



BALM OF GILEAD CHURCH STRUCTURE: 1996

We as Balm of Gilead are 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, this particular branch has suffered for lack of Pastor. However we sent brother Nkomazana to Bible school for that purpose.

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

How are these branches going to operate?

Each branch shall be headed by a pastor. The pastor will be responsible for the normal pastoral duties. The pastor will submit to the senior pastor or chairperson, on this case the founder of this ministry. Each church shall have a board of elders to help govern the church. Each church shall have a secretary and a treasurer.

Church Funds

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

All pastors shall be entitled to a salary, pension scheme and medical aid when funds permit. 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 are for the running of the church wages 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 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.

Every Pastor

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

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

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

Signed.....

Witness.....

Balm of Gilead Contract of Employment

This is to certify that I..... have read the constitution and church structure and disciplinary code and have understood. I agree to abide by the agreements made and promise to serve this ministry to the best of my ability.

I believe in Jesus as Lord and head of the church.

I believe in submission to those above me.

I believe in the Holy Spirit and speaking in tongues.

I believe that miracles are for today.

I'm full of the Spirit and can speak in other tongues.

I shall follow all guidelines.

Signed on the date.....

Year

Signed.....

Witness.....

Signed.....

Witness.....