



BALM OF GILEAD WORLD MINISTRIES

CHURCH POSITION POLICY

ZIMBABWE CHURCHES

WE AS:

BALM OF Gilead World Ministries is a missionary body which was founded in year 1976, by Rev. Merica and Joel Cox with its first branch in Bulawayo but has now spread to most parts of the country.

1. STRUCTURE OF EACH BRANCH

It shall be headed by a Pastor who shall be responsible for all Pastoral duties. The Pastor will submit to the Founder and Visionary referred to as the chairperson, in this case the founder of the ministry. He shall be assisted by the Body of Elders on governing the church. From among the Board of Elders, he shall appoint treasurer and secretary.

2. CHURCH FUNDS

The Pastor of each branch and the Board of Elders shall be responsible for the use of funds. The Pastor shall be entitled to allowances, pension scheme and medical aid when funds permit. No church funds shall be used by any Pastor or any member of the Board of Elders for personal use except for what the elders also deem fit.

All church funds are for running of church business, allowances and church planting as this is our priority. The National Chairperson has the right to inspect the books of accounts at any Branch for accountability.

Each branch shall pay 10% of its income to the Mother Body for the purpose of paying allowances and other benefits to the National Chairperson and the team that works with her/him.

3. OUR SOURCES OF INCOME

- Tithes
- Thanksgiving
- Free-will Offerings
- Harvest

- Partnerships
- Donations
- Projects
- Subscriptions
- Contributions
- Grants

4. PASTOR'S WELFARE

Each and every branch / local church shall be responsible for the welfare of its Pastor and fulltime office staff. This welfare covers:

- Transport
- Health care
- Pension
- Funeral policy
- Pastors will use their wages for their upkeep and education for their children like all other working families, except where agreed rent and fees will be covered under welfare.
- The rest of the staff will serve on a voluntary basis as part of their services to their Lord.
- Each branch or National office is free to receive any money in the form of donations or grants from abroad, from other Christian organizations or individuals, which can also be channeled towards Pastor's welfare, Church Projects and evangelistic activities. Every branch is also free to donate to any charitable organization for humanitarian purposes, however this must be clearly documented and signed by church elders for accountability

5. FINANCIAL ACCOUNTS

Apart from national accounts, every local branch shall have a bank account in local and foreign currency. The account shall be in the name of the Ministry – Balm of Gilead World Ministries eg. Harare or Bulawayo Branch.

- For local account / branch, it shall have 4 signatories. The signatories will be Pastor, Treasurer, and two members from the Board of Elders.
- Any transaction shall be signed for by 2 signatories. All monies shall be deposited into the bank account first before carrying out any transaction.

- Any transaction shall be rectified by 2 signatories. No transaction shall be done without the signature of the Pastor as his approval.
- Statement of accounts must be drawn up on a quarterly basis and must be confirmed by the Board of Elders. The statements shall be attached together with monthly financial statements and returns.
- The treasurer shall file and keep all financial records.

NB. IT'S THE RESPONSIBILITY OF EACH PASTOR TO WORK HARD, TO GROW THE CHURCH SPIRITUALLY AND NUMERICALLY, TEACH MEMBERS ON GIVING, EVANGELIZING AND TO WORK USING THEIR HANDS SO THAT THE CHURCH WILL HAVE FUNDS TO MEET ITS OBLIGATIONS FOR THE WELFARE OF PASTORS AND OTHER CHURCH REQUIREMENTS. EVERY LOCAL CHURCH SHALL BE SELF SUSTAINABLE.

- **NEW BRANCHES (NURSERY CHURCHES)**

Every new branch shall be under the care of national office or mother church for its welfare at least for a period of two years before it is given Assembly status.

6. TRANSFERS

Any Pastor / Minister can be transferred or assigned to another area:

- On his / her request.
- When he/she fails to grow that local church/inactive
- When a special need arises.

7. BENEVOLENT FUND.

A fund shall be set up to cater for any bereaved member. This fund shall cover if one loses a spouse, a parent, a child or death of a church member. Each branch should be responsible for its benevolent fund.

- **MEMBERSHIP STATUS**
- One must actively be involved in all church activities, faithful in tithes and offerings, and has been with church for a period of six months.
- Every member shall pay a monthly subscription towards this fund agreed by the Board of Elders and will be reviewed from time to time. Upon death of a member, apart from the subscriptions, the church shall also contribute financially an amount agreed by the Board of Elders. Contributions and donations on food stuffs are also encouraged.
- Upon bereavement, the Board of Elders shall convene a meeting and come up with a resolution on member status, payout, contributions or direct cash in consultation with the bereaved family.
- All church members are encouraged to avail themselves during this period

day and night. Members should be involved in helping and assisting on other duties including all church services until burial. In the event the funeral will be far – the church can send representatives.

7.2 TERMINATION OF MEMBERSHIP

- When one ceases to be an active member for a period of three months
- If a member joins another church.

NB. There shall be no refund for termination of membership.

NB. The church reserves the right to terminate individual membership in line with church disciplinary policy.

NB. The church reserves the right to terminate the services of any pastor in line with church discipline policy or if differences of vision and purpose occur.

NB. Church constitution is our final binding legal document.