and ministry.
- We value different cultures and are determined to express our Christianity through our cultures.
- We value the relationship with God, and we are committed to being fully devoted followers of Jesus Christ.

- We value relationships with others, and we are committed to being genuine, honest, and compassionate always recognizing that people matter to God.
- We value our ministries, and we are committed to being always professional showing honesty, integrity, and good stewardship of resources, time, and gifting.
- We are committed to being dependent on the Holy Spirit to proclaim the Gospel accurately and boldly.

Article II. Membership

Section A - Official Members

1. **Eligibility** - This congregation may receive into membership anyone who is born again through faith in Jesus Christ and professes Him before the world. And who has gone through water baptism, who has reached eighteen years of age (with provision), who has a good reputation as to life and character, who attends our membership class, and who accepts the Constitution of this church?
2. **Application** - Those who desire to become official members of this congregation should apply for membership through the Minister or an Elder.
3. **Instruction** - The Minister and the Eldership shall be responsible for ensuring that applicants are adequately instructed in the history, doctrine, and policy of the PGM Church and the local membership responsibilities and opportunities.
4. **Admission**
 - a. The Eldership shall carefully ascertain the spiritual condition and hear the verbal testimony of the applicant, according to James 1:18, I Peter 1:3, and 3:15.
 - b. The congregation upon the approval and recommendation of the Eldership shall act upon the application at the annual or duly called church members meeting. Such applications shall be decided by 75% of the members present.
 - c. Should the applicant be insufficiently known action on his/her application might be deferred until the knowledge of the applicant is obtained?

Section B - Associate Members

1. **Eligibility** - The congregation may receive into its Associate membership:
 - Those who were born again through faith in Jesus Christ and profess Him before the world, which has a good reputation as to their life and character that accepts the Policies and Constitution of PGM Church.
 - Those who wish to actively affiliate with this church but who wish to retain their active membership in another church.
 - Those who wish to remain as non-resident members.
2. **Application** - will be in accordance with Article II, Section A, and Paragraph 2.
3. **Admission** - will be in accordance with Article II, Section A, and Paragraphs 3 & 4.
4. **Privileges** - Associate members will enjoy the privileges of regular members except that of voting and holding any leadership positions.
5. **Method of becoming Active Members** - Any Associate Member may become an official Member if he or she meets the requirements of Article II, Section A.

Section C - Termination

1. **Official members may make requests - Written requests for withdrawal of membership** to the Minister who shall present the request to the Congregation along with a recommendation from the Eldership for action. If the withdrawing member is subject to a disciplinary process, such withdrawal and termination of membership will be delayed until the termination of the disciplinary process. Once a request for termination, withdrawal, or any other form of disassociation from membership is approved by the Eldership, the Minister will confirm the decision in writing to the withdrawing member and will remove the withdrawing member's name from the Church records of membership. This action will be effective on the date the vote was taken, or on a date mutually agreeable to the withdrawing member and the Eldership. This correspondence will be incorporated into the permanent record of this church. Any rights, privilege, or responsibility that may have

accrued by virtue of office or service to that person shall cease upon effect.

2. **Forfeiture** - The membership roll shall be reviewed by the Eldership once each calendar year. All members who have been absent from the regular services of the church for 6 months or who have failed to communicate with the church within that time shall have their names presented to the Congregations for consideration for a termination of their membership. Final action shall not be taken until contact has been attempted or made to say members and a period of sixty days for reply has been allowed. Final action shall include a letter of such action informing the member of his/her removal from membership.
3. **Dismissal** - In case any member of the church shall be discovered living or teaching in a manner unbecoming to a Christian and contrary to the doctrine of the Word of God, the Statement of Faith, or the Policies and Constitution, then shall the church through the Eldership correct such a member in a kindly way. If a said member shall not repent but shall continue in the same evil way, said member shall be recommended to the congregation for dismissal from the church membership. See texts: Matt. 18:15-18, I Cor. 5:11-13 and II Cor. 2:5-11, 7:5-12.
4. **Restoration** - Any person who has been dismissed from the membership may again be received into the fellowship of the church when he or she shall be restored from said fall and walk once more in the fear of the Lord. Such restoration shall follow the rules given in Article II, Section A.
5. **Surrender of Privilege** - Any member whose membership has been terminated for any reason thereby surrenders all membership privileges.

Section D - Membership Duties

We expect our members to fulfill our mission and vision by growing spiritually as fully devoted followers of Jesus Christ in the following ways:

1. Confess with your mouth that you have received Jesus Christ as your personal Lord and Savior and that you have eternal life. Romans 10:9, John 1:12, 1 John 5:11-13

2. Commune with God daily through scripture reading, prayer & following Christ. Mat 22:37, Ps 119:105, John 15:4, John 14:23-24, John 12:25-26, Luke 11:2, 1Thes 5:17
3. Celebrate God and hear the preaching of God's Word by participating in a weekly worship service. Ps 145:7, Heb 10:25, Acts 2:42
4. Continue to grow spiritually by learning God's word and following God's will. Ps 145:4, Prov 13:20, Rom 12:1-2, Ps 119:1-4, 2 Cor 3:17
5. Connect with others in loving relationships by being part of a small group, class, or ministry team. Heb 10:25, Num 11:17, Acts 2:42-47, 1 Thess 5:11, Gal 6:2, 1 John 4:11-12
6. Consecrate yourself to Christian service with your God-given time, abilities, gifts, and desires. Eph 2:10, Rom 12:4-8, Gal 5:13, 1 Cor 12
7. Communicate the love of Christ by word and deed to others. Mat 5:16, Job 11:18, Col 1:10, Mk 1:17, 2 Cor 5:19-21, Acts 26:17-18, Luke 6:27-31
8. Contribute your God-given resources by generously and faithfully giving financially to God's work at our church and beyond. 2 Cor 9:7, Prov 3:9-10, Mal 3:10, Deut 14:22, Acts 11:29

Members also ...

9. Exercise Authority - Active members reserve the right to:
 - a. Initiate requests(s) at an Elders meeting. The Elders by or must act upon requests, so initiated the next church meetings meeting.
 - b. When approved by a majority of those members attending a properly called congregational meeting, change any and all rules and/or decisions of the Church Eldership, and Ministry Leaders in accordance with the Articles of this Standard.
 - c. When approved by a majority of those members attending a properly called congregational meeting, nullify all rules and/or decisions of the Church Eldership.

Article III. Church Government

Section A - General Structure and Practices

1. **Supervision** - All members will be under the supervision of the Eldership unless otherwise stated in these Constitution. All Deacons and ministry leaders shall be accountable to the Eldership and together shall be subject to the congregational decisions of this church.
2. **Decisions** - All items of business after praying shall be decided by at least a 75% majority of votes cast by the official members present

except as stipulated in other sections of this Constitution.

3. **Quorum** - A quorum to conduct business in any Eldership or Ministry meeting, not including congregational meetings, shall be 51% of its established constituted members. A quorum to conduct business at a congregational meeting shall be however many members attend that meeting at the time a decision is to be made, provided notice of such meeting was provided in writing or verbally in a regularly scheduled worship service not less than two weeks prior to such meeting.
4. **Ex-Officio Members** - An Ex-Officio Member is a member of a ministry by virtue of an office he or she holds and shall not be elected to an office on that ministry.
5. **Committees** - Each ministry may appoint, upon the approval of the Church Eldership, other personnel that may come under its jurisdiction to fulfill efficiently the duties assigned to it.
6. **Rules** - All ministry leaders shall acquaint themselves with the procedures of this Standard and shall conduct all business in an orderly manner.
7. **Meetings** - All ministry leaders shall meet at least once a month to evaluate their ministries. A ministry leader, with the agreement of the Minister, may call special meetings.
8. **Duties** - All Leaders who hold responsibilities within the different ministries of this church shall adhere to the duties as outlined in their respective job descriptions as approved by the Church Eldership.
9. **Elders, Deacons/ness, and ministry leaders** - Shall include Minister, Elders, Secretary, Treasurer, 2 or 3 elected deacons/ness, and ministry Leaders elected by the congregation to conduct the ministry, organizational, outreach and business affairs of this church.
10. **Operating Budget** - Each ministry shall prepare, submit, and manage an operating budget for that ministry in compliance with the Eldership and Finance guidance for inclusion in the proposed Annual Budget.

Section B - Congregational Meetings

1. **Members** - All official members of the church are to be regarded as voting members of this congregation. The membership of this church body shall exercise such authority and responsibility as are vested in them in Article

V, Sections 1 and 2 of the Articles of Memberships.

- a. **Privilege** - Official members have the right and privilege, except as noted in these Constitution, to attend all church meetings, to voice thought and opinion, to participate in proceedings, make motions or seconds to motions, and vote on such matters as are brought before the congregation. Associate Members can speak about such issues but cannot make motions, seconds, or vote for or against any question moved for consideration. Members enjoy the right to attend duly called meetings and various ministries unless excluded by the presiding officer of the Eldership or ministry leaders based on the confidential nature of the agenda or for reasons that may prove to be for the good of the Church. Those attending members who are not on the elected/appointed roll of the Eldership or ministry leaders may be recognized for discussion but do not enjoy Motion, Second, or voting privileges during Church meetings.
- b. **Authority** - The Official membership of this Church retains the right to initiate requests for consideration or inclusion on a Church Meeting agenda. Such requests must be considered by the Eldership at that meeting or the next regularly scheduled meeting of Eldership meetings. A recommendation to table a request may be honored with the intent to investigate the issue fully prior to the next regularly scheduled meeting of Eldership. Further, the membership may question with intent to amend, reverse, or nullify any rule or decision of the Eldership, ministry leader(s), or committee at a duly called Congregational meeting considered to be for the good of the church body.
- c. **Responsibility** - As they are able, the members are expected to participate in all regularly scheduled or duly called business meetings of the Congregation. Members shall respect the Church decisions, properly made and binding; and, as much as in them and where conscience is not violated, encourage,

and promote implementation or compliance thereof.

2. **Officially Called Meetings** - A special meeting of the Congregation may be called by:
 - a. The Minister and one other member.
 - b. OR written request of 75% of the voting membership.
 - c. Upon the request of a simple majority of the Eldership.
3. **Annual Meetings** - There shall be two Annual Congregational Meetings of the church. The first Annual Congregational Meeting shall be held on a feasible day, every three years in December, said day to be chosen by the Minister and the Eldership. At that meeting, the congregation shall consider and vote on:
 - a. **Election of Ministry Leaders** - The Leaders listed under Article IV and all members in each ministry described in Article III Sections E - N. Leaders elected shall serve from February 1 until January of their three-year term.
 - b. **New Business** - New business to be considered at the Annual Congregational Meeting should be submitted in writing to the Eldership at least two weeks prior to the meeting.

A second Annual Congregational Meeting shall be held on a feasible day each April, said day to be chosen by the Minister and Eldership. At that meeting, the congregation shall consider and vote on:
 - c. **Annual Budget** - the budget recommended by the Treasurer for the following fiscal year.
 - d. **New Business** - New business to be considered at the Annual Congregational Meeting should be submitted in writing to the Minister or to the Eldership at least two weeks prior to the meeting.
 - e. **Annual Report** - A written report shall be made available at the April Annual Congregational Meeting by the following: the Minister, Trust, the Ministry Leaders, the Secretary, and the Treasurer.

Section C - Church Leadership

- a. **Members** - Minister, Elders, and deacons (Secretary, Treasurer, Board of Trustee, Project management, property manager)
- b. **Duties** - It shall be responsible for the coordination of all ministries of the church, except as otherwise stated in this Constitution, and conduct an annual policy review.
- c. **Vacancy** - In case a vacancy occurs in any elected ministry or if any elected Leader consistently neglects or is unable to perform his or her duties, the Eldership, if it is deemed necessary, may appoint a qualified person to fill such vacancy until the next Annual Congregational Meeting.
- d. **Reports** - All leaders of the ministries shall be present to make their reports, answer questions, and/or highlight their previously submitted written reports, including the reports of the committees under their jurisdiction.
- e. **New Teams** - It shall be responsible for making any recommendations to the congregation at a duly called congregational meeting to divide the existing church ministries or to create new ministries as the Church Eldership deems necessary for the efficient functioning of the church.
- f. **Policies and Rules** - It shall formulate a Policy Manual of rules not otherwise stipulated in this Constitution which it deems wise and essential for the efficient functioning of the church.
- g. **Church Members Not on Leaderships** - Any Official church member shall be privileged to attend any church leadership meeting to observe and voice his or her opinion.

Section D - Eldership

1. **Members** - Three or depending on the increase of number in membership shall serve on the board of Eldership "The minister is automatically an Elder and will act as the facilitator."
2. **Qualification for Elders**
 - To be an elder, one must have a good reputation.
 - An elder must also have a testimony of faith.
 - These qualifications are found in 1 Timothy 3:2-11, Hebrews 11:2

- Divorced individuals must receive a divorce exception ruling by the Eldership.

3. Elders are appointed – not a democratic vote. In scripture, elders and all church leaders are appointed by the other church elders after prayer and after biblical qualifications have been met. *References:* Acts 14:21-23, Titus 1:5-9, Numbers 27:18-20

4. Elders’ Duties

- Elders’ co-ordinate and empower *References:* Acts 11:29-30
- Elders govern the church and preach *References:* 1 Timothy 5:16-17, 1 Peter 5:1
- Elders guard church doctrine *References:* Acts 15:2, Acts 16:6. Seeing that no speaker shall present from the pulpit anything inconsistent with the Statement of Faith of this church.
- Elders exercised church authority *References:* Acts 15:22
- Elders lead financial affairs *References:* Acts 11:30
- Elders resolve disputes *References:* Acts 15:6, 22, Matthew 18:15-17. Hearing any complaints made against any of the church members or, if any misunderstanding arises, it shall be the duty of the Eldership to ascertain the facts and seek to bring about a satisfactory reconciliation,
- Elders are responsible for the testimony of Christ to the world *References:* Acts 20:17-21
- Elders pray for the sick *References:* James 5:14-16
- Elders must be committed to Prayer and God’s Word *References:* James 5:16b, Acts 6:1-4, Hebrews 4:16, 1 John 14:15, John 14:23-24, 2 Peter 1:3, 1 John 2:4-6, 2 Timothy 2:15, John 17:17, Psalm 119:160

Other Duties

The Eldership shall concern itself with the spiritual welfare of the total church. It shall also be responsible for:

- The leadership of the public worship services in the absence of the Minister
- Aiding the Minister in the baptismal service, in the Lord’s Supper, in the

counseling of inquirers, care of the flock, and safeguarding the doctrines and spiritual welfare of the church.

- Praying for the whole church ministry and constituency.
- Caring for the poor, the sick, and the needy.
- Assisting the Minister in the visitation ministry.
- Interview new member candidates and make appropriate membership recommendations to the congregation.
- Recommending and modeling attendance as much as possible at all the church services,
- Submitting nominees for future elders to the existing Eldership,
- Shall meet regularly with the minister for review, evaluation, planning, and spiritual edification.
- Develop and oversee Ministers’ physical welfare.
- Oversee personnel policies.

Section E – Deacon/ness

1. **Members** – Secretary, Treasurer, Board of Trustee, Property Manager, Project Manager
2. **Qualifications** – Scripturally, the role of deacon is one of service, and faithfulness to this area of responsibility is one of the qualifications for becoming an elder. Each deacon/ness shall meet the biblical qualifications for deacon/ness as described in Titus 2:3-5.
3. **Deacons are democratically voted in.** The official members will vote for the Secretary, Treasurer, Property Manager, and Project Manager. They will automatically become deacons.

Section F – Church Secretary

1. **Duties** - The Church Secretary shall maintain the membership roll in good order. He/she shall go over the roll once each calendar year and shall, after consultation with the Minister, make a recommendation to the Eldership for action to be taken regarding the relationship of any member of the church as indicated in Article II, Section C, and Paragraph 2.
2. **Letters** - According to the action of the Eldership, the Church Secretary shall

issue letters of transfer of members to other churches, letters of inquiry regarding termination, and letters of reception for transferees.

3. **Minutes** - The Church Secretary shall record the minutes of all Leadership and congregational meetings and all official changes in the Constitution.
4. **Certificates** - The Church Secretary shall issue all certificates stipulated by the Church Eldership.
5. **Supervision** - The Church Secretary shall be under the direct supervision of the Church Eldership.
6. **Other Duties** - Making sure that the auditorium is always ready for church Services. Express hospitality to guest speakers. Try to be present at all major church services including funeral services, and weddings at our church.

Section G - Trust Board of the Pacific Gospel Mission Church.

The Trustees are a group of not less than three persons and not more than seven persons who shall be appointed in accordance with the provisions hereof. All the foregoing persons shall hold office until death or retirement or until his office is vacated in accordance with the provisions hereinafter appearing.

All vacancies in the membership of the Trust Board shall be filled from time to time by the remaining Trustees. In the event of the number of Trustees at any time falling below three, then the remaining Trustees may appoint to the office of Trustee such person or persons as may be necessary to bring the number of Trustees up to three.

The office of Trustee shall become and be vacant in each or any of the following cases.

- If the Trustee shall die
- If the Trustee by notice in writing to the Trust Board resigns from his/her office
- If the Trustee refuses to act further
- If the Trustee becomes of unsound mind or becomes a protected person under the Age and Infirm Persons Protection Act 1912 or any Act passed in substitution therefor
- If the Trustee becomes bankrupt or enters a composition or assignment for the benefit of his creditors.

All acts done at a meeting of the Trustees shall be valid, notwithstanding that it be afterward discovered that there was some defect in the appointment of any Trustee or Trustees for that day or that any of them were disqualified.

In addition to their general accountabilities as Trustees, The Trustees are required to keep the rules set out in the Rules Governing the Constitution, Powers, Duties, and Proceedings of the Trust Board of the Pacific Gospel Mission Church.

The Trustees are usually appointed because of their skills and experience.

Section H - Treasurer: Finance Team

The Finance Team shall be responsible for the planning, administration, and management of the financial resources and obligations of this church. Four (4) members shall serve on this team. The members are the treasurer, the elder, the minister and one other incumbent/appointee (accountant) to be confirmed at the Annual meeting of the congregation each year.

1. **Qualifications** - Members elected or appointed to serve on this team shall meet membership requirements set out in Article II, Section A of this Constitution. Additionally, the Minister, the Treasurer, the Elder, and the appointed member shall be bonded for a sum sufficient to protect this church's financial resources from loss.
2. **Term** - Treasurer, Elder, and the appointed member shall serve for a term of three years.
3. **Duties** - This team shall manage the bookkeeping, banking procedures, investments, and similar financial instruments that may accrue for the benefit of this church's purpose and vision.
 - Initiate and maintain procedures to receive, account for, secure, and disburse monies, gifts, and financial instruments contributed to the support and further ministry interests.
 - Establish and maintain a responsible budget for each January 1 through December 31 of the fiscal year. Monitor receipts, expenditures, and cash flow during the course of the fiscal year so as to offer recommended spending appropriations and authorizations that may be timely and prudent.

- Ensure that all financial obligations are paid promptly including all financial provisions due.
- Ensure the accuracy of giving records of the congregation; provide timely records of it for tax purposes.
- Maintain confidentiality and integrity with respect to the identity of congregational giving units.
- Make recommendations to the Eldership concerning financial policy and practice.
- Prepare and present an operating budget for review and approval by the congregation at the Annual Meeting to provide spending guidelines for the ensuing fiscal year.

Other Duties include the following:

- a. Encourage personal and corporate faithfulness and obedience regarding Biblical financial and generosity principles; to foster a more intimate fellowship with Christ, through continual and purposeful corporate-wide education and challenge.
- b. Develop an annual integrated plan of Biblical financial education, funding policy review, and giving analysis.
- c. Organize, facilitate, or oversee the teaching of Biblical financial principles through small group Bible studies, classes, seminars, sermons, and personal financial counseling.
- d. Develop and maintain all funding policies for the church, subject to review by the Church Eldership.
- e. Develop and maintain a rolling annual analysis of current giving, prior to consideration of the annual budget. Assess funding potential prior to major funding initiatives.
- f. The Treasurer shall provide financial status/cash position reports monthly at regularly scheduled meetings of the Eldership and shall provide a written report for inclusion in the Annual Report to the congregation. The Treasurer shall perform the duties typically attributable to the office of Treasurer of an organizational society.
- g. The Treasurer shall perform those tasks and functions prescribed in job descriptions specific to that ministry and position and as referred to in this Constitution.

Section I. Property/Project Manager

1. **Definition** - This Team is organized for developing the church property when the church expresses a need to meet the demands of the services we offer and whose chairperson is elected by the congregation.
2. **Authority** -This Team shall be subordinate in authority to the Eldership. They may not be created without the approval of the Church Eldership.

Reports -They must give updates when needed and prepare reports of their activities at the Annual Congregational Meeting of the church.

Section J. No Private Pecuniary Profit

1. No decision of the church or its leadership shall be made which would allow a member or members to receive any private pecuniary profit provided that:

- a. A member may receive reimbursement for all expenses properly incurred by that member in connection with the affairs of the church.
- b. The church may pay reasonable and proper remuneration to any officer or employee of the church in return for services rendered to the church.
- c. Any member of the church may be paid for all usual professional business or trade charges for services rendered, time expended, and all acts done by that member or by any firm or entity of which that member is a partner, employee, or associate, in connection with the affairs of the church.
- d. Any member may retain any remuneration properly payable to the member by any company or undertaking with which the member may in any way be concerned or involved for which that member has acted in any capacity whatever notwithstanding that member's connection with that company or undertaking is any way attributable to that member's connection with the church.
- e. Nothing shall prevent the church from making payments to any individual (whether a member of the church or not) in fulfilling any of the purposes expressed in Article 1 Section A.

2. Members or leaders of the church, in determining all reimbursements, remuneration, and charges payable in the terms of this clause, shall ensure that the restrictions imposed by the following clause are strictly observed.

3. Notwithstanding anything contained or implied in this Standard, any person who is a member of the church shall not by virtue of that capacity in any way (whether directly or indirectly) determine, or materially influence in any way the determination of the nature or the amount of any benefit or advantage or income or the circumstances in which it is or is to be received, gained, achieved, afforded or derived by that person

Section K. Winding up Provisions.

Subject to Article 3 sections C and D of this Standard, if the members resolve at a properly constituted meeting of the church adopted by a majority of at least 66% of the members present at a such church meeting that the church should be wound up then the net proceeds arising from such winding up shall be applied with the prior approval of the church members and the prior approval of the Elders to such charitable purposes within New Zealand as the members may determine or in default of such determination as may be determined by a Judge of the High Court of New Zealand on application by the members, and such proceeds shall not be paid or distributed amongst the members of this church

Article IV. Ministry Leaders

Section A - Worship

1. **Members** - The membership of the Ministry shall consist of at least 1 member. Additionally, other members can be added if it's needed.
2. **Term** - The Worship Ministry Leader shall be elected to a three-year term.
3. **Duties** - The responsibilities of the Worship Ministry shall be:
 - To oversee and plan all performance-related ministries including music, drama, and other performing arts.
 - To oversee the administration of Children's Worship.
 - To oversee the weekly publication of the Worship Guide.
 - To oversee the scheduling of accompanists, worship leaders, and special music or drama presentations.
 - To maintain all Worship property including instruments, hymn books, Bibles, robes, costumes, music, scripts, and Audio/Visual equipment.

- To oversee staffing and maintenance of instruments and Audio/Visual equipment.
- To oversee staffing of the Ushers.
- To oversee the decorative appearance of the sanctuary (front of the Church) such as banners, holiday decorations, booklets, brochures, and bulletin board information.
- To develop and maintain compliance with the Worship Ministry budget.

Section B - Missions

1. **Members** - The membership of the Ministry shall consist of at least 1 member. Additionally, other members can be added if it's needed.
2. **Term** - The Leader and the Mission Chairperson shall be elected to a three-year term.
3. **Duties of Elected Members** -
 - a. The Leader shall preside over meetings, appoint sub-committees, represent the Ministry at the Church Leadership meetings, present written reports as required, cooperate with the Minister, and shall exemplify a sincere commitment to the Great Commission.
 - b. The Leader shall keep accurate minutes and records of Mission Ministry activities and shall maintain current records of mission correspondence and personnel and submit financial decisions to the Church Treasurer.
4. **Duties** - The responsibilities of the Mission Ministry shall be:
 - To develop and maintain compliance with the Mission Ministry budget.
 - To help provide for the needs of missionaries both on the field and on furlough.
 - To encourage intercessory prayer by the congregation individually and corporately for world missions and especially for the missionaries we support.
 - To educate and inspire the congregation in the realm of local and world missions.
 - To encourage people from within the congregation to volunteer for missionary service and, during the time of their preparation for service, to provide

- counsel and encouragement to those who volunteer.
- To serve as a liaison between the church members, its missionaries-related organizations, agencies, and associations.
- To administer and periodically evaluate all the mission programs of the church.
- To plan, present and promote practical evangelism/mission projects for all ages.
- To periodically review the mission's policy
- To provide information concerning support policies to interested individuals and organizations requesting support.
- To encourage members of the congregation in mission efforts by providing training, encouragement, and opportunities to develop individual gifts as a missionary.

Section C. Evangelism

1. **Members** - The membership of the Ministry shall consist of at least 1 member. Additionally, other members can be added if it's needed.
2. **Term** - The Leader and the Evangelism Chairperson shall be elected to a three-year term.
3. **Duties of Elected Members** -
 - The Leader shall preside over meetings, appoint sub-committees, represent the Ministry at the Church Leadership meetings, present written reports as required, cooperate with the Minister, and shall exemplify a sincere commitment to the Great Commission.
 - The Leader shall keep accurate minutes and records of Evangelism Ministry activities shall maintain current records of mission correspondence and personnel and submit financial decisions to the Church Treasurer.
4. **Duties** - The responsibilities of the Evangelism Ministry shall be:
 - To develop and maintain compliance with the Evangelism Ministry budget.
 - To help provide for the needs of missionaries both on the field and on furlough.
 - To encourage intercessory prayer by the congregation individually and corporately for world evangelization and especially for the Evangelists we support.

- To educate and inspire the congregation in the realm of local and world evangelism.
- To encourage people from within the congregation to volunteer for evangelism service and, during the time of their preparation for service, to provide counsel and encouragement to those who volunteer.
- To serve as a liaison between the church members, its evangelists-related organizations, agencies, and associations.
- To administer and periodically evaluate all the evangelism programs of the church.
- To plan, present and promote practical evangelism projects for all ages.
- To periodically review the evangelism policy
- To provide information concerning support policies to interested individuals and organizations requesting support.
- To encourage members of the congregation in evangelistic efforts by providing training, encouragement, and opportunities to develop individual gifts of evangelism.

Section D. Fellowship

1. **Members** - The membership of the Ministry shall consist of at least 1 member. Additionally, other members can be added if it's needed.
2. **Term** - The Leader and the Fellowship Chairperson shall be elected to a three-year term.
3. **Duties of Elected Members** -
 - a. The Leader shall preside over meetings, appoint sub-committees, represent the Ministry at the Church Leadership meetings, present written reports as required, cooperate with the Minister, and shall exemplify a sincere commitment to the Great Commission.
 - b. The Leader shall keep accurate minutes and records of Fellowship Ministry activities and shall maintain current records of correspondence and personnel and submit financial decisions to the Church Treasurer.
4. **Duties** - The responsibilities of the Fellowship Ministry shall be:
 - To develop and maintain compliance with the Fellowship Ministry budget.

- To help provide for the needs of our members.
- To encourage intercessory prayer by the congregation individually and corporately for the body of Christ
- To educate and inspire the congregation by regularly coming together.
- To encourage people from within the congregation to volunteer for fellowship services such as youth, women, men, home groups, etc.
- To serve as a liaison between the church members and the leaders
- To administer and periodically evaluate all the fellowship programs of the church.
- To plan, present, and promote practical fellowship projects for all ages.
- To periodically review the fellowship policy
- To provide information concerning support policies to interested individuals.
- To encourage members of the congregation in evangelistic efforts by providing training, encouragement, and opportunities to develop individual gifts of evangelism.

Section E. Discipleship

1. **Members** - The membership of the Ministry shall consist of at least 1 member. Additionally, other members can be added if it's needed.
2. **Term** - The Coordinator shall be elected to a three-year term.
3. **Duties** - The responsibilities of the Children/Bible School Ministries shall be:
 - To oversee staffing and maintenance of resources
 - The Leader, together with the teaching staff, has sole authority to select and approve the curriculum for Bible school.
 - Teachers are responsible for regularly meeting for planning and carrying out ministry. They are to provide guidance and resources for their classes. The Leader tells the teachers what the church is authorizing them to do.
 - To develop and maintain compliance with the Children/Bible School Ministry budget.
 - Extended Teaching Care (ETC) is provided for pre-schoolers Birth-Age 4 during worship services - Sunday morning, Sunday night, Tuesday nights, and other

special events. It is called Care because we provide Childcare. Most importantly, it is called Teaching Care because, in most services, we try to teach and not just babysit. Extended Teaching Care is staffed by volunteers and reinforced by other teachers. The other teachers are there to provide a familiar face to the children and to fill in where needed.

Article V. Staff and Elected Leaders

Section A - General Stipulation

1. **Qualifications** - Those considered to hold a leadership position in the church shall be official members, engaged in the work of the church. They shall have indicated or demonstrated a cooperative spirit. They shall be of good report and of good moral character. They shall at the time of nomination be willing to accept and carry out the duties of that office; must unreservedly subscribe to the Statement of Faith and must be willing to abide by the Policies and Constitution of this church.
2. **Nominations**
 - **Committee** - The Church Eldership shall give out a voting paper not less than one month. All proposed nominees must be approved by the Eldership based on character and conviction with the Policies and Constitution before being contacted as a candidate for office.
 - **Report** - The report of the nominations shall be publicized to the church not less than two weeks before the Annual Congregational Meeting.
 - **Additional Nominations** - Active members of the church are encouraged to submit additional nominations to the Eldership in writing, not later than one week before the Annual Congregational Meeting.
3. **Election of Leaders**
 - The Deacons and ministry leaders of the church shall be elected by a 75% majority of all votes at the December Annual Congregational Meeting. No person is to be allowed to hold more than one church office.

- A majority of all votes shall be required to decide all elections where two or more candidates are running for the same office.
4. **Tenure** - Terms shall be for three years unless otherwise stated in this Constitution.
 5. **Installation of Leaders** - Installation of Leaders shall occur at public service as soon after elections, as is feasible.

Section B - Ministry Leaders

1. **Definition** - Ministry Leaders who are called and commissioned by the church to oversee specific ministry areas within the church (e.g. - Home Group leader; Youth leader; Music Leader; Children/Bible school leader).
2. **Leader/s** - These shall be approved by the Church Eldership and voted in by the congregation.
3. **Termination** - In the event of a decision on the part of the staff member to move, or the church congregation decides for valid reasons to dismiss the ministry leader, 30 days' notice, or as mutually agreed, shall be given to the other party.
4. **Membership** -The Ministry Leaders are elected from those who are active in Church Memberships.
5. **Congregational Care** - A ministry of Congregational Care, operating and governed within the framework of the church, offers help, hope, and comfort first to our active official church family constituents and second to our associates, neighbors, acquaintances, and the community according to God's provision and timing. Such care is to be provided to members and active attendees by volunteers equipped to assist those experiencing a life need to which God's people can respond.

Section C - The Church Chairperson

1. **Duties** -The duties of the Church Chairperson are:
 - To preside over the annual and duly called congregational meetings of the church.
 - To abide by the order and manner of conducting a meeting as formulated by the Eldership and this Standard.
2. **Qualifications** - The Church Chairperson/s shall meet the qualifications of an Elder - See Article IV, of Section G, Paragraph 1.

3. **Supervision** - The Church Chairperson shall be under the direct supervision of the Church Eldership.
4. **Voting** -The Church Chairperson shall be entitled to a voice and vote at all meetings of the various teams and organizations of the church.

Article VI. Amendments and Procedures

1. Amendments and additions to this Constitution must be published and made available to all members sixty days prior to an announced congregational meeting established for the purpose of dealing with such amendments. A 75% majority of votes cast (by members present) shall be necessary to adopt any amendments to these policies.
2. The rules to govern the meetings and conduct of the business of this Church should not be inconsistent with these policies and any special rules of order this Church may adopt.

Article VII. Confidentiality

1. **Protecting Confidences** - The Bible teaches that Christians should carefully guard any personal and private information others reveal. Protecting confidences is a sign of Christian love and respect (Matt. 7:12). It also discourages harmful gossip (Prov. 16:28; 26:20), invites confession (Prov. 11:13; 28:13; James 5:16), and encourages people to seek needed counseling (Prov. 20:19; Rom. 15:14). Since these goals are essential to the ministry of the gospel and the work of this church, all members are expected to refrain from gossip and to respect the confidences of others. In particular, the Minister and Elders shall carefully protect all information that they receive through ministerial counseling and/or conversations, subject to the following guidelines.
2. **Guidelines** - Although confidentiality is to be respected as much as possible, there are times when it is appropriate to reveal certain information to others. When the Minister and Elders believe it is biblically necessary, they may disclose confidential information to

appropriate people in the following circumstances:

- When a Minister or Elder is uncertain of how to counsel a person about a particular problem and needs to seek advice from other Ministers or Elders in this church or, if the person attends another church, from the Ministers or Elders of that church.
- When the person who disclosed the information or any other person is in imminent danger of serious harm unless others intervene
- When a person refuses to repent of sin, and it becomes necessary to institute disciplinary proceedings or seek the assistance of individuals or agencies outside this church; or
- When required by law to report suspected child abuse.

Article VIII. Conflict Resolution

1. **Biblical Principles** - This church is committed to resolving in a biblical manner all disputes that may arise within our body. This commitment is based on God's command that Christians should strive earnestly to live at peace with one another (Matt. 5:9; John 17:20-23) and that when disputes arise, Christians should resolve them according to the principles set forth in Holy Scripture (Prov. 19:11; Matt. 18:15-20). We believe that these commands and principles are obligatory on all Christians and essential for the well-being and work of the church. Therefore, all disputes in this church shall be resolved according to biblical principles, as provided in this Constitution.
2. **Matthew 18 Process** - When a member of this church has a conflict with or is concerned about the behavior of another member, he shall attempt to resolve the matter as follows. First, the offended or concerned person shall prayerfully examine himself and take responsibility for his contribution to a problem (Matt. 7:3-5), and he shall prayerfully seek to discern whether the offense is so serious that it cannot be overlooked (Prov. 19:11). Second, if the offense is too serious to overlook, the offended or concerned person shall go, repeatedly if necessary, and talk to the offender to resolve the matter personally and privately, having first confessed his own

wrongdoing (Matt. 18:15). Third, if the offender will not listen and if the problem is too serious to overlook, the offended or concerned person shall return with one or two other people who will attempt to help the parties resolve their differences. (Matt. 18:16); These other people may be members or officers of the church, other respected Christians in the community, or trained mediators or arbitrators from a Christian conciliation ministry. At the request of either party to the dispute, the church shall make every effort to assist the parties in resolving their differences and being reconciled.

3. **Mediation or Arbitration** - If a dispute arises within the church or between a member and the church and cannot be resolved through the Matthew 18 procedure described above, the dispute shall be submitted to mediation. If necessary, legally binding arbitration in accordance with the Rules of Procedure of the Institute of Christian Conciliation and judgment upon an arbitration award may be entered in any court otherwise having jurisdiction. By joining this church, all members agree that these methods shall provide the sole remedy for any dispute arising against the church and its agents, and they waive the right to file any legal action against the church in a civil court or agency, except to enforce an arbitration decision.
4. **Insurance Claims** - If a dispute or claim involves an alleged injury or damage to which the church's insurance applies, and if the church's insurer refuses to submit to mediation or arbitration as described in this article, either the church or the member alleging the injury or damage may declare that this section is no longer binding regarding that part of the dispute or claim to which the church's insurance applies.

Article IX. Church Covenant

"When you make a vow to the Lord, do not delay in fulfilling it. He has no pleasure in fools. Fulfill your vow. It is better not to vow than to make a vow and not fulfill it." (Ecclesiastes 5:4-5)

Purpose

When anyone enters a relationship with God by grace and faith in, the person and work of Jesus Christ they are entering into two covenants. The first is to journey with God for the rest of their

lives and love Him fully. The second is to journey with His other children in the community of the local church. Your membership in a church is an official recognition of this, and the purposes of the PGM Church Membership Covenant are:

1. To join the Spirit in forming an authentic community that reflects the relationship between the Father, Son, and Spirit
2. To clarify the ongoing blessings and responsibilities of each member.
3. To encourage consistency, accountability, and loving unity within the church family.
4. To accomplish God's Call for the PGM church family.

This agreement does not imply that you will never fall short of the goals, but that the desire of your heart is to fulfill each of the responsibilities stated to the best of your ability. We trust that your commitment will be a personal blessing to your own journey in Christ, as well as a blessing to those around you.

With the help of the Holy Spirit, the PGM Church leadership covenants the following:

1. We commit ourselves to lovingly caring for you and seeking your growth in Christ (Hebrews. 13:17; I Thes. 5:12).
2. We covenant to provide teaching and counsel from the Scriptures (Gal. 6:6, I Timothy. 5:17-18).
3. We commit that this teaching will span the whole counsel of God's Word (Acts 20:27-28).
4. We commit to helping you in times of need (Acts 2:42-47, 4:32-35, James. 2:14-17).
5. We covenant that your elders and deacons will meet the criteria assigned to them in the Scriptures (I Timothy. 3:1-13 & 5:17-22, Titus 1:5-9, I Pt. 5:1-4).
6. We covenant to pray for you regularly, particularly when you are sick (James. 5:14).
7. We covenant to be on guard against false teachers (Acts 20:28-31).
8. We covenant to exercise church discipline when necessary (Matt. 18:15-20; I Cor. 5; Gal. 6:1)
9. We covenant to help you become equipped to serve Christ (Ephesians. 4:11-13).
10. We covenant to seek God's will for our church community to the best of our ability as we study the Scriptures and follow the Spirit (Acts 20:28, I Peter 5:1-5).

11. We covenant to set an example and join you in fulfilling the duties of church members (1 Co. 11.1, Philip. 3:17, I Timothy. 4:12).

PGM Church Membership Covenant

Having been led to repentance toward God and faith in the Lord Jesus Christ, our saviour, we do now, in the presence of God and this church, most joyfully enter this covenant with one another as one body in Christ.

We covenant to the following with the help of the Holy Spirit:

1. To not be decisive to the PGM doctrinal statement and to its teaching. I also understand the importance of submission to church leadership and will be diligent to preserve unity and peace (Hebrews 13:7, 17; Ephesians 4:1-3)
2. To maintain a close relationship with the Lord through regular personal Bible reading, prayer, fellowship, and practice of the other spiritual disciplines. Our journey in Christ will be evident through our regular participation in the corporate worship services and involvement in a small group or class (Ps. 119:97, 105; Acts 2:42-47; Hebrews 10:23-25).
3. To properly manage the resources God has given us, including our time, body, gifts and talents, attitudes, finances, and possessions (Eph.5: 15-18; Romans 12:1-2; Ephesians 4:1-16; Gal 5:22-26; Proverbs 3:9-10). This includes regular giving to PGM that is sacrificial and cheerful (2 Corinthians 8&9).
4. To commit to the PGM church family and agree to aid in fulfilling its mission purpose.
5. To use the spiritual gift(s) God has given us for the building up of the church, both at PGM church and universally (I Pt. 4:10-11; Romans 12:1-8, 1 Corinthians 12:7-31).
6. To practice the humility and sacrificial attitude of Christ by considering the needs of others (Philippians 2:1-11), not gossiping (Pr. 16:28, Matt.18: 15-17), and seeking spiritual friendships (Pr. 17:17).
7. To have friendly Christian relationships with brothers and sisters in Christ from other churches for the purpose of bringing others into the community of God. (Hebrews 13:17).
8. To follow the biblical procedures of church discipline and submit myself to discipline if the need should ever arise (Matt. 18:15-17, Gal. 6:1-5).

9. To submit to the authority of the Scriptures as the final arbiter on all issues (Psalm 119, 2 Tim. 3:16-17).

God enabling, we will strive to consider our commitment to this Membership Covenant on a yearly basis. We understand that it is an evaluation tool, as well as an affirmation of our continuing conviction and purpose. Our responsibility will be to notify the PGM leadership if we can no longer commit to this covenant at any time, or if we have any questions, comments, or concerns regarding the PGM Church.

Article X. Minister

THE CALL - see also the 'Term of Call.'

- It is God who ordains and calls a minister. Ephesians 4:11 "God gave some to be Ministers". Therefore, a true call to be a Minister is a call of the Holy Spirit. The Minister's master (or head or boss) is the Lord Jesus Christ. God alone can ordain a minister. Men may ordain a man who is not called by God, but man-made ordinations are meaningless. A man may refuse to ordain a minister, but if God has called a man to be a minister, He will equip him and use him regardless of whether the church organization acknowledges that call or not. A minister does not have the right to resign from God's calling. God calls, equips, and gives the increase. Ordination comes from God alone. *References:* Romans 13:1, John 15:16, 1 Thessalonians 2:4, 1 Corinthians 12:28, 1 Timothy 2:5-7, 2 Timothy 1:9
- Ministers are empowered by God with a vision. God provides the vision and the direction of the church through the minister and elders of the church. A minister should be consistently communicating a vision to the local congregation. *References:* 1 Timothy 4:14-16, Ephesians 5:15-17, 2 Chronicles 26:3-5
- Minister serves. A minister's role is to serve the congregation in the way God has equipped him to serve. *References:* Matthew 20:25-28, Proverbs 16:18, James 4:10, 1 Corinthians 12:14-23
- Ministers are subject to accountability. A minister is human and is subject to all the trials, struggles, and temptations that are common to each believer. *References:*

Galatians 2:14-18, Ecclesiastes 4:9-12, Exodus 18:12-24, 2 Samuel 19:2-8, Acts 17:10, Acts 15:6, 1 Kings 22, 2 Samuel 24:1-13

The Minister's Qualifications

The Minister shall be fully qualified as a minister of the Word and doctrine and be currently licensed or ordained (or be qualified and willing to become licensed or ordained) in the PGM Church. He shall be sound in the Christian faith and in his presentation of the Word of God; he shall meet the qualifications set out for elders; and he shall further be a worthy example, void of offense in his life and teaching. (I Tim. 3:1-7; Titus 1:5-9; Acts 20:28; I Peter 5:1-4).

The Minister's ministry duties

- Shall preach the Word of God in accordance with Titus 2 and Acts 20:28
- Have charge of all the religious matters and gatherings of the church.
- Carefully attend to the matter of imparting instruction in the Holy Scriptures to the children, young people, and adults.
- Keep a record of baptisms, marriages, and funerals where he has officiated; conduct all other activities associated with his calling.
- Prepare a report of the condition of the church at its AGM Meeting and to Church Elders and Deacon's meeting meetings.
- Promote overseas missions.
- To see the overall needs of the different cultural ministries the PGM Church has.
- Visit the sick and needy.

Article XI. Other Policies

FINANCIAL POLICIES AND GOALS

We believe that the way an organization handles itself in the financial area reflects its integrity in every area. Luke 16:11 teaches that the person who is untrustworthy in handling money cannot be trusted to handle spiritual riches either. Likewise, if we are trustworthy in the use of monetary riches, then God will be able to entrust spiritual riches and blessings to us as a church (Luke 16:10). Therefore, we have established the following financial policies and goals to guide us in proper stewardship of God's monetary riches:

1. This church and ministry belong to God. It is neither a monument to anyone's ego nor a legacy to anyone's memory. The ministry does not bear anyone's name. The buildings are not dedicated to anyone, but Jesus Christ. The minister, elders, and other members are merely stewards and fellow servants in the work of the Kingdom.
2. The Lord has chosen to place His mantle of approval on this ministry called the PGM Church. Nevertheless, He gives and sometimes takes away. The "church" of Jesus Christ is the people of God. God's people will never cease to exist. But this ministry may. If He ever closes the doors to this work, we will accept His leading and yield the outcome to Him. Until then, we will devote every ounce of energy to the task at hand.
3. One of the ways we can discern the Lord's will regarding the continuation of our work is through the financial support He sends (or doesn't send) from His people. Therefore, during lean times we will make our obligations known—but we will not squirm, scratch, or claw for contributions. We will never resort to what we consider to be disrespectful and dishonourable methods of raising funds, even when the need is serious. Nor will we attempt to motivate giving from a false sense of guilt or compulsion, since this robs God's people of the opportunity to give cheerfully (2 Corinthians 9:7).
4. We will view each contribution as a sacrificial gift from Christian people who love God. Our obligation, therefore, is to spend that money conservatively and wisely.
5. We believe God wishes to use the PGM Church as a financial channel to help needy individuals and support other evangelical ministries. Therefore, we will not spend money on nonessential church personnel, programs, or facilities.
6. When we make a purchase, we will pay the invoice within 30 days if possible. Overdue bills are a sorry testimony to the world. We do not intend to use the vendor's money.
7. We will not spend more money than we receive. Careful budgeting and monitoring of our resources will permit us to reduce our expenses for programs and services before disbursements exceed income. Deficit spending is not God's will for this church.
8. The Scriptures teach that "the borrower is a slave to the lender" (Proverbs 23:7). In order that we might be free to act, minister, and give as the Lord leads us, it is our goal to remain financially free from debt, as much as possible. If the debt is incurred, we will work to repay the obligation as soon as possible.
9. The minister will not be the primary fundraiser.
10. Satan delights in bringing disrepute to God's work through sins of greed, embezzlement, and ill-gotten gain. Therefore, we will seek to elect and confirm leadership that is free from the love of money (1 Peter 5:2; 1 Timothy 3:3), and we will conform to accepted accounting procedures to assure ethical monetary practices.
11. To summarise, we will try to remember always that Jesus Christ is our possessor and our dispossessor. He ordained and blessed the establishment of the PGM Church. It belongs entirely to Him. Therefore, we will cradle it lovingly in our hands, attempting not to crush it through self-centeredness, ignorance, or church politics.

Please refer to the other documents for the following policies. (*Copies of these are kept in the Office*)

1. PGM Church Term of Call
2. Policy for Using the Church Hall
3. Property Handbook
4. Health, Safety and Protection
5. Rules Governing the Constitution, Powers, Duties, and Proceedings of the Trust Board of the Pacific Gospel Mission

*History of this Constitution: Stated 7th May 2006
Officially accepted in our 2007 Annual General Meeting held on the 22nd of April.*

If you have any questions on anything in this booklet, please talk with the Minister, a church leader or staff member or contact the church office:

PGM Church Office:
31 Anglesea Street
Ponsonby, Auckland 1011.
New Zealand
Phone: 09 3789838
E-mail: pgmchurch@extra.co.nz
Webpage:
Charities Commissions No. 10649.