



BALM OF GILEAD CHURCH CONSTITUTION JULY 2022

HISTORY OF THE CHURCH

Balm of Gilead is a missionary body, we believe in church planting. Our first branch was planted in March 17th 1996 in Bulawayo. We then planted another one at Zhilo Esigodini.

In February 2000 we planted the Harare branch, in June 2000 we planted Entumbane and also intend to plant in Nkulumane by August 2000.

Affiliations:

BOG was registered with Evangelical Fellowship of Zimbabwe in the year 2000. It is our desire we continue this membership. The Byo City Office must ensure the premiums are paid yearly and timely.

How are these branches supposed to operate?

Each branch shall be headed by its own pastor where one is available. The pastor will be responsible for the normal pastoral duties. The pastor will submit to the senior pastor or chairperson who will be appointed by the chairperson. Ideally, each church shall have a board of elders to help govern the church and in addition a secretary and a treasurer depending on the size of the church and availability of volunteer workers.

Church Funds

The pastor of each branch and the board of elders shall be responsible for the use of church Funds for each church branch.

If funds are permitting senior ordained pastors shall be paid a salary, pension scheme and medical aid from their own church branch. No pastor will be allowed to use church funds for personal use or any other use except for what the elders also deem fit. Church funds if available should be for the running of the church, paying of wages or expenses allowances and church planting as this is our priority.

The chairperson has the right to inspect the books of any branch for accountability. Also has the right to ask for funds from any branch if available for the purpose of church planting. The wages of the chairperson shall come from all the branches. Each branch shall on monthly basis give 10% of their income to the mother body for the purpose of paying the chairperson and the team that works with him/her.

Employment of Pastors

A pastor shall be taken from amongst our own flock except in the cases where the Lord brings one, otherwise we shall strictly raise our own pastors. In the cases of a pastor joining from outside, he /she will have to be with the ministry for one year before being officially ordained as a pastor and given control of the church, though they will be operating as a pastor during that year.

We do not believe a pastor has a right to use God's money as he wishes without accountability. Because of this problem having brought down many man of God in Pentecostal circles, we decided to protect our pastors from this temptation by putting these measures.

- (a) Church funds shall be under total control of the board of elders including the pastor.
- (b) Before any money is used an agreement ought to be reached by and signed by the elders. Should there be a problem, head office shall come in.
- (c) The pastor must give accountability for funds used. Pastor is entitled to his pay and allowances.
- (d) A proper accounts records must be kept for audit purposes.
- (e) Elders are responsible to pay the pastor his salary and allowances.

What about splits

Every pastor should read these bylaws and sign them before being engaged as pastor of any branch.

Any pastor who decides to go his own way shall not touch anything belonging to the ministry, eg, equipment, buildings, money, people. You go out alone and start on your own. The ministry will have the right to sue any pastor for breaking or breaching this agreement.

CONSTITUTION REVIEWED 11/07/22 by Rev Merica Cox

This constitution is outdated by reason of changes which have taken place in the nation over the years affecting economy and resulting in the church being unable to raise funding to pay wages for pastors. Due to these changes the church has no employed pastors but operates on a voluntary basis.

Some of the mentioned branches above no longer exists. Currently Zimbabwe church has:

- Bulawayo City Church/ Emganwini Church
- Harare City Church
- Zhilo (Esigodini) Village Church
- Masvingo City Church
- Masvingo South (Rupike) Village Church.

All these churches are independent from one another financially as each church finances are managed by the pastors of that church. The Pastors for accountability will be audited to ensure the money is used fairly and in line with this constitution.

1: Pastors wages were meant to come out as offerings and tithing as stated in the Bible. However, the church branches have not been able to collect enough tithes or offerings to be able to pay pastors.

2: There are no ordained pastors in the branches which are remaining except for the Harare church senior pastor, all current church workers are working as volunteers who are not on wages but are given expenses allowances for the work they do.

3: Expenses allowances must come from offering and tithes or any monies donated or derived from any projects which might be in operation. There is no other source of funding available to the church.

4: All BOG churches worldwide are autonomous and not dependent financially on another country or church branch. There is therefore no expectation for any church branch to support another, any support given will be a love donation without any strings attached. The love offering given will not be seen as a requirement therefore no expectations from the church being supported.

Every Person Employed or working on voluntary basis must sign this constitution and a copy must be kept on file by the Bulawayo Church Office.

No Contract of employment must be signed without agreement and signatures of the pastor and church board as they will be responsible for paying wages for the individual they employ.

Every volunteer must complete the volunteer form and sign it in addition to this constitution.

Pastor's Note

We pray we shall be able to work together in his vineyard and not let money issues hinder and block us. We are not in this for money, we want to serve God effectively. Amen. Please sign to show you have read this constitution and understood and are in agreement with.

Signed..... Witness.....

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