

**THE
CONSTITUTION
of
DIGGERLAND
CHURCH INC
A0018140S**

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CONSTITUTION of the

DIGGERLAND CHURCH (Incorporated)

1. Preamble

Diggerland Church Inc. is a local church affiliated with a family of churches in the world known as the “*CRC Churches International*”.

This co-operative fellowship of autonomous interdependent churches is based on mutual love, respect, loyalty and recognition of each other as expressed in the Charter of the CRC, to participate in the Great Commission of Jesus together.

In Australia the CRC is organised nationally (with CRC Churches International Australia Inc. A1283) and by states through which churches are affiliated. This church is affiliated through CRC Churches International Victoria Inc. (A0038450K).

The church also synergises with other organisations of similar vision to pursue its objects.

The founding pastor was Bruce Sharman in 1988. The church was incorporated in 1990, as Red Cliffs Christian Fellowship until 2013 when it was renamed Diggerland Church.

The Church began trading as ‘Diggerland’ in 2008.

This Constitution covers the principles and objects of the Organisation as well as the general rules of governance, belonging and operation.

2. Name

The name of the organisation is Diggerland Church Inc., trading as Diggerland, hereinafter referred to as “the Church”.

The names and logos of the Church shall be the property of the Church and may only be changed by the Board as described in this Constitution.

3. Definitions

3.1.1 In this Constitution’s rules, except where the context is inconsistent therewith, the definitions and meanings in the Glossary of clause 21 apply.

3.1.2. The definitions in the Incorporation Act on the date these rules become effective apply to these rules unless otherwise stipulated.

3.1.3. Words indicating the masculine gender shall where the context permits be read as including the feminine gender and vice versa, and a reference to the singular includes the plural and vice versa unless the intention is otherwise.

3.1.4. Unless the context indicates otherwise, capitalisations are used throughout to: aid in drawing attention to the object as special rather than general so that 'Church' would refer to this Church rather than any 'church'; and in phrases such as 'Governing Church' to indicate a church with a special relationship to this Church; or 'Minister' to indicate a minister of this church, or to aid in finding phrases such as 'Special General Meeting'.

4. Principles and Objects

4.1. CRC Churches International

Within the framework of the Church Universal, the Church is associated with the CRC Churches International (CRC) group of local churches of common faith, vision and leadership. This co-operative interdependent fellowship of churches is based on mutual love, respect, loyalty and recognition of each CRC church's autonomy and believes that affiliation with it should not interfere with our love for and fellowship with the Church Universal in whatever contact we may have with it in the universal purposes of God.

The Church also accepts the general vision, mission, principles and policies of the CRC expressed from time to time, at the same time as promoting a local Vision and Mission expressed in different ways in the relevant documents from time to time covering more specific goals and aspirations to outwork the following.

4.2. Vision

Our vision is the Kingdom of Jesus Christ on earth with loving, Godly and just communities participating in worshipful, Bible-based, contemporary local churches and ministries everywhere in the world (*Acts 1:8*).

4.3. Mission

Our mission is to glorify Jesus Christ, in all that we do, to extend His influence throughout the world by:

4.3.1. Proclaiming Christ's Gospel expecting signs following in the normal New Testament pattern (*Mark 16:15-20*)

4.3.2. Promoting Christ-glorifying loving Christian communities which grow as large as possible and outwork the miraculous and character transforming ministry of the Holy Spirit within the Church and beyond to the betterment of towns, provinces and nations (*Acts 2:42-47*);

4.3.3. Training and producing victorious living, Christ-following disciples who seek to obey the Great Commandment of love, and the Great Commission to spread the gospel to anywhere possible (*Matthew 28:18-20*); and to express Ministry Gifts to the body of Christ (*Romans 12:6-8, 1Cor*

12:1-10, Ephesians 4:11-16) resulting in as many ministries as possible that may be of virtue or seem to the Oversight to be in the will of God;

4.3.4. Planting, and aiding to be planted, Christ-centred churches that are able to become autonomous, interdependent and self-propagating anywhere in the world (*Acts 14:21-28*);

4.3.5. Utilizing: any propagation media or producing the same, any co-operative and mutually beneficial organisations or producing the same, any tools or assets or producing the same as may be of virtue or seem to the Oversight to be in the will of God.

4.3.6. Obedience to any revelation or local direction and goals that may be of virtue or seem to the Oversight to be in the will of God.

4.3.7. The development and outworking of the Core Values of the Church and the CRC

4.4. Core Values

4.4.1. The Church accepts and agrees to the core values of the CRC as expressed from time to time.

4.4.2 The Church accepts and agrees to the core values in Scripture of Spiritual Fruit; Gal 5:22-23 “love, joy, peace, long-suffering, kindness, goodness, faith, meekness, self-control” and other Scriptural values the Oversight may emphasize from time to time.

4.4.3 The Church may present other values, rewordings, and emphases and strengths from time to time overlapping, complementing or adding to these values without contradicting them as may be of virtue or seem to the Oversight to be the will of God.

4.5. Declaration of Faith

The CRC believes in and presents the following basic truths:

4.5.1 In the Bible as the inspired Word of God.

4.5.2 In God, the Creator, who has revealed Himself in the Persons of the Father, Son and the Holy Spirit;

4.5.3 In the Divinity and sinless Humanity of Jesus Christ, and in His miraculous ministry, His suffering and death on the Cross as the only Saviour for the sins of the world, and His resurrection from the dead;

4.5.4 That Jesus will return to the earth as its final Judge of the living and the dead;

4.5.5 That all people fall short of God’s perfect standard and can only find forgiveness through faith in the saving work of Jesus Christ;

4.5.6 That all people who have put their faith in Jesus Christ will witness a transformation in their lives, exemplified by repentance and holiness of conduct;

- 4.5.7 In Christian Baptism, by full immersion in water, of those who have personally placed their faith in Jesus Christ;
- 4.4.8 In regularly celebrating the Lord's Supper, remembering Jesus Christ's saving work;
- 4.4.9 In the Baptism in the Holy Spirit, with the normal initial evidence of speaking in unknown languages;
- 4.4.10 In the miraculous gifts of the Holy Spirit;
- 4.4.11 That God heals the sick today through active faith in His grace;
- 4.4.12 In the power of prayer;
- 4.4.13 In God's community of believers, the Church, and its responsibility to spread the message of the Gospel to all people and nations.

4.6. The Local Church

We accept the New Testament portrayal of the Church Universal organised into autonomous, interdependent and self-propagating local churches. Our concept of the local church is that of a loving Christian community that is:

- 4.6.1. Autonomous i.e. self-governing having full authority to manage its own affairs and self-ministering, having sufficient ministry-gifts to lead its congregation according to the Ephesians 4:11-16 pattern;
- 4.6.2. Interdependent i.e. relationally connected, cooperative and accountable to the CRC family;
- 4.6.3. Self-propagating i.e. seeing itself as a base for outreach activities as expressed in the Vision, Mission and Ministry Focus of the CRC, conducted either on its own local initiative or in cooperation with other local churches;
- 4.6.4. Governed by Overseers (or by whatever title the spiritual oversight may be known) and served by Deacons or any other such Leaders or Helpers; and
- 4.6.5. Composed of people who are in submission to the ministry team and spiritual oversight in matters relating to these rules as they shepherd, disciple and lead the Church, and meet the requirements of Membership as outlined in Clause 7.

4.6.6. Has Members

Partnership shall be approved according to the provisions of this constitution.

4.7. CRC Policies and Procedures

The Church agrees, where not against Scripture or Acts of Parliament, to abide by the standards of general policies and procedures constitutionally approved in the jurisdictions as follows:

4.7.1. The Charter of CRC Churches International

4.7.2. The Constitution of the of CRC Churches International – Australia.

4.7.3. The Constitution of CRC Churches International – Victoria.

4.7.4. The Approved Policy Documents and Guidelines of the CRC.

4.7.5. The Oversight Approved Policy Documents and Guidelines by which the Church binds itself from time to time.

5. Governance

The governance of the Church shall be vested in a board, known as the Oversight, who shall have all the powers requisite to effectively govern including those powers set out in the Act under which the Church is incorporated.

At the adoption of these incorporation rules the Oversight shall consist of those persons currently on the Oversight.

The Oversight is responsible to act as the Directors in accordance with the requirements of the *Act*. The Oversight shall be responsible for the governance and legal compliance of the Church.

5.1. Responsibilities.

With the leadership of the Senior Minister the Oversight shall: establish the overall vision and strategic direction; manage the affairs of the Church; and initiate and support the spiritual program of the Church.

There are three distinct governance responsibilities:

- The welfare and development of the Church Partners and assets, both tangible and intangible, to enable the Church to pursue its vision, mission, aims and objectives; and to live out the Core Values and to be in alignment with its Declaration of Faith.
- The development of further rules and policy and the determination of standards, including financial, moral and ethical ones by which the Church will function.
- The compliance with statutory requirements and standard practices of “common law” and the policies and guidelines of the movement, and the Church.

5.2. Membership of the Board of Oversight.

5.2.1. Members of the Oversight shall be significant deacons, elders and ministers then ordained by the Oversight to the Oversight.

5.2.2. They shall have the proven Christian character, spirituality and governance competencies required. They must also have the moral and

scriptural qualifications outlined in the spirit of 1 Timothy 3:1-7 and Titus 1:6-9 to be appointed as Oversight Members.

5.3. Appointments to and Removals from the Board of Oversight.

5.3.1. Upon adoption of these rules the Oversight and Senior Minister will be the current Oversight and Senior Minister.

5.3.2. Subsequent ordinary appointments to and removals from the Oversight shall be made upon the recommendation of the Senior Minister with the concurrence of at least three-fifths of the Oversight effective immediately or when required as in rule 5.5.

5.3.3. There shall be no minimum or maximum tenure although at the beginning of each year the Senior Minister may review all current positions, and other potential positions, on the Oversight and make recommendations to the Oversight.

5.3.4. Nevertheless positions on the Oversight can be reviewed at any time where any matters of: possessing suitable qualities (5.2.2.); unresolved breakdown in relationship with the Senior Minister or other Oversight Members; failure in duties or competence; breach of trust; and blatant disregard for the decisions of the Oversight or of these rules occur.

The position of Senior Minister may be reviewed as per rules 6.6 - 6.9, and Oversight membership too, resulting from assistance given to the church as per rules 17.1 – 17.3.

5.4. Officers of the Board of Oversight.

The officers of the Oversight that are required by the Act shall be maintained by the Oversight, filling vacancies on the Oversight from partners and then the offices from their number.

5.4.1. The President will ordinarily be the Senior Minister unless specifically decided by the Oversight.

5.4.2. A Chairman shall be appointed by the Oversight. The Senior Minister (clause 7) as President will normally be the Chairman of the Oversight. In a situation where the Chairman is the Senior Minister and is unable to attend or is unwilling to step aside in a matter of conflict of interest refer to rule 5.18.

5.4.3. A Vice President as Vice Chairman may be appointed.

5.4.4. Secretary and Treasurer shall be appointed from time to time as it sees fit and whom may, or may not, be the same person, then to be known as Secretary Treasurer. Any Board member, including the Senior Pastor or Chairman may be the Secretary and or Treasurer.

The Oversight may delegate the functions of the Secretary and or Treasurer to other Officers of the church who will report to the Senior Minister, Secretary and or Treasurer in their executive capacities and the Oversight generally as required.

The Secretary will supervise the correspondence of the Church including the issuing of notices of meetings of the Oversight and General Meetings, and the keeping of the relevant minutes, and have custody of all records and documents except those kept by the Treasurer, and have custody of the Common Seal, and maintain the register of Partners.

The Treasurer through any delegate must keep the financial records and books of account and render financial statements to the Oversight, Members and others when required.

5.4.5. The Oversight may create such other offices and appoint Officers as required for the Church who shall perform such duties as are required of them by the *Act* and any other Act.

5.5. Minimum number of Board of Oversight Members.

The Oversight shall consist of a minimum of three persons and ideally increase to 5, 7, 9 et cetera (odd numbers) as the Church grows to ensure that simple majority decisions can be made at all times. In the event that the Oversight becomes unviable and is unable to maintain three Members, refer to clause 17.

The Oversight may nominate a suitable reserve person, by mutual agreement to fill a casual vacancy on the Oversight so that in the event that their number might be 2, that it might remain 3 with automatic effect. This position will be considered an interim position unless otherwise decided by the Oversight.

In situations when the Church has viable Partnership strength but unable to maintain a three Member Oversight, the remaining Oversight Members can appoint a Nationally Credentialed CRC Pastor(s) with the endorsement of the relevant State Chairman to fill an interim casual vacancy (up to 12 months) and nevertheless be able to act in the capacity of an Oversight in the interim before such an appointment.

In the event that the Oversight is unable to maintain 3 Members by these means refer to clause 17.

5.6. Board of Oversight Quorum

A quorum for any meeting of the Oversight shall be 60% of all Members.

5.7. Board of Oversight Meetings

The Oversight shall meet at least 6 times per year when and where as they think fit to conduct business and otherwise regulate their meetings and proceedings as they see fit.

Oversight meetings may be set into the future by the Oversight and called from time to time by the Senior Minister. In the event of the incapacity of the Senior Minister or their unwillingness to call a meeting due to some conflict of interest concerning this constitution then the Vice President (if any) or Secretary may call a meeting. In the event of incapacity of the President and the Vice President (if any) and the Secretary, then any Oversight Member may call a meeting. Refer also to rules 5.18 and 6.6 – 6.9.

5.8. Board of Oversight Minutes

Minutes are to be prepared for every meeting of the Oversight and kept in a master file. The secretary or such other person decided by the Oversight will prepare the minutes which shall be reviewed by the Senior Minister before circulating.

Copies of these minutes are to be provided to each Member of the Oversight. Upon the ratification of the minutes at the next meeting the Chairman will then sign them.

The Oversight may vary its minuted decisions in future with a new decision provided it has not bound itself to be unable to vary a decision in which case it may unbind itself by a carried special resolution in a general meeting and if it should not be unbound in a general meeting the Oversight may redress according to the principle of rule 8.1.2.

Access by Partners to Oversight Minutes or relevant parts thereof will be at the discretion of the Senior Minister or the Oversight.

5.9. Board of Oversight Voting

While it is felt consistent with Scripture that there should be total unity in the passing of resolutions, for the purposes of this Constitution and unless otherwise stated, a vote carried by a simple majority of the Oversight Members present at the meeting concerned shall be deemed sufficient to constitute a valid resolution or appointment.

At meetings of the Oversight, the Senior Minister shall have the same voting rights as all other Oversight Members and in addition, shall have a casting vote if required, unless the Senior Minister has a clear conflict of interest.

Motions considered will be put or seconded by the Senior Minister or his nominee unless it is a matter of ethics involving the Senior Minister (see also 6.7) or points of order, or constitutional order, and motions need not be formally noted as so put or seconded unless it seem required or prudent or the Chairman or the Oversight wish it so.

Absent members of the oversight shall not have the right to appoint a proxy to vote for them.

5.10. Written Resolution

A resolution in writing or by electronic means, with which the Oversight agrees, shall be valid and effectual as if it had been passed at a meeting of the Oversight duly convened and held. If the matter has to do with a significant policy initiative, Oversight appointment or major staff appointment then all Members must be in agreement. If it is not unanimous, a meeting shall be convened. Decisions made in this manner must be formally ratified at the next convened meeting of the Oversight or subsequently signed by all parties.

5.11. Leave of absence

The Chairman may grant Oversight Members leave of absence from its meetings in cases where an Oversight Member is on extended holiday leave, a work assignment or similar.

5.12. Payments

The Oversight Members are not eligible for payment as Oversight Members but may have necessary expenses reimbursed if approved by the Oversight. This does not exclude Oversight Members being remunerated normally in a staff capacity (i.e. Senior Minister, Associate Pastor, Administrator, Secretary et cetera) where Oversight Meetings may overlap regular employment time.

5.13. Board Media Representative

Only the Oversight, the Senior Minister in particular, or a delegate endorsed by the Oversight, is authorised to speak to the media on behalf of the Church.

5.14. Board Observers

The Oversight, through the Senior Minister, may invite observers to attend Oversight meetings as it thinks fit. Such observers may be permitted to speak at such meetings but shall not be entitled to vote.

5.15. Delegations of Board Powers

The Oversight may delegate authority to such teams and their officers who may be appointed as Outreach and Adopted Church Leaders, other Leaders, Officers, Deacons, Elders and Credentialed Ministers as defined in rule 9.

The creation, delegation to, continued function of, and winding up of Outreaches, Campuses, Adopted Churches, Departments and Teams to outwork the vision, and mission of the Church is under the direction and grace of the Oversight and likewise are the appointed leaders and decisions thereof.

5.16. Delegation Polices

The Oversight may develop and implement and revise and approve documents such as Governance Policies, Guidelines, Terms of Reference and sundry rules for various departments and aspects of the operation of the Church.

5.17. Review of Delegation Decisions

The right of the Oversight to review and to change any decision made under delegation shall be preserved at all times.

5.18. Matters Unresolved and Board Disputes

In the event of circumstances not envisaged by this constitution, or in the event of a dispute or breakdown of relationships amongst the Oversight, which the Members are unable to resolve by a simple majority decision, the

matter is to be referred to the relevant apostolic overseer of the previous governing church or the relevant State Chairman of the CRC who in consultation with the relevant National Chairman may handle the matter themselves or may appoint a Panel of three experienced Nationally credentialed CRC Pastors for mediation, resolution and a decision. In the event that unresolved matters are protracted the process of Clause 17 shall apply.

6. Senior Minister

6.1. CRC Credentialed Minister

A Senior Minister, who shall hold a CRC National Ministers Credential, Ministers Credential, Trainee Ministers Credential, or Affiliate Ministers Credential and be in good standing within the CRC, shall be appointed by a two-thirds majority decision of the Oversight. The Oversight or the retiring Senior Minister shall seek advice from the relevant apostolic overseer and previous governing church and the relevant CRC State Chairman who will consult the relevant National Chairman about the appointment of a new Senior Minister prior to the appointment being approved.

6.2. Minister without a CRC Credential.

In the event of the Church considering the appointment of a person to lead the Church who does not hold a CRC Credential, the Oversight shall seek the advice of the relevant apostolic overseer, and any previous governing church and the relevant CRC State Chairman who will consult with the relevant National Chairman, and receive the approval of the State Executive before an appointment is made. This provision shall include a person who may be in the process of coming into the CRC from another denomination and shall also include the possible appointment of a CRC person who has yet to receive a CRC credential.

6.3. Board (Oversight) Chair

The Senior Minister, as a Ministry Gift to the Church, will normally be the Chairman of the Oversight, providing spiritual direction and encouragement and developing the spiritual guidelines and objectives of the Church.

The Senior Minister or their nominee may preside at any meeting of the Church in their ex officio capacity.

6.4. Senior Minister delegation and responsibility.

The Senior Minister is the chief executive officer of the Church and shall supervise the other officers in the execution of their duties. In his absence the Vice President (if any) or the Deputy Leader of the Senior Minister who will become the caretaker chief executive officer, see also rules 6.6, 6.7, 6.8.

The Senior Minister is responsible to ensure that decisions made by the Oversight are implemented and has the authority to delegate responsibilities

to Oversight Members, paid staff and other Leaders and Departments within the Church to oversee, do and report back as required.

Depending on the number of Outreaches, Campuses, Adopted Churches and Sponsored Churches and other organisations and affiliates the Senior Minister is supervising, these delegations may include the creation of a similar delegated Leading or Executive Minister roles for the main home campus and, if deemed necessary, the clustering of groups under other suitable supervisors to ensure adequate supervision regardless of geography or the number of groups involved.

The Senior Minister is to provide visionary leadership to the Church in order for the Church to progressively achieve its stated vision and mission in a co-ordinated fashion and to live out its Core Values and to be in alignment with the Declaration of Faith.

The Senior Minister in conjunction with the Oversight and the leaders of the Church will develop goals and presentations and progress reports for the outworking of the vision to the congregation from time to time, such as at General Meetings and other leadership or congregational meetings.

6.5. Staff appointments

The Senior Minister shall have the authority, with the concurrence of at least three-fifths of the Oversight; to appoint and to terminate the appointment of any paid staff of the Church.

6.6. Deputy Leader or Executive Leadership Committee

Upon the recommendation of the Senior Minister, the Oversight will appoint a Deputy Leader (normally the Vice Chairman of the Oversight) or an Executive Leadership Committee. The Deputy Leader or Executive Leadership Committee will lead the Church on an interim basis should some incapacity stop the Senior Minister from fulfilling their responsibilities.

If the Oversight would be less than three members as a result of the absence of the Senior Minister then refer to rule 5.5.

If any recommended and appointed Executive Leadership Committee would be other than the total of the existing Oversight, they shall appoint a spokesperson who shall express their vote as one person and be in agreement concerning any matter.

An interim Deputy Leader or Executive Committee shall not without due conference with the Oversight and the relevant State Chairman make decisions to buy or sell property or make decisions about other significant undertakings that would become the responsibility of the Senior Minister or the next Senior Minister; but shall be entrusted to ensure the continued running of the Church as well as may be.

6.7. Incapacity, resignation or removal of the Senior Minister.

The Deputy Leader or Executive Leadership Committee shall become the acting Senior Minister upon the Senior Minister's decease, their voluntary resignation, incapacity or removal by a two-thirds majority decision of the Oversight.

Removal of the Senior Minister may be considered for: unconscionable conduct of a moral, ethical, doctrinal nature; inability or dereliction of duty; or mismanagement of affairs or relationships in the Church leading to an untenable leadership position; unwarranted dictatorial behaviour.

The Oversight will with a two-thirds majority decision consult with the relevant apostolic overseer and any previous governing church and the relevant CRC State and relevant National Chairman about the removal of the Senior Minister prior to the appointment being terminated.

The Oversight may upon accepting such advice and input regarding opportunity for any CRC processes to mediate or assist, then continue by a two-thirds majority decision to finalise the removal of the Senior Minister.

The Oversight shall then proceed by a two-thirds majority decision to make a permanent appointment of a Senior Minister for the Church as soon as practicable, subject to seeking advice from the relevant apostolic overseer and any previous governing church and the relevant CRC State Chairman who will consult with the relevant National Chairman. The permanent leadership appointment does not necessarily have to be chosen from among the Oversight Members.

6.8. Incapacity or resignation of Senior Minister and Deputy Leader or Executive Leadership Committee.

Should by reason of death, accident or some other incapacity, the Senior Minister and Deputy Leader or Executive Leadership Committee be rendered incapable of carrying out their leadership responsibilities, the Oversight if necessary shall, subject to consultation with the relevant apostolic overseer and any previous governing church and the relevant CRC State Chairman or his nominee, meet as soon as practicable to appoint another "Acting" Deputy Leader from among their own Members by a two-thirds majority decision, whose duty it will be to ensure the Church functions as normal as possible.

6.9. Change of Senior Minister.

6.9.1. If the existing Senior Minister is contemplating a move from the Church, or considering resigning, they shall immediately notify the relevant apostolic overseer and any previous governing church and the relevant CRC State Chairman. The Senior Minister and Oversight shall seek advice from the State Chairman who will consult with the relevant National Chairman in the process of identifying and appointing a new Senior Minister.

6.9.2. Prior to any final decision of an appointment of a new Senior Minister due diligence including the following areas shall take place between the parties:

- A transition timetable and plan formulated;
- The ongoing role if any of the former Senior Minister including his remuneration, level of authority, and ongoing public ministry;
- The roles of any family members of the former Senior Minister;
- Any particular loyalties to the Senior Minister that may result in resignations or transitions coinciding with the change of Senior Minister;
- A full accounting of the financial situation of the Church, including any levels of Church indebtedness to the Senior Minister not brought to book;
- A full accounting of church policies and ongoing decisions by which the Oversight has bound itself, including financial decisions and trusts and how any Partner organisations relate to it;
- The culture of relationship between the Senior Minister and the Oversight now and going forward and how decisions are formulated and made, including finance decisions;
- The role of the new Senior Minister's spouse and other family members.

7. Membership (Partnership)

Members may be known as 'Partners' of the Church, ministry or vision. Partners shall be drawn from those spiritually born in the Church or adopted into the Church that become recognised as "sons and daughters" or "brothers and sisters" or "fathers and mothers" in the house who have the qualities of Christian maturity set out in 7.1.1.

Partnership of the Church shall then comprise the Partners and Associate Partners of the Church currently recorded for the Church at the adoption of these rules and those Partners and Associate Partners whose application is approved by the Oversight of the Church in the manner prescribed by Oversight with a "police check" and "working with children's check", unless involved in a profession superseding such a check (eg School Teachers) or otherwise exempted by the Oversight, and any Members of other CRC Churches appointed to the Oversight under this constitution who are not removed from the register of the Church. See clause 7.6.

7.1 Members (Partners)

7.1.1 Partners shall comprise people who are persons who have applied per rule 7.2., and have been determined by the Oversight upon application or at a future time to meet all of the following requirements below, and they shall have the status as defined in 7.1.2.:

- Accept and abide by this constitution's rules;
- Have received Jesus Christ as their personal Lord and Saviour;
- Have been baptized in water by immersion;
- Submit to and support the Oversight and Ministry of the Church, agreeing to take part in no dissension but to resolve matters individually and relationally and equitably according to this constitution, and accepting both the privileges and responsibilities required of Partnership;
- Accept the CRC Statement of Faith as it appears in the Charter and the Vision, Mission and Ministry of the Church;
- Have been a Christian for at least 6 months (or other time determined by the Oversight);
- Have attended the Church for at least 6 months (or other time determined by the Oversight);
- Attend public worship services as regularly as possible; are relationally connected; and keep the Oversight or their Delegate informed of extended leaves of absence such as long service leave, out of town employment contracts, illness et cetera especially if they are likely to be 3 months or more in length, see rule 7.6.1.1.;
- Attend Annual General Meetings in person, or apologise by way of absentee vote See Rule 15.6.4.
- Contribute to church by financially giving tithes and free-will offerings, using their abilities and gifts to advance the work of the Church, and sharing their faith with those who don't know Jesus;
- Have attained 18 years of age;
- Do not hold Partnership with any other local church unless they hold a current CRC Ministers Credential;
- Fulfil any other policy requirements the Oversight establishes; and
- Who agree to offer their resignation if they fall below any of these requirements

7.1.2. Partner's Status

Full Partners:

- May identify the Church as their church of Partnership;
- May attend and vote at all meetings for Partners;
- Are eligible for consideration for ministry related leadership positions, subject to training and matters of due diligence.

7.2. Prospective Members (Partners)

A prospective Partner may apply for a copy of this constitution's rules free of charge before, and any time after, successful application, and may apply to

the Oversight for Partnership in the manner determined by the Oversight, and shall not be a Partner until and unless that application is approved by the Oversight, unless appointed to Oversight under this constitution.

The Oversight may reject any application for Partnership of the Church at its discretion, or allow the person to become an Associate Partner.

Associate Partners may re-apply for Full Partnership to the Oversight unless otherwise directed by the Oversight at any time.

7.3. Members (Partners) Register

A Partners List shall be maintained for the Oversight on a perpetual basis, recording details of all Partners' contactable addresses from the application forms accepted by Oversight.

The list shall be maintained according to rule 7.6, and the updated list of Partners and Associate Partners shall be addenda to the minutes of each General Meeting of Partners.

7.4. Subscription

7.4.1. No annual subscription or fee shall be payable by Members of the Oversight or Partners of the Church.

7.4.2. Subscription fees and charges may be payable for certain activities from time to time that Partners may subscribe to.

7.4.3. All Partners are in good standing financially, except a Partner who has failed to pay any subscription or debt due and owing to the Church, and the Partner is not in good standing so long as the debt remains unpaid.

7.5. Associate Members (Partners)

Associate Partners are persons who have applied per rule 7.2., where they have been determined by the Oversight to be attenders of an associated Outreach Church, Campus, Adopted Church, or Sponsored Church without its own constitution and or persons that do not meet one or more of the requirements of 7.1.1., but never the less meeting the requirements listed in 7.5.1., and shall have the status as defined in 7.5.2.

7.5.1 Associate Partners' requirements:

- Accept and abide by this constitution's rules;
- Have received Jesus Christ as their personal Lord and Saviour;
- Have been baptised;
- Submit to and support the Oversight and Ministry of the Church, agreeing to take part in no dissension but to resolve matters individually and relationally and equitably according to this constitution, and accepting both the privileges and responsibilities of Associate Partnership;
- Accept the CRC Statement of Faith as it appears in the Charter and the Vision, Mission and Ministry of the Church;
- Fulfil any other policy requirements the Oversight establishes; and

- Who agree to offer their resignation should they fall below any of these requirements.

7.5.2 Associate Partners' Status

Associate Partners:

- May identify the Church as their church of fellowship;
- May attend all meetings for regular Partners unless otherwise determined by Oversight;
- May not be included in the number of Partners for quorum calculation whether present or not;
- May not vote at Annual General Meetings or Special General Meetings;
- May not be eligible for ministry related leadership positions depending on the nature of the position, training, other matters of due diligence, and the reason for not being a Full Partner;
- May apply for Full Partnership at any time, unless otherwise directed by Oversight.

7.6. Register of Members (Partners) Upkeep

7.6.1. Transfer, Resignation, Lapse or Reclassification of Membership

When an associated group is incorporated according to this constitution the partners involved will have their partnership details transferred from one roll to the other as may be liaised with the relevant organisation and a subsequent decision of the Oversight.

A Partner may resign from Partnership of the Church by giving recorded or witnessed notice to the Oversight or the delegated department or officer.

The Oversight on the recommendation of the delegated department or delegated officer may determine that a Partnership has lapsed where:

7.6.1.1. a Partner has not attended for three (3) months or longer and has not informed the Oversight of their intention to take extended leave for a reasonable purpose (e.g.: Long service leave, or similar), or has fallen below any of the other requirements of Partnership as stated in clause 7.1., or clause 7.2.;

7.6.1.2. a Partner has deceased, or in the opinion of the Oversight is physically incapacitated in a way that would prevent them from exercising their duties as a Partner, or has relocated to another district, or their whereabouts are unknown, or attends another church, or has resumed a non-Christian life-style.

7.6.1.3. Where the Oversight determines that a Partnership has lapsed, the Partner will be permitted to appeal in writing within 14 days of either the

notification by way of the registered address in a recorded manner or, if that is not possible for some reason, then by way of the notification incidental in the posting of the Minutes of the next General Meeting listing Partnership details indicating that their Partnership has been recognised as lapsed or terminated and in the writing shall address the basis of the facts of the matter in respect of this constitution and their adherence to all of the criteria under 7.1., or 7.2., as the case may be.

In the first instance, if there is no successful appeal within 14 days the register of Partners shall be updated accordingly.

7.6.1.4. Reclassification of Membership for Partners. The Oversight may also determine at its discretion, in the case of Full Partners and in reference to rule 7.5.1., to reclassify Partners to Associate Partners on the recommendation of the delegated department or officer and any other inquiries. The Partner will be permitted to appeal within 14 days of either the notification by way of the registered address in a recorded manner or if that is not possible for some reason then within 14 days of the notification incidental in the posting of the Minutes of the next General Meeting listing Partnership details. A successful appeal will be by a person satisfying the Oversight that they meet all the criteria of Full Partnership under this constitution.

In the first instance, if there is no successful appeal within 14 days the register of Partners shall be updated accordingly. In the second instance, if there is a successful appeal within 14 days of the posting of Minutes of a General Meeting then the record will be amended.

A former Full Partner may re-apply for Full Partnership at any time, unless otherwise determined by Oversight.

7.6.2. Appeal of a Oversight Decision to terminate a lapsed Membership

In the event that a Partner disputes the factual basis of the recommendation on which and the decision of the Oversight was made relating to 7.6.1.1 or 7.6.1.2, they may lodge a formal appeal in writing within 14 days of receiving notification of Partnership lapse or termination from the Oversight or within 14 days of the posting of the Minutes of a General Meeting listing Partner details of the Church setting out information to support their viewpoint on the information provided to the Oversight, or simply evidence of meeting all the criteria of Full Partnership or Associate Partnership requirements as the case may be. The Oversight shall discuss the matter and may, at its discretion, choose to interview the person concerned. The Oversight shall then make a decision that shall be binding with no right of appeal except and unless the constitutional process was not followed by the Oversight (See 8.1.2.).

The person may also re-apply for Partnership again at any time, unless otherwise decided by Oversight.

7.6.3. Suspension and Termination of Membership (Partnership)

The Oversight may consider a recommendation from the relevant delegated department or leader to suspend and terminate a Partnership, and may suspend and terminate the Partnership of any Partner who, on the information provided, in its opinion, has violated the basic requirements of Scripture or failed to abide by the conditions of their Partnership or of this Constitution's rules.

Ordinarily this will be either due to the seriousness of the matter or the reported ongoing disregard for instruction concerning this constitution and their adherence; but never the less at the discretion of the Oversight.

It may also result from a failure to comply with final determinations in a regular natural justice dispute, see rule 8.1. If this determination was made by the Oversight, then if it finds that the Partner has not complied with all conditions of the determination, it may make an immediate determination to terminate the Partnership of a Partner. If the determination was made by a delegate, then refer to 7.6.4.

7.6.4. Procedure for Termination of a suspended Membership (Partnership)

A suspended Partner is immediately suspended from all positions and teams (See also 11.2 and 11.4) and must be immediately notified with a record, and the suspension will remain in effect until their Partnership is either reinstated or terminated.

When the Oversight responds to a recommendation and suspends and proposes to consider terminating the Partnership of any Partner, the decision arrived at should not breach the accepted principles of natural justice as follows.

7.6.4.1. The Partner concerned shall be given recorded notice of the proposal to consider terminating their suspended Partnership and such recorded notice shall provide the general particulars of the reasons why their Partnership termination was proposed to the Oversight.

7.6.4.2. The Partner shall have the right to either make a written response that must be forwarded to the Oversight within 14 days of receipt of the notice of termination of Partnership where the receipt date is determined by the normal time that it would take for the recipient to be able to access the delivery, or else the suspended Partner will be permitted to forward notification of their resignation at any time before the Oversight meets.

7.6.4.3. The Oversight may at its discretion invite the Partner to present oral submissions. Nothing herein shall require the Oversight to hear oral evidence nor to be bound by the rules of evidence nor to allow the Partner to be represented by legal counsel. The Oversight shall act according to equity, good conscience and the substantial merits of the case without regard to technicalities and legal forms.

7.6.4.4. In the event that there is a dispute as to material allegations of fact, then the Oversight shall make such inquiries as it deems fit, and make

findings of fact, which shall be conveyed to the Partner, who shall have 14 days to present a response in such a manner as the Oversight shall determine.

7.6.4.5. If no notification of resignation or response is received within the specified period, the Oversight shall make the determination for appropriate action that may be taken against that Partner without further communication; otherwise the Oversight will consider the response in their final determination.

7.6.4.6. The determination shall be by a simple majority decision of the Oversight, and a record shall be conveyed to the Partner of the result.

8. Natural Justice

8.1.1 **Disputes between Members (Partners)** shall be settled if possible between the Partners concerned and the subsequent mediation of any immediate Leaders or counsellors.

If this fails, the matter shall be referred for determination by any relevant department Leader or supervisor and any subsequent appeal shall be brought for consideration by the Oversight or their delegate, whose decision shall be final.

If a party does not accept the ruling of the Oversight then they may be expelled from the relevant group or suspended and may ultimately have their Partnership terminated, see 7.6.3..

8.1.2 **Disputes between Members (Partners) and the Oversight** shall be settled if possible before the Oversight, and if not resolved shall be by appeal in writing to the relevant State Chairman detailing the manner in which the Oversight has not acted according to this constitution.

The State Chairman or their delegate will request a response in writing from the Oversight and may take other actions according to CRC policies and may at its discretion seek further clarification from either party.

The State Chairman is not obliged to hear any testimony in person but may call for it if they so decide.

They will then, in the light of this constitution, either uphold the Oversight decision which shall then be final or, with the agreement of the State Executive, over-rule it with a subsequent ruling or directive which will be binding on the party or parties.

The Oversight, may appeal the State Executive ruling according to the CRC disputes system, or void it by a carried resolution at a General Meeting of Members duly convened, and then the matter shall be final.

If a party does not accept the ruling then in the case of the Senior Minister, and any other Ministers on the Oversight, they may have their Credential suspended pending a review, and in the case of Partners in the dispute, they may have their Partnership suspended, terminated or otherwise confirmed as such without further appeal.

9. Other Offices and Teams

9.1. The Oversight shall have the authority, according to the size, needs and gifts of the Church, to create positions, organise teams and departments and appoint Leaders, Deacons, Ministers and Elders over them. All teams shall have a leader and a direct report or supervising leader.

The Oversight may also create Outreaches and Campuses and Adopt groups and Churches and appoint leaders to them with whatever degree of delegated powers the Oversight may determine. See clause 16.3.

Leaders and Teams may develop other Leaders and Teams save that all the Leaders at all times are subject to the hierarchy of appointment and to the grace of the Senior Minister and the Oversight to confirm, review and rescind their appointment and their decisions as it deems necessary.

As such the vision and goals and decisions of all kinds of teams and positions are subject to the hierarchy of leadership supervision, and the Senior Minister and Oversight in particular, and the overarching vision and goals of the Church, while yet being encouraged to express additional vision and goals not contradictory or detrimental to the published vision and goals and policies of the Church.

9.2. Deacons and Management Teams

The Oversight may create Management Departments and Teams and positions and appoint Partners to lead them who are morally and scripturally qualified as deacons (Eg Acts 6:3 and or 1 Tim 3:8-13 depending on the nature of the work at the discretion of the Oversight) who shall devote themselves to the service of the Church in facilitating the delegated business and financial affairs of the Church and report to the Oversight and any other delegated authority as required.

Deacons will ordinarily be referred to as Leaders of the said team such as 'Kinder Leader', or directors of the said department such as 'Children's Director' or by the name of the said position such as 'Risk Officer'.

9.2.1. Such activities may include the management of property, finance, catering, Sunday service support and other administration and business affairs of the Church as well as caring for the immediate needs of people in the Church, and in ensuring the smooth running of the various meetings and activities of the Church.

9.2.2 The Oversight may also create functional positions such as project leader, event leader, safety officer, firewarden, book keeper et cetera and the officers will report back to the Oversight and any other delegated authority as required.

9.3. Ministers and Ministry Teams

The Oversight shall have the authority to organise such Ministry Departments and Teams and positions as it so determines for ministry to children, youth, women and men, outreaches, church plants, missions, training, education, good works and community support et cetera and

appoint partners to them as it determines are scripturally and morally qualified and gifted to do so.

Such leaders will be ministering deacons or ministering elders (if appointed as Elders) which will usually be referred to as 'leader' of the said team such as 'junior youth leader'; or if it is a department directorship by a title such as 'children's director'; or else, if they are a credentialed minister they may be known by the title of pastor such as 'youth pastor' or 'pastor' of a certain Outreach or Adopted Church.

Pastors who are further appointed to the Oversight may also be known as Oversight members.

9.3.1. The Senior Minister with the concurrence of Oversight may recommend to the relevant CRC body candidates for CRC Credentials to carry on the work of the ministry under the guidance of the Senior Minister and any delegated Ministers anywhere it may. Likewise recommendation or covering for credentials may be rescinded by notification to the relevant State Executive subject to any other processes that may be in effect under CRC policies and processes.

9.3.2. The Senior Minister shall have the authority to appoint and to terminate the appointment of all Ministry Leaders of all the Ministry Departments and Outreaches, Adopted Churches and Campuses of the Church with the concurrence of three-fifths of the Oversight, subject to any liaison with the CRC that may be required by the CRC.

9.3.3. It is intended that the practical outworking of the term Minister apply to the function of directing spiritual meetings whether in the general Assembly, or departments and supervising and coaching other leaders and ministers.

9.3.4. Those that minister, including those without Credentials, shall be under the leadership and care of the Senior Minister, and such other delegated Ministers and coaches. Coaches for Credentialed Ministers may also be other appointee Ministers of the CRC in matters of general ministry but without any delegated powers under this constitution unless otherwise determined by the Senior Minister or the Oversight.

9.3.5. The purpose of the Ministry Team is, under the Senior Minister and the Oversight and any delegates of the Senior Minister, to manage and coach those that minister, with or without Trainee Minister Credentials, and to take the greater responsibility of delivering inspired messages of preaching, teaching, exhortation, correction and prophecy, in public meetings and other smaller weekly meetings and outreaches et cetera, as they may occasion.

9.3.6. The Ministers shall seek to advance in their CRC Credential qualifications and to fulfil and to balance their responsibilities to the CRC family and the Church in a way that enables them to fulfil their various job descriptions and any agreed visionary goals.

9.4. Elders

9.4.1. The Oversight has the authority to appoint and remove Partners as Elders to be examples to the Church. If these Elders are further appointed to leading a team they may be referred to in general as a Leading Elder, or a Ministering Elder as the case may be, and a Leader in particular. If they are further appointed to the Oversight, they may be referred to as Ruling Elders or Oversight Members.

9.4.2. The Elders are under the supervision of the Senior Minister and the Oversight, generally, and any delegates appointed for that purpose.

9.4.3. Elders should in principle exhibit the qualities in the letters of Timothy and Titus;

9.4.4. Preferably, they may be, or have been, Deacons or Ministry Leaders with sound spirit and mind, that have a good testimony before God and man of service to the Body of Christ, and have gained wisdom in serving God;

9.4.5. The primary role of the Elders is to assist the ministry team as: role models of maturity and spirituality as spiritual parents, coaching and mentoring people in the teachings of the ministry team, assisting with prayer ministry, and otherwise ministering and serving as may be occasioned at the grace of the Senior Minister and the Oversight.

9.5. Conduct at Meetings of Leaders in Teams

9.5.1. Unless otherwise determined by Oversight, meetings and meeting adjournments may be held from time to time as the Team or the Leader decides to such places and times as they see fit and such meetings may also be held virtually. Extra-ordinary meetings called by the Leader or supervisory Leader need not have a minimum notice period provided that a quorum is achieved.

9.5.2. The Leader or their nominee shall chair the meetings, and in the absence of the Leader no business shall be transacted unless a Leader is deputized by the Leader for the task, or a Leader in the immediate supervisory chain of leadership shall agree to chair the meeting.

9.5.3. Proposals may be put forward by the Leader at their discretion, subject to points of order according to this constitution, and need not be seconded but all decisions at meetings shall be recorded, reviewed by the Leader, and circulated then received or otherwise varied at the next meeting. A copy shall be retained by the Leader and produced upon request by any supervisory level of leadership.

9.5.4. Out of session resolutions circulated and signed by all Members of the Team or with other recorded evidence of support and placed with the Team minutes shall be as valid as regular minutes duly received.

9.5.5. A quorum for any meeting or part thereof shall be a majority of those present in person or virtually along with any recorded absentee votes on hand for those items on the agenda. If a quorum is not present business

may be recorded but not acted upon until the recorded approval of all of the Members not present. Upon their registered approval the minutes may be acted upon and received at the next meeting in the normal manner. Without the approval the resolutions involved are not carried.

9.5.6. Voting at Team meetings will ideally be unanimity but for cases where a decision needs to be made it will be a simple majority and carried resolutions are valid if not contrary to this constitution's rules, previous decisions whereby the Team may have bound itself, and while not over-ruled by the Oversight or any hierarchy of leadership.

9.5.7. The Leader with the concurrence of the rest of the Team may appoint and remove Leaders to the Team or positions that would incidentally bring about that result.

9.5.8. Where the Team or a member of the Team would seek to remove a Leader then refer to rule 8.1.

10. General Meetings

10.1. Notice of General Meetings shall be posted at the normal place of fellowship, and on any other such advertising space as the Oversight may decide, such as newsletters, projection in meetings, website, other internet sites et cetera, and may be received electronically at the last registered address, and in the case of the Annual General Meeting in the Church calendar, and the accidental, or incidental, failure of a Partner to receive notice will not invalidate proceedings at that meeting.

Where mail by courier is concerned, notice will be posted at least 2 days earlier and deemed to have been sent at least by the required day and a record list kept of such postages as sufficient evidence of having been sent.

No Partners shall be deliberately excluded from receiving notice, and no one else may expect any kind of notice, except the auditor, if required to be present or have documents prepared, shall be given notice.

The Senior Minister or their delegate shall prepare an Agenda for the Meeting to be edited and approved by the Oversight as required. See also clauses 10.5.2., 10.8.3. and 10.8.4.

10.2. Special Business

In these rules special business is as follows

- SGM – all business other than the adoption of rules of order
- AGM – all business other than consideration of financial statements, the report of the auditor, recorded Leader's reports on activities of the previous year, recorded Leader's reports of planned activities for the current year, the report of the Senior Minister on behalf of the Oversight, any other business that ought to be conducted as part of the Oversight report issued with the notice convening the meeting, and any change in appointment of the auditor.

10.3. Chairman

The Senior Minister shall appoint the chair of the meeting unless otherwise determined by Oversight.

10.4. Annual General Meeting

10.4.1. An Annual General Meeting (AGM) also known as the Annual Progress Meeting (APM) of the Partners of the Church shall be called by the Oversight at least once every calendar year within the time frame stipulated by the *Act*; not being more than 15 months since the last AGM for a set hour, date and place.

10.4.2. At least 14 days prior to the meeting, formal notice of the meeting must be given to Partners of the AGM and an audited copy of the income and expenditure account and balance sheet, together with any other statements required under the *Act* shall be made available to all Partners as well as the notices of motion and any general particulars of any special business.

10.5. Special General Meeting

10.5.1. A Special General Meeting is a General Meeting other than the Annual General Meeting.

10.5.2. A Special General Meeting of Partners may be called by the Oversight. At least 14 days written notice and an agenda shall be made available to all Partners. Only items on the agenda shall be discussed.

10.6. Special General Meeting to Change Constitution

When changes to this constitution are proposed they shall be referred to the State Executive of the CRC for comment before the Church Oversight approves them and prior to the Church Oversight presenting them to the Partners for their consideration. If there is an intention of a possible withdrawal from CRC Churches International, the procedures given in clauses 16 and 19 must be followed.

10.7. Chairman Duties

The chairman shall ensure the agenda is managed under quorum rules and determine the result for the various motions to be minuted.

10.8. Conduct at an AGM:

10.8.1. An audited statement of Income and Expenditure and a Balance Sheet together with any other statements required under the *Act* in respect of that year which have been approved by the Oversight shall be presented under a declaration truth and fairness signed by two Oversight members.

10.8.2. Reports from the Oversight Chairman or Senior Minister or any other members of the Oversight of the Church and from the various Departmental Leaders or a Member of the Oversight appointed by the Oversight to report on behalf of the various Departmental Leaders may be presented or received

as having been presented or published at some other time e.g. Annual Magazine or Report.

10.8.3. Partners shall vote on the acceptance of the minutes from the previous AGM and the financial statements and on any other matter that may be presented for a decision or affirmation.

10.8.4. Other matters shall be presented as determined by the Oversight and on the agenda as presented to the meeting.

10.9. Voting at (Special) General Meetings of Members

10.9.1. No voting shall occur without a Chairman of General Meetings and

- The chairman of any General Meeting shall be the Senior Minister of the Church or other nominee confirmed on the notice approved by Oversight.
- If the Senior Minister and other Oversight Members are unable or unwilling to act as chair then the Partners present shall elect a chair.

10.9.2. If a quorum is not present after 30 minutes from the scheduled start, no business shall be conducted other than the recording of the details of the absence of a quorum and the adjourning of the meeting to the same time and location once week hence or the time and place at least one week hence that may have been posted on the notice for the meeting adjourned and if a quorum is not present at that meeting after 30 minutes from the appointed time, the Partners present shall constitute a quorum.

10.9.3. If during a General Meeting there ceases to be a quorum further business must be suspended until a quorum is resumed or the meeting is reconvened upon adjournment as in 10.9.2.

10.9.4. As determined by Oversight, absentee votes are permitted on any prescribed form the Oversight may make available provided they are delivered with completed votes on each resolution to the Chairman prior to the commencement of the meeting. Any votes not recorded shall be recorded as abstained.

10.9.5. Quorum for all Special General Meetings and General Meetings shall be 50% of Partners, calculated from the total not including Associate Partners nor suspended Partners nor Partners not in good standing, and the 50% minimum including those present physically or virtually, including absentee votes presented, among in each case Partners not Associate Partners nor suspended Partners nor Partners not in good standing.

10.9.6. Carried Resolutions. While it is felt consistent with Scripture that there should be total unity in the passing of resolutions, for the purposes of this Constitution and unless otherwise stated, a vote carried at:

- A General Meeting for Ordinary Business shall be a simple majority of the affirmative absentee votes and the Partners present and voting at

the meeting concerned shall be deemed sufficient to constitute a valid resolution of all procedural items.

- A General Meeting for Special Business involving constitutional change shall be a two-thirds majority of the affirmative absentee votes and the Partners present and voting at the meeting concerned shall be deemed sufficient to constitute a valid resolution (see also rule 19), and for business involving withdrawing from affiliation shall be four-fifths majority of the affirmative absentee votes and the Partners present and voting at the meeting concerned shall be deemed sufficient to constitute a valid resolution (see also rule 16), and all other business shall be 50% unless otherwise stated in this constitution.
- A Special General Meeting for Ordinary Business shall be a two-thirds majority of the affirmative absentee votes and the Partners present and voting at the meeting concerned shall be deemed sufficient to constitute a valid resolution (see also rule 19).
- A Special General Meeting for Special Business involving withdrawing from affiliation shall be four-fifths majority of the affirmative absentee votes and the Partners present and voting at the meeting concerned shall be deemed sufficient to constitute a valid resolution (see also rule 16), and all other business shall be 50% unless otherwise stated in this constitution.

10.9.7. Voting is by a show of hands unless otherwise called for by the chairman and by absentee vote as described in 10.9.4.

10.9.8. The chair does not have a casting vote.

10.9.9. The chair may move motions and no seconder is required.

10.9.10. There are no provisions for corporate memberships, and thus corporate votes. Also, no Partners not in good standing, nor suspended Partners, nor Associate Partners are entitled to vote although they may attend and otherwise participate unless otherwise determined by the Meeting or the Oversight.

10.10. Minutes

Minutes are to be prepared for every General Meeting of the Church and kept in a master file. The Senior Minister or his nominee shall be able to review the minutes for subsequent Oversight approval. Copies of these minutes are to be sent to each Member of the Oversight and shall be available to all Partners. The minutes shall then be confirmed at the next General Meeting.

11. Personnel

11.1. Staff

For employment by the Church a person must:

- 11.1.1. Demonstrate their support of the vision, mission, ministry, ethos and values of the Church,
- 11.1.2. Have a Police Check,
- 11.1.3. Receive and sign the terms of employment.

11.2. Termination as Member of Staff

A staff member may be dismissed immediately if that person in the opinion of the Senior Minister and the Oversight:

- 11.2.1. Has deliberately or wilfully violated the moral, ethical and scriptural requirements specified by the relevant CRC Charter, National Constitution and State Constitution, or
- 11.2.2. Has deliberately or wilfully breached a requirement of this Constitution, or
- 11.2.3. Has committed a serious breach of their employment contract and conditions of employment, or
- 11.2.4. Has acted in a manner as to bring the Church into disrepute, or
- 11.2.5. Is guilty of serious or wilful misconduct, or
- 11.2.6. Is persistently absent from duty without proper cause, or
- 11.2.7. Is guilty of serious and wilful neglect of duty, or
- 11.2.8. Refuses to obey any reasonable order from their supervisor(s).

11.3. Volunteers

Volunteers regularly working with people associated with the Church must:

- 11.3.1. demonstrate their support of the vision, mission, ministry, ethos and values of the Church,.
- 11.3.2. Have a Police Check and/or a 'Working with Children Check Card' if working with minors as required by State or Territory authorities.

11.4. Violation of Principles

Any staff Member or volunteer actively involved with the Church, who in the opinion of the Oversight deliberately violates the basic requirements of Scripture or the Statement of Faith, or wilfully breaches the requirements of this Constitution, the relevant CRC Charter, National Constitution and State

Constitution in the absence of true repentance, shall have their involvement or employment terminated and any Partnership suspended (see also 7.6.3). Examples of violations shall include areas such as moral failure, financial mismanagement, unethical behaviour, disregard to the Statement of Faith, wilful disregard for (or breach of) the law, or activities that bring discredit to the Church.

12. Finance

12.1. Non-profit Organisation

The Church is a not for profit organisation.

12.2. Financing

12.2.1. The Church shall be financed by any legal means that the Oversight determines as ethical such as;

- freewill offerings, tithes, bequests, gifts, pledges of Partners, adherents and supporters;
- buying and selling of any assets of any description (subject to clauses of rule 14),
- returns on investments and hire & lease of any kind, and
- sundry buying and selling of any kind, and
- grants and funding of any kind from any source and
- loans of all kinds; and

12.2.2. The proceeds of any funds derived from trading using business name(s), but only as authorised in accordance with section 51 of the Associations Incorporation Act 1981.

12.2.3. All revenues received through these means become Church property and cannot be reclaimed by any officer, Partner, adherent or supporter.

12.2.4. The Church through its Oversight may by special and specific resolution borrow funds from any source and secure such funds against church property as fully and effectively as a natural person could do, to further the vision and objects of the Church with due regard to any requirements at law or in these rules.

12.2.5. In the case of concerns about excessive borrowing commitments of the Oversight by any Partners of the Church for running costs and significantly reducing the equity of the Church without commensurately increasing the asset base, refer to rule 8.1.2.

12.3. Use of Income

The income and property however derived shall be applied solely towards the promotion of the objectives of the Church. In the pursuit of these objectives

the Church may legally and ethically, as the Oversight may determine, defray all expenses, purchase and maintain and develop assets of land, equipment and buildings, develop enterprises, deposit in or buy investments of all kinds, donate and gift toward various churches, ministries, missions, organisations and causes that further the objects, save that no portion of it shall be paid or transferred directly or indirectly by way of profit to any individual, although nothing herein contained shall prevent:

12.3.1. The remuneration of any staff or servants of the Church.

12.3.2. The payment to any other person in return for any service actually rendered to the Church.

12.3.3. The payment in good faith by the Church of contributions to a Superannuation Fund for the benefit of salaried employees of the Church, as determined by legislation.

12.3.4. The appointment of Trustees by the Church for the purposes of providing superannuation benefits.

12.3.5. The approval and payment to any person in respect of moneys advanced by them to the Church or on behalf of the Church.

12.4. Use of Information

No Officer or staff Member of the Church shall make improper use of any information acquired by virtue of their position so as to gain directly or indirectly an advantage for themselves or any other person, or so as to cause a detriment to the Church or Partners of the Church.

12.5. Conflict of Interest

Any Oversight Member, Management Council Member, Officer, Partner or regular attendee who has any direct or indirect or personal interest in a contract transaction or dealing with or proposed contract transaction or dealing made by or in the contemplation of the Church, shall disclose the nature and extent of their interest to the Oversight. The validity of any such contract transaction or dealing shall not be impeached or liable to be avoided by the Church where the Partner has such an interest or fiduciary relationship.

12.6. Indemnity

Members of the Oversight, Management Committee, Staff Members and any other officers or employees or volunteers or partners of the Church shall be indemnified against any liability incurred in defending any proceedings, whether civil or criminal, brought by reason of their actions in relation to or connected with the Church in which judgment is given in their favour or in which they are acquitted or in which relief is granted by the Court in respect of any negligence, default, breach of duty or breach of trust and the Church

may enter into such contracts of insurance in respect of such liability as are permitted by law.

12.7. Signatories

12.7.1. The Oversight in its absolute discretion shall appoint and rescind any Partner as a signatory, password holder, key holder of any kind for all and any accounts and other records of possession and liability with instruments and documents of all kinds to such assets and liabilities and trusts of all kinds in facilitating the out working of the objects of the Church.

12.7.2. There should be at least two signatories and two passwords (where applicable for electronic banking) for the removal of the Church's funds from any account, at the request of person or group responsible for the respective trust in the account, and which is to be operated in accordance with the current Finance Policy of the Church or at the direction of Oversight.

12.7.3. Ministry Expense Accounts. There will be at least one signatory and password (where applicable for electronic banking for the removal of the Church's funds according to the Finance Policy.

13. Accounts

The opening and closing and operating policies of all accounts of all kinds and all signatories and authorities are under the grace, approval and direction of the Oversight.

13.1. Records

The Church shall keep and retain proper accounts and records and documents and securities of the Assembly shall be under the control of the Secretary and any delegates in accordance with the various acts and regulations and good business practice.

The accounts and records shall be separate from the accounts and records of other separately constituted institutions or undertakings which are connected with Church.

Financial accounts shall show moneys received and expended, the general purpose for which such receipt or expenditure takes place and sufficient notes for unusual receipt or expenditure and the property debtors and liabilities of the Church.

If there is indebtedness to Oversight Members or Officers of the Church then amounts in excess of the current 4 weeks of gross full time salary (calculated on the award in use for the most basic level available) must be recorded in a register with the name of the person, the date incurred, the amount, the interest rate payable, the current balance and the due date.

13.2. Inspection and transparency

The accounts and records relating to the Church shall be available for inspection by the Oversight and authorised officials as required, and by church Partners via appointment.

The church must not issue, publish or circulate general financial statements other than to a director, employee or officer for internal use unless it is approved by the Senior Minister, or Oversight or its authorized delegate and signed by two Oversight Members and must have any auditors report attached, and must not purport to be audited if not.

The relevant teams and departments of the Church may issue, publish or circulate particular sub financial results in good faith to relevant parties only of their respective operations or events, for which they are in charge, such as the amount collected for a project, or the final cost of particular item, or the surplus or deficit for an event et cetera, so long as it is understood to be an unofficial interim report and does not purport to be an official audited report.

13.3. Financial Statements

A financial statement shall be presented to the Oversight at least quarterly or as prescribed by the Oversight (Eg monthly).

13.4. Financial Year

The Financial Year of the Church shall be the twelve-month period from the first day of January to the last day of December.

13.5. Auditing

13.5.1. When required to do as for an AGM (see 10.8.1.), or at any other time, the Oversight shall cause the Church accounts namely such Balance Sheet (Position Statement) and Income & Expenditure Accounts (Performance Statement), and other reports (Statement of Cash-flows and other statements) as may be required, to be duly audited.

13.5.2 The auditor shall be the current auditor at the adoption of these rules and may be changed according to these rules.

The Auditor shall not be one of the Oversight or any other officer or Partner of the Church.

The auditor may be an Audit firm, who then is approved to conduct audits under the relevant State Authorities, and shall duly cause the records to be audited hereinafter synonymous with the term Auditor.

13.5.3 The current auditor at any time may be approved by the Partners at the next and subsequent annual General Meetings of the Church. In the case that the auditor is not approved the Oversight will choose another, and promptly inform the auditors involved of such decisions in writing

The Oversight may also choose a new auditor whenever it thinks fit, save that if at the next General Meeting of Partners an auditor is not approved,

the Oversight must appoint another and never one previously not approved unless by a carried resolution of a General Meeting.

13.5.4. The auditor is not required to attend or be represented at General Meetings but may attend for the resolution concerning the acceptance of the audited reports, and may not attend for the resolution of their continuance as an auditor.

14. Property

The Oversight may exercise all the powers and do all the acts and things that the Church as a person may exercise and do, and are not by these rules or by statute or otherwise lawfully directed or required to be exercised or done by the Church in a General Meeting, but nevertheless subject to: all laws affecting the Church, these rules, and rules not being inconsistent with these rules with which the Oversight may from time to time bind itself or may similarly be bound by rules made by the Church in a General Meeting.

A rule made by the Church Oversight or in a General Meeting does not invalidate or make wrong a prior act of the Oversight that would have been valid if that rule had not been made.

14.1. Rules

The Church, through the Church Oversight, has the authority and power to make rules and regulations for the administration of its local affairs and for the administration, management, provision and disposal of all monies, revenues, legacies, donations and documents of every description under its control or under the control of any officer elected or appointed in accordance with the provision of this Constitution, but always subject to the trust, if any, affecting the same.

14.2. Ownership

The Church, through the Church Oversight, shall have all the powers of property ownership as laid down in the *Act* without in anywise limiting the effect of this clause:

14.2.1. The Church may in its corporate name hold, purchase or take on lease any land, and may sell, exchange, mortgage lease or build upon the same with power to alter and pull down buildings and again rebuild, and otherwise deal with the same as fully and effectually as a natural person could do subject to clause 14.2.2.

14.2.2 Concerning the main property designated for worship, prior to entering into any contract of sale or pledge or assigning of the property, the relevant State Chairman and National Chairman shall be consulted. In the process of such consultation, additional time may be requested to further ensure the proposal aligns with this constitution such as clause 5.1. and 14.1..

14.2.3. The Oversight may assist another association, person or body corporate to further the Church's vision by giving any guarantee and/or indemnity upon such terms as the Oversight may deem fit.

15. Common Seal.

The Oversight may provide a Common Seal for the Church and may destroy a Seal and substitute a new Seal in its place.

15.1. Seal Holders

Every Member of the Oversight shall be a Seal holder. The Oversight may appoint and specify in writing which other Partners are to be Seal Holders.

15.2. Use of Seal

The Church does not require the use of the Common Seal on documents that do not themselves require it by virtue of the demand of the entity or at law.

However, all States and Territories and organisations whose instruments entered into may require execution or authentication by the Church under Seal shall be sealed with the Common Seal if so required over the signatures of two of the Seal Holders.

Authorisation to use the Seal shall be given and minuted by the Oversight explicitly or implicitly under the specific authorisation to enter into the transaction requiring it. Decisions involving the purchase or sale of land and the transacting of other such significantly valuable assets or liabilities as may require signing under Seal shall be the responsibility of Oversight to make or ratify.

If the use of the Seal is implicitly required in that the requirement to use the Seal was not known at the time of the resolution by the Oversight and the Senior Minister is not available as a signatory then subsequent to the notification and permission of the Senior Minister at least two other signatories may be used to sign under the Seal.

Where the use of the Seal is required, as a result of a resolution carried in a department, the Senior Minister shall be notified, and either authorize its use by two Seal holders, or defer the matter to the Oversight based on the substantial merits of the case.

Where the use of the Seal is required for use by the user of a ministry account for a matter as part of their salary package such as a vehicle loan, then any two Oversight members may sign under Seal without a special resolution of the Oversight unless required by the lender, provided the Senior Minister is informed and is satisfied that the user of the ministry account is personal guarantor for the loan if any.

15.3. Custody of the Seal shall be with the Secretary, Treasurer or Senior Minister or a Seal Holder or other Partner as the Oversight may decide.

16. Affiliation

16.1. CRC Affiliation

The church is affiliated with the CRC Churches International within the nation through the relevant state and will remain current with affiliation dues and abide by relevant CRC polices and guidelines in principle or in kind unless all the following requirements are met.

16.2. Process of disaffiliation with CRC

Notice shall be given in writing to the relevant State Chairman of the Church Oversight's intention to withdraw the Church from the CRC to enable representatives of the State Executive of the CRC to meet with the Oversight of the Church before a final decision is taken by the Oversight to discuss the reason for their proposed action. The State Executive shall be given at least 30 days of notice of such a meeting of the Oversight.

If, after a meeting with the relevant State Executive or their representatives, the Oversight decides to pursue their intentions to withdraw their affiliation with the CRC, all the following requirements must be met:

16.2.1. The Oversight of the Church must vote unanimously to withdraw from the CRC.

16.2.2. Due consideration to be given to any encumbrances by any trust by way of donations and bequeaths to do so (e.g. historical donations to the CRC Church to purchase CRC property).

16.2.3. A properly convened Special General Meeting of the Partners of the Church (see 10.6) must be called to discuss the proposed withdrawal.

16.2.4. Formal notice in writing must be given to the Partners of the Church regarding the nature, date, time and place of such meeting at least 30 days prior to the scheduled date of the Meeting.

16.2.5. Notification of the nature, date, time and place of such meeting must be given in writing by the Oversight to the State Chairman of the CRC at least 60 days prior to the scheduled date of the meeting with a summary of the reasons that such a meeting is being convened, so that representatives of the State Executive or their nominees may be entitled to be present to express the views of the CRC.

16.2.6. At such a meeting, a majority of four-fifths of all Partners of the Church must be in agreement with any motion to carry that motion to withdraw from the CRC Churches International.

16.3. Other Affiliations and Outreaches

The Church and Ministers may affiliate with other organisations such as prayer networks, regional networks, training organisations, aid organisations

and so on, provided that the obligations of doing so do not disrupt the responsibilities to, and fellowship with, the CRC.

16.3.1. The Church may create or adopt organisations to be affiliated with it to outwork the purposes of the Church such as Outreach or Branch or Campus Churches as departments of the Church anywhere it may and may formally incorporate or organise these groups as it sees fit in the circumstances of the relevant state or nation concerned. Where there is no relevant State or National CRC organisation, the Church may register or affiliate these groups through CRC Victoria as the sponsoring church or by other arrangements the CRC may provide.

16.3.2. Incorporation of Outreach Churches

16.3.2.1 If an Outreach wishes to be incorporated under the relevant Act, it must be by the consent and resolution of the Oversight to the incorporation and must comply with any term or condition mentioned in the resolution including the members of the Oversight which may be the Oversight of this Church as the Governing Church according to these rules and the provisions of clause 16.3.2.3 and any directive of the relevant CRC State Executive. A local leader and team may be recognised and operate under delegation in the manner of an Adopted Church. See clause 17.

16.3.2.2 An Outreach Church so incorporated must not exercise a power conferred on an organisation under the relevant Act if specifically prevented under any condition in a resolution mentioned in rule 16.3.2.1., unless first obtaining the written consent of this Church.

16.3.2.3 Unless any resolution of rule 16.3.2.1. so provides, the constitutional rules of the new church are deemed to include: the constitutional rules of this Church giving the term or condition, or the portion of the constitutional rules mentioned in the certificate, but the powers of the new church must never exceed the powers conferred on an organisation under the relevant Act.

17. Church Assistance

17.1. Leadership Viability

If the Church ceases to be able to maintain a viable and competent Oversight in accordance with clause 5.5 or 5.18, as determined by the remaining Oversight, any relevant apostolic overseer or any governing church or the relevant CRC State Executive, the relevant apostolic overseer or any governing church or the relevant CRC State Chairman, in consultation with the relevant National Chairman, may seek to supply supplementary Oversight Members from another CRC church, and shall in the case of exceeding 12 months with supplementary Oversight Members decide whether to restart this period or otherwise direct the Church to become an Adopted Church.

In this case, or in the case that supplementary Oversight Members cannot be found, the governance authority and responsibility of the Oversight will be transferred to a suitable CRC Church which shall become known as the Governing Church. The Oversight of the Governing Church will assume all

the responsibilities of the Church Oversight and operate in accordance with this constitution.

17.2. Membership Strength

If the number of adult Partners and regular attendees of a Church falls below 30 adults the Church shall immediately become an Adopted Church as soon as an agreement is made by the Oversight, or the relevant State Executive with a suitable CRC Church which shall become known as the Governing Church, which will become the review Oversight for decisions of the Adopted Church and seek to assist in strengthening the Church.

If it is determined by the Adopted Church Oversight, or the State Executive that the Adopted Church Oversight Members do not meet CRC standards, then the State Executive may also determine that the Governing Church Oversight shall become the Oversight of the Adopted Church and operate according to this constitution.

17.3. Recognition of the Local Church

The Governing Church may be installed as the Oversight in review or in entirety.

In the case of being in review then the local team may operate as team making decisions to be ratified by the Governing Church, so as to maintain as much a sense of normalcy as possible. However, subject to any agreement, the Governing Church may direct the Adopted Church as fully and effectively as the Oversight of the Church.

In the case of assuming full directive control, any continuing or appointed Leader or Team of the Adopted Church would be subject to the Governing Church oversight and any associate Leaders may be considered as local Team Members by the Governing Church.

The relevant CRC State Executive on the recommendation of the Governing Church may recognise the Church as a self-governing when it again grows in Partnership strength and has a viable leadership as follows.

Where the Governing Church is simply an oversight of review for an established local Pastor and team kept in place, it will be released by the Governing Church informing the State Executive of such, and the State Executive will confirm the Affiliate status of the Church at their next meeting in that the Pastor and team now constitute the Oversight of the Church.

Where the Governing Church has been the Oversight of the Adopted Church, without a functioning team, the Oversight may appoint the local Team to the Oversight under this constitution and resign in due course to release the local Church and inform the State Executive who shall confirm the Affiliate status of the Church at their next meeting.

18. Ceasing to Function

18.1. In the event of the Assembly ceasing to function and distributing its funds, no individual member shall be entitled to receive any part thereof;

such surplus shall be paid to a charitable institute having objects wholly or in part similar to the objects of the Assembly as determined by the Oversight, or relevant trustees if any.

18.2. If the Church would cease to function and the Oversight strength is below the requirements of clause 5.5 or the Partnership strength is below the requirements of clause 17.2 then the wind up of the Church shall be conducted by the Governing Church, see Clause 17, under the guidance of the State Chairman or his nominee to ensure current CRC policies are followed.

18.3. The charitable institute to receive windup funds shall be the relevant CRC Generations Fund under the management of the relevant National Council of the CRC, or its delegated Committee, split between State, National and International Trusts, or if the Generations Fund is not operative then other trusts determined by the relevant State Executive to further the vision and objects of the CRC within the State, Nation and the movement at large.

These funds must also have similar objects to the winding up Church, which prohibits the distribution of its income and property to the members and officers of the CRC Council.

19. Alterations to this Constitution

19.1. All proposed changes to this Constitution shall be approved by the Oversight and not objected to by the relevant CRC State Executive or their nominees whether the proposed changes are consistent with the stated vision, values, ethos and operational procedures of the Church and the CRC.

19.2. Once the proposed changes have been endorsed by the Oversight and the relevant CRC State Executive or their nominees, the proposed changes shall be sent out to all Partners at least 60 days before the planned Special General Meeting (10.6.) at which the changes are to be considered and formal notice of at least 21 days shall be given of that meeting.

19.3. ALTERATIONS TO CONSTITUTION OR PURPOSES WITHOUT CONSENT OF GOVERNMENT BUSINESS MINISTER

The wording of rules 12.2.2 and rule 18.1 may not be altered without the consent of the Government Minister concerned under section 51 (6) of the Associations Incorporation Act 1981.

19.4. Subject to the above rules any amendment to or repeal of the provisions of this Constitution shall then be made by a vote carried by a majority of three quarters of the Partners of the Church voting at a Special General Meeting or Annual General Meeting of the Church to Change the Constitution (see 10.6). The quorum for this meeting shall be 50%.

20. Trading

The Church is authorized to trade as per section 51 of the Associations Incorporation Act 1981, for the furtherance of its vision and objects.

21. Glossary

In this Constitution's rules, except where the context is inconsistent therewith, the definitions and meanings below apply:

'Act' means the Incorporation Act of 1981 from time to time in force and all amendments to it;

'Adopted' Church means a church that has fallen below minimum requirements for leadership and Membership strength and been appointed to a Governing Church whose Board shall be the Oversight of the Adopted Church.

'Apostolic Overseer' means any person recognised by the Oversight, such as the founder, a former senior minister, regional network leader, or other CRC leader as a person to address the relevant matters referred to in this constitution.

'Associate Partner' means a Partner of Member not a Full Partner of Member.

'Board' means the legal governing and overseeing body of the Church and may also be called the Elders, Eldership or 'Oversight'.

'City Church' means a Church in a location declared to be a City by the State or Territory Government.

'Church' means a local church which may also be called Assembly, Christian Centre, Christian Fellowship, Family Centre, Community Church or Fellowship or similar and in particular the Church named in this constitution.

'Church Universal' means the concept of the general body of all believers that Jesus only can recognise and be the head of.

'Committee' means a delegated Team or Department of the Church.

'Country Church' means a Church located outside a City.

'CRC' means the CRC Churches International Australia Inc.

'CRC Local Church' means a local church which has been accepted as an autonomous affiliated church in CRC Churches International unless the context would indicate CRC churches in general.

'Deacon' means a position significant practical responsibility or leadership.

'Department' means a collection of Teams or responsibilities under a Leader or Team

'Deputy Leader' means an appointed interim acting Senior Minister, usually the Vice President or Vice Chairman.

'Directors' means the directors or Oversight of the organisation for the time being;

'Elder' means an individual appointed as an exemplary person, assisting with the care of the Church, and may be or have been a leader, deacon or minister or Oversight member if appointed to any of those roles.

‘Executive Leadership Committee’ means a minuted subcommittee of the Oversight who may act collectively as interim Deputy Senior Minister in situations determined under this constitution.

‘Financial Year’ means the 12 month period ending 31st December

‘Full Partner’ means a Partner or Member not an Associate Partner or Associate Member.

‘General Meeting’ means a general meeting of Members of the Church convened in accordance with this constitution.

‘Good Standing’ concerning a Partner means a Partner not lapsed, suspended nor under discipline nor in dispute with the Organisation, nor determined to be in arrears concerning a debt to the Church.

‘Governing Church’ means a CRC Local Church which is providing the governance support of an Adopted Church or an Outreach Church.

‘Incorporation Act’ means the Incorporation Act of 1981 from time to time in force and all amendments to it;

‘Management Council’ means the group of Members appointed to serve the Church as defined in this Constitution to manage the Business Affairs of the Church. This Body may also be called: ‘Administration Department’, ‘Board of Deacons’, ‘Deacons’, ‘Business Council’, ‘Finance Committee’ or other similar titles.

‘Member’ means a Member of the Church as defined in this constitution unless the context is obviously otherwise and may also be called ‘Partner’ or similar.

‘member’ with lower case means a member of another church or a member of a committee or team.

‘Membership’ may refer to general membership of the Church, the Board or Management Committee of the Church. In the case of general membership the term ‘Partnership’ may also be used.

‘Minister’ means a person with any CRC Minister credential and may also refer to a person appointed in a spiritual ministry capacity toward people depending on the context.

‘Ministry Team’ means the collection of Ministers holding National Minister Credentials and Minister Credentials and any other Ministers the Senior Minister may determine to be part of the team.

‘National Council’ means the National Council of the CRC Churches International Australia.

‘National Executive’ means the National Executive of the CRC Churches International Australia.

‘Outreach Church’ means a young or new CRC Local Church under the legal governance of another CRC Church or the State Executive.

‘Oversight’ means the Board of the Church.

“Partner’ means a Member of the Church.

‘Partnership’ means Membership.

‘Registered address’ of a member means the member’s address as recorded in the register of members.

‘Relevant’ means that which applies. Where the object referred to exists in a nation it applies, and where it does not yet exist in a nation it defaults to the provided like object in Australia.

‘Senior Minister’ means the person appointed to lead the Church as defined in this constitution and will have a current CRC Credential approved by the relevant National or State Executive.

‘Special General Meeting’ means an extraordinary General Meeting; a General Meeting other than Annual General Meeting.

‘Special resolution’ means a special resolution defined in the Act.

‘Sponsoring church’ means the Church assisting the formation and development of the Church which will ordinarily be the governing church.

‘State Council’ means the State Council of the CRC Churches International in the State or Territory.

‘State Executive’ means the State Executive of the CRC Churches International in Victoria unless the context is otherwise.

‘Team’ means a Committee or group of people with a Leader delegated a task or responsibility or ministry.

