

CRC CHURCHES INTERNATIONAL

CRC FAMILY MEMBER CHURCH GUIDE

PREFACE

The CRC Churches International (CRC) is a family of Churches co-operating together to produce ordained ministers and plant Churches throughout Australia and the world. In so doing, we participate in fulfilling the Great Commission of Jesus Christ in the extending of the Kingdom of God in power globally.

This policy is intended for new Churches and other Churches seeking to join the family of CRC Churches International (CRC) in this Great Commission and being fully aware of what it means to be a member Church of the CRC. It is also an indispensable reference to member Church governing Oversight Boards in matters relating to our co-operation together and how things are done. In particular it is a great orientation tool for those considering going in to the ministry as a Credentialed Minister of the CRC and for those becoming Board of Oversight members as well as for other responsible positions in the local Church.

The policy gathers relevant information from other policies such as the Charter, National and State Constitutions etc., into one convenient place under key headings. Nevertheless it is important to obtain and be aware of our other policies available from our website crcChurches.org and relevant state pages or the respective state secretary.

Each Member Church of the CRC is interdependent with the CRC, through its corporate Membership, as described in the relevant state constitution and here in this guide. Each Church is required in Australia to be part of a legal incorporated entity. Given this, the rights and responsibilities and recourses of governance and membership are also covered under the relevant incorporations Act.

Overall the policy also describes in one place the general rites of the CRC and, where necessary, pointing to other policy areas, such as the credentialed Ministry Guidelines, that may contain other information or more detail that may be updated from time to time.

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1.0 UNDERSTANDING THE CRC CHARTER OF CRC CHURCHES INTERNATIONAL

Introduction

Follows is what we call the Charter. It outlines in words our purposes and principles and is an excellent familiarization piece. It is available electronically from our website crchurches.org, or from the National Office in an artistic booklet form; suitable for distribution to members and interested people.

The Charter mentions our Vision and Values which are outworked through our Strategic Directions presented in artistic booklets or pamphlets and posters in 5 year periods. These are also available for local use and display as you may wish. Variations of Strategic Directions are also available for the International endeavours of the CRC.

Charter

1. PREAMBLE

The CRC Churches International has been raised up by God as a fellowship of local Churches and ministers with a purposeful spiritual vision, mission, ministry and set of shared core values. These succinctly expressed statements reveal our deeply held beliefs and underpin and guide all of our various activities.

Our movement (previously known as the National Revival Crusade 1945-1952; Commonwealth Revival Crusade 1952-1963; and Christian Revival Crusade 1963-1998) began during World War II, offering hope to our Nation whose very existence was being threatened. It was birthed with a passion to reach lost people with the gospel of Jesus Christ and to crusade for a national Christian revival with a unique Australian approach to ministry. In this Charter we state those convictions that give this Movement its distinctive and identifying features. The principles expressed in the Charter are the basis for affiliation with, and continuing fellowship in, CRC Churches International.

In the mid-1980s it was recognized that the CRC, which commenced in Australia and New Zealand in the 1940s, became an inter-connected International Movement with Papua New Guinea being its largest constituent member. In the 1990s CRC Churches International was operating in the Philippines, China, Solomon Islands, Fiji, Vanuatu and Sri Lanka. With the continuing expansion of the CRC into numerous nations throughout the world, it is anticipated that other national CRC Movements will be invited to join this Association of CRC National Churches.

Comment Note(not found in the Charter): In the 21st Century the CRC in Australia and abroad is pursuing an international strategic goal to have a presence in every nation of the world during the first half and proceeding to acquire an organisational presence in every nation by the end of the century with significant penetration of every nation; as every Church focusses on winning souls, raising

ministries and planting Churches everywhere in the power of the New Testament pattern.

2. TRIBUTE TO FOUNDER

Recognition is given, and tribute is made, to Pastor Leo Cecil Harris, who through his unique abilities and apostolic ministry was used by God to establish and give leadership to this fellowship of Churches in 1945. He was recognised as President of the fellowship until his decease on the 24th September, 1977.

3. OUR VISION AND MISSION

3.1 Our vision is to help expand the Kingdom of Jesus Christ on earth by creating Bible-based contemporary local Churches and ministries (Acts 1:8).

3.2 Our mission is to exalt Jesus Christ in all that we think, say and do, and to extend His influence throughout the world by:

- Proclaiming Christ's Gospel with the expectation that supernatural signs will follow as the normal New Testament pattern (Mark 16:15-20);
- Planting Christ-centred Churches that are autonomous, interdependent and self-propagating (Acts 14:21-28);
- Promoting Christ-glorifying Christian communities which outwork the miraculous and character transforming ministry of the Holy Spirit (Acts 2:42-47);
- Producing Christ-following disciples who seek to obey the Great Commandment and Great Commission (Matthew 22:36-40; 28:18-20).

4. OUR CORE VALUES

4.1 WORD BASED

We believe that God will work through His living, authoritative and relevant Bible.

We show this value by:

- Ensuring that all our theology, ministry practices and organisational policies and processes are Biblically based;
- Continually reforming ourselves, our local Churches and our movement by aligning ourselves to God's Word.

4.2 MULTIPLYING CHURCHES

We believe in the God-inspired multiplication strategy of covering the earth with Churches.

We show this value by:

- Ensuring our Churches are autonomous and interdependent for the purpose of reproducing new Churches;
- Continually releasing our people to outwork the Great Commission blueprint for New Testament revival as mandated by Jesus.

4.3 INTERDEPENDENT MINISTRIES

We believe in connected, cooperative and accountable ministers and Churches.

We show this value by:

- Ensuring our Church leadership teams avoid the extremes of both independence and dependence, through responsible and accountable practices;
- Continually looking to Jesus as the Head of the Church, to call and anoint the right men and women to lead the Churches of our movement.

4.4 NEW CREATION MESSAGE

We believe in the liberating power of the New Creation Message that secures and strengthens our foundations in Christ.

We show this value by:

- Ensuring that we teach “rest” in the finished work of Christ’s death on the cross and His resurrection on our behalf, and in the reality of Christ in us through the person of the Holy Spirit;
- Continually enforcing our authority in Christ and appropriating all the privileges we now possess as members of God’s Family.

4.5 GOSPEL OF GRACE

We believe in a Gospel-centred and grace-pervading Christian message that must never be added to or changed.

We show this value by:

- Ensuring that we maintain our abiding conviction that Jesus Christ can save and transform anyone who places their full trust in Him;
- Continually embracing repentance and obedience as integral aspects of our response to God’s grace.

4.6 STABLE SPIRITUALITY

We believe in a balance between the ‘Word’ and the ‘Spirit’ as we express our dependence on Jesus Christ.

We show this value by:

- Ensuring that we equally value the Word of God and the Spirit of God as absolutely essential for the growth and stability of all believers, ministers and Churches;
- Continually assessing that works attributed to the Holy Spirit align with the inspired Word of God.

4.7 CONTEMPORARY MINISTRY

We believe that our Churches should be creative and culturally relevant while remaining doctrinally pure.

We show this value by:

- Ensuring that we prayerfully and wisely adapt and change our worship modes, outreach methods and organisational processes;
- Continually monitoring that we maintain our Biblical beliefs and principles as we effectively relate to our constantly changing society.

4.8 HARMONIOUS RELATIONSHIPS

We believe in pursuing unity and walking in love in our Churches and amongst our ministers.

We show this value by:

- Ensuring that integrity and right relationships are paramount, so we can experience the Godly power and spiritual synergy of dedicated teams;
- Continually working at love and unity, doing all in our power to strengthen and develop the ties that bind us together.

4.9 DYNAMIC FAITH

We believe in a forward-moving and daring faith that undergirds everything we do for Jesus Christ.

We show this value by:

- Ensuring that we move in a faith realm that prays, believes and acts according to the Holy Spirit's confirmed leading;
- Continually affirming that faith is the means by which our potential authority in Christ is outworked in real spiritual power.

4.10 SELFLESS SERVICE

We believe in the call and cost of Christ-appointed ministers who willingly embrace sacrificial servant-hood as a way of life.

We show this value by:

- Ensuring that CRC Ministers know the depth of spiritual passion that comes from an authentic call of God;
- Continually encouraging people to value the cost of being a servant of Jesus, resisting the temptation to desire a crown without a cross.

5. OUR MINISTRY FOCUS

5.1. DYNAMIC CHURCHES

We will resource our Churches and their leadership teams to grow, be healthy and reach their God-given potential.

5.2. CHURCH PLANTING

We will align ourselves with Christ's master-plan for world evangelisation by Spirit-led Church planting.

5.3. MINISTRY TRAINING

We will provide Christian education for all age groups and work towards releasing the divinely bestowed ministry-gifts of Christ into full operation within the Church.

We will facilitate the identification of new ministers, invest in their training, entrust them with ministry opportunities and release them to fulfil their God-given call.

5.4. WORLD MISSIONS

We will embrace Jesus' Great Commission as our first priority, accepting the responsibility for developing a world missions vision in our Churches. We will support and engage in missionary enterprise in other lands with a view to establishing indigenous local Churches and ministry ventures.

5.5. YOUTH AND CHILDREN

We will impact the youngest of our generation for Jesus by inspiring and equipping our Churches to have spiritually effective ministries for children and youth.

5.6. EVANGELISM

We will propagate the message of the Word of God and engage in evangelism by all means, such as public meetings, the printed page and the mass media.

5.7. KINGDOM CITIZENS

We will encourage an attitude of Christian fellowship toward all believers in Christ and will honour all civil governing authorities according to the Scriptures.

5.8. FAMILY VALUES

We will uphold marriage as a life-long, monogamous, legally-performed marriage between a man and woman, in which there is constant love, continual care, mutual respect, Godly order, submission and sexual intimacy. We also uphold the family as the basic social unit of society.

6. THE CRC AND THE CHURCH UNIVERSAL

We recognise that, within the framework of the Church Universal, there is the necessity to be associated with a group of Churches of common faith, values, vision, mission and leadership. The CRC is such a group and believes that association with it should not interfere with our love for, and fellowship with, the Church Universal in whatever contact we may have with it.

7. 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:

- 7.1. **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;
- 7.2. **Interdependent** i.e. relationally connected, cooperative and accountable to the CRC family;
- 7.3. **Self-propagating** i.e. seeing itself as a base for outreach activities as expressed in the Vision and Mission of the CRC, conducted either on its own local initiative or in cooperation with other local Churches;
- 7.4. **Governed by Overseers** (or by whatever title the spiritual Oversight may be known) and served by Deacons or any other such Helpers; and
- 7.5. **Composed of people** who:
 - 7.5.1 Are saved through faith in the Lord Jesus Christ;
 - 7.5.2 Are baptised in water by immersion;
 - 7.5.3 Ideally are baptised in the Holy Spirit;
 - 7.5.4 Are in submission to the ministry team and spiritual Oversight as they shepherd, disciple and lead the local Church; and
 - 7.5.5 Hold membership in no other local Church.

8. PRINCIPLES OF FELLOWSHIP:

- 8.1. We accept that fellowship finds expression on various levels of life and activity, such as fellowship between people and God; within a local Church; between local Churches in a group like the CRC; and with the Church Universal on both a personal and local Church level.
- 8.2. While recognising that fellowship will be the stronger and more intimate in the smaller and closer circles, we accept that fellowship in all of the above spheres (8.1) can be maintained without conflict of loyalties if a proper sense of priorities is held.
- 8.3. Fellowship is preserved only when privileges are counterbalanced by the following indispensable factors:
 - 8.3.1 Loyalty within our CRC fellowship and to its values, vision, mission and ministry is maintained;
 - 8.3.2 Contribution to our CRC fellowship is made from the resources of each of its members (*currently 3% of regular tithes and offerings*);
 - 8.3.3 The discipline of fellowship is accepted, each assuming the responsibilities and restrictions resulting from his/her loyalty to the CRC and its ideals.
- 8.4. We accept that the principles of fellowship are violated when any one member takes independent action knowing that it is contrary and harmful to the interests and desires of the fellowship as a whole, whether in their local Church, within our CRC family, or in the Church Universal.

In every case, liberty of action must be limited by consideration of the interests of others within the fellowship.

9. MINISTERIAL POLICY

The following policy is accepted as governing all ministry functioning in and for the CRC.

- 9.1. Only credentialed persons, or those endorsed by the National or State Executives, may officially represent the CRC.
- 9.2. It is expected of such persons that they give due respect to the Churches to which they are invited and at all times maintain the highest ideals of Christian fellowship and ministerial and financial ethics. A reciprocal policy by persons visiting CRC Churches is expected and appreciated.
- 9.3. CRC platforms are open to all ministers approved by the respective local Oversight, subject to the Principles of Fellowship set out in Clause 8.
- 9.4. While CRC Churches are encouraged to give generous financial assistance to visiting ministers, such ministers should be requested not to solicit funds, nor to seek names and addresses of members for follow-up purposes, without the approval of the local Oversight.
- 9.5. It is expected that visiting ministers will avoid presenting any doctrine, publicly or privately, to any member of a Church, knowing that it is contrary to what is normally taught in the Church concerned; or to distribute magazines or other literature, audio tapes, videos, cd's, dvd's etc., unless the approval of the recognised Oversight of the Church is obtained.

10. FINANCIAL ETHICS

- 10.1. Inasmuch as finance plays an important part in the activities of local Churches, we accept that the highest possible standard of ethics must be maintained in view of the following considerations:
 - 10.1.1 Responsibility to Jesus Christ as His stewards;
 - 10.1.2 Faithfulness to the people who have entrusted their offerings;
 - 10.1.3 A good testimony before the community as a whole;
- 10.2. In practically outworking this principle, and to ensure we are beyond reproach in this area, it is expected that:
 - 10.2.1 A proper accounting system shall be adopted as required by the civil authorities;
 - 10.2.2 the financial affairs of the local Church shall be managed by a responsible officer, or officers who are accountable to the senior

governmental authority of their local Church;

10.2.3 A balance sheet and a complete financial report shall be furnished each year to the members;

10.2.4 Books of account shall be duly audited each year by a non-member of the Church and presented to the members for their endorsement.

11. DECLARATION OF FAITH

The CRC believes in and presents the following basic truths:

- In the Bible as the inspired Word of God.
- In God, the Creator, who has revealed Himself in the Persons of the Father, Son and the Holy Spirit;
- 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;
- That Jesus will return to the earth as its final Judge of the living and the dead;
- That all people fall short of God's perfect standard and can only find forgiveness through faith in the saving work of Jesus Christ;
- 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;
- In Christian Baptism, by full immersion in water, of those who have personally placed their faith in Jesus Christ;
- In regularly celebrating the Lord's Supper, remembering Jesus Christ's saving work;
- In the Baptism in the Holy Spirit, with the normal initial evidence of speaking in unknown languages;
- In the miraculous gifts of the Holy Spirit;
- That God heals the sick today through active faith in His grace;
- In the power of prayer;
- In God's community of believers, the Church and its responsibility to spread the message of the Gospel to all people and nations.

12. ALTERATIONS TO CHARTER

Alterations, additions to, or repeal of any of the provisions of this Charter shall be made:

12.1. By a two-thirds majority of members present; and

12.2. At a properly convened meeting with a four tenths quorum of the National Council of the CRC Churches International – Australia Inc; and

- 12.3. After sixty days written notice has been given to all those holding a National Minister's Credential, with details of proposed alterations, etc.

2. CRC GOVERNANCE RELATIONSHIPS

2.1 Governance Areas of the CRC

2.1.1 National Level Governance Relationships

In Australia we have a National Constitution the members of which are the National Credential holders known as the National Council. Each member local Church is also encouraged to have one delegate who is able to vote at National Council meetings representing the corporate member church. These Council Meetings occur at least once per year as part of a National Conference (usually in September or October) at which vision and policy items are confirmed.

The National Council elects a National Chairman (4 year term) and an Executive board (2 year terms) to manage the affairs of the Council, under policies approved by the National Council.

The National Chairman can also utilise an advisory team made up of past National Chairman in good standing; known as the Chairman's Commission.

The National Office, including positions such as the National Administrator and the Executive Secretary, support the National Chairman and Executive in the outworking of policy and governance of the Movement.

National portfolios such as Missions, Youth, Training, Credentialing, and each affiliate State Council/Executive, function under the National Constitution, and policy areas.

The National Executive and Council also take responsibility for the national goals and strategies. Since the Movement began in Australia, then, for the foreseeable future, the Australian Council is also responsible for initiating the international goals and strategies in consultation with the other affiliated nations.

The National Conferences mentioned earlier are expected to be attended by all ministers and delegates for professional development, participation in the strategic decisions being made, and fellowship with the growing family of ministers and delegates. Unless otherwise advertised, extended leadership teams and interested members are also welcome every year, and, in particular the whole family of the CRC is invited to attend in what we label "Global Conference". This includes children as well as youth.

2.1.2 State Level Governance Relationships

The States are structured very similarly to the national sphere with an elected State Chairman (2 year term) and Executive board (1 year terms). Similar portfolio holders exist, compared to the National Executive, under the State Constitution and relevant national & state policies.

The members under the State Constitution are the credentialed Ministers and National Ministers and, in addition, the corporate Member Churches. Again, the delegates represent their churches, and they, along with any entitled credentialed ministers, are eligible to vote at State Council gatherings which usually meet twice per year.

At the State level much of the responsibility involves the credentialing of ministers, the approval of delegates, and the approval of applications for Member Churches (Affiliation) and the administering of the covering policies. As churches are members of States, most assistance afforded individual churches is administered under the state or its delegated regions.

The State Conference (usually in April or May) provides for the in-service needs of our Churches that all ministers and delegates are expected to attend. The AGM usually takes place at these times also. Unless otherwise advertised, local Church members are also welcome. Other gatherings are facilitated for various purposes under each State according to its needs and frequently focus on a demographic (e.g. Youth).

2.1.3 Regional and Ministry Level Governance Relationships

Each State develops regions to foster care and co-operation. The Regional Leader is approved by the State Executive.

Where there is a region, Member Churches are expected to cooperate as part of a regional or relational network through their ministers, delegates and leaders. This fosters a healthy CRC family responsibility quite different to ordinary ministry relationship where relationships develop according to mutual interest and choice. Families can't choose their members; they can only choose to relate, and this is an indication of spiritual health that goes beyond convenience.

Therefore, whatever CRC Ministries are provided at the regional, State or National level, the local Church is strongly recommended to participate in them. Example ministries include Youth, Children, Training initiatives, and Organised Mission endeavours.

At the regional level, the main purpose of these more intimate gatherings is to relationally connect and administer mutual care, development and cooperation. It is also an ideal environment in which to nurture the development of ministry and church relationships by sharing in one another's Churches and co-operating on projects. By facilitating the sharing and co-operation of ministry in a region, the development of ministers of all kinds can be greatly accelerated. This would include new ministers as well as specialised ministers such as evangelists and also diverse ministries such as marriage ministry, or music ministry.

Furthermore, by cooperating together with other movements it will be possible to participate in significant initiatives to influence the region such as Crusades, Chaplaincy and Schools ministry, ministry to the poor, Christian media, Christian education, and Christian candidates for regional government.

2.1.4 Local Church Level Governance Relationships

Each CRC Church is expected to be organised in a generally prescribed manner under Incorporation, as provided in the relevant Act of their state or territory. Other business structures may be acceptable at the discretion of the CRC. A CRC 'Model Local Church Constitution' is provided for these purposes with principles important to the CRC, and interpretations that have passed the scrutiny of the Government for particular states or

territories are available through State Secretaries or in the document libraries on the CRC website (crcchurches.org).

Where a constitution does not closely follow the format of the CRC Model Local Church Constitution then the acceptance of it will be at the discretion of the CRC, or subject to the inclusion or modification of clauses to be harmonised as much as possible with CRC ideals.

Incorporations may be recognised for each relevant congregation, or several congregations may be organised under one incorporation. In fact, this is to be expected, until the Church is of a viable size to support scripturally and legally qualified Board of Oversight members, and otherwise provide a depth of healthy ministry and activity in a self-renewing and propagating fashion.

Each incorporation is financially autonomous. There is no central state ownership of a congregation's funds or assets. However, we have a Member Church levy of 3% of tithes and offerings that supports administration and initiatives at State and National level. There are also voluntary levels of contribution to initiatives and missions of the CRC.

2.1.5 International Level Governance Relationships

The CRC family is rapidly becoming involved in the nations of the world. Until there is a national body formed in a respective nation, the Churches or ministries therein are recognised through the sponsoring Church in an established nation by that nation as a CRC Member Church. Such a church will be an associate corporate member church of the respective State or Nation.

As the work progresses, the sponsoring nation may recognise individuals as field supporters. Where there are field supporters appointed, Australian Churches should keep the field supporters informed and be supportive of their missionary endeavours in that area.

As ministers are trained they may be ordained through their sponsoring Church's nation.

Once there are 5 established Churches with ordained ministers, the nation may organise itself and be recognised as a self-propagating CRC National body using the recommended articles for the purpose adapted to the local conditions.

The CRC fields and nations of the world send their leaders to the Australian National Conference of Australia each year; and from time to time there is a targeted 'Global Conference' airlifting a greater depth of international ministers. Following the conference there is a general gathering of the national leaders for prayer, fellowship, recognition of new field supporters, and national leaders, reporting, and the development of international policies and procedures.

Several times a year an Australian International Missions Team (AIMT) meets to work on strategic elements of our international endeavours. This team reports to the National Executive.

We have a CRC Missions Office which oversees the clearing of missions' funds, official CRC missionaries, and aspects of international leadership, field supporters and key ministries. The Board reports to the National Executive through our National Missions Director.

2.2 Governance Concepts of the CRC

2.2.1 Governance Standards

The general leadership model of the CRC is presbytery based. There is an executive leadership team that performs the Board of Oversight functions of the respective membership body. Each executive Board will have a leader.

We use various terminologies. At the local Church level the leader is usually referred to as Senior Leader, Senior Minister or Senior Pastor. In the CRC organisation the term Chairman is usually used at National and State level. In ministry areas, the term Director or Leader is usually used.

It is generally expected that the appointed leader be permitted to take initiative and cast vision and lead with the collaboration and support and input of the team.

In an executive team all are equally responsible but the role of a Board of Oversight member is different to that of the leader. While each member may also offer vision, the leader will usually have a right of veto except in matters pertaining to personal private interest. That is the leader must be able to take responsibility for every decision, while each Board member is responsible to express a vote and accept the outcome.

However, the Board collectively can veto the leader if a vote fails as recognised to the rules of the organisation. In practice a leader should be permitted to grow in faith and practice at the same time as that leader should provide a means by which each person on his team can also grow as large as they can in faith and practice through their own ministry area or portfolio.

The Board of Oversight team will meet from time to time to oversee and perform all its duties of governance. In the case of incorporated bodies, they will also meet annually and sometimes in special meetings with all the members and present reports on the outworking of the vision, use of finance and sometimes confirmation of leadership and other major matters as defined in the Act or the Constitution of the body. In this way the Board of Oversight is, in turn, accountable to its members. Furthermore, through an audit process and the lodgement of statutory reports, and spot audits the association is also accountable to the government.

As a Church or a collection of Churches grows, so will the responsibility. A Board of Oversight will need to begin to delegate out more and more of its functions while reserving for itself the right to veto any delegated decision or to intervene. This is accomplished through effective reporting systems. In this way the Board of Oversight is still expected to be responsible to oversee all the reports on critical functions of the assembly from the outworking of vision, values and goals, statement of faith, financial standards, Child Safe and OHS & W standards, policies, the function of justice and discipline, and other statutory requirements such as membership roll upkeep, meeting records and so on. A good governance checklist and a number of other resources are provided on the CRC website and are helpful to be aware that all responsibilities are being addressed.

Where a congregation is considered a campus of a governing Church, or a congregation of a diocese or parish, it may have a local team and may or may not have a Board position of its

own. Some arrangements may run with combined resources, and others may be set up as trusts with separate accounts and accounting. It is usually a matter of practicality and history how these situations came about.

The CRC may recognise each congregation regardless of its governance arrangements. Should problems develop with a congregation seeking to gain its autonomy from a governing church arrangement, then the State would be able to assist evaluating such a process if the parties are unable to do so for any reason. This would be covered in the natural justice clauses of the State Constitution in particular. These provisions are covered in more detail in another section.

2.2.2 Succession Planning and Leadership Development

The composition of any inaugural team will usually develop around the first leader. Subject to the rules or by-laws of the association or its team, the subsequent changes in composition of the team will usually progress in the following manner. A team member may resign subject to any undertakings, and likewise a leader. A team member's position is usually reviewed annually; they will normally acquiesce to a leader's request for them to retire by offering their resignation, or simply not standing again, depending on the practice.

When a succession has taken place, the new leader may want to reshape the team to achieve a better complementary make up in their eyes, or the working relationship may not be transferrable with some individuals. This possibility and any unusual expectations are ideally negotiated as part of the selection process. It should be realised that a new leader will often (but not always) have a different preference for their team and the team should be willing to adjust accordingly.

If any team members are unwilling to resign or retire, the team will usually support the wishes of the senior leader to release or replace a team member unless there is a good reason not to, because to do otherwise could create problems in the team. Some reasons why the team may want to retain an individual is that their skill is needed and not apparent in the proposed replacement or the replacement may be more unsuitable in some way. While this can be a sensitive matter, the provision of dialogue over a period of time and an understanding of the terms at the start should make this easier.

In the case of an existing leader that is perceived to be deficient in some way, and the Board finds itself at odds with the leader's aspirations for leadership changes, it is usually best to call in the next level of leadership. So a group may call in the department leader, and a department may call the Senior Minister, and likewise a Board may call in the State Chairman, and the State Executive may call on the National Chairman.

Generally the CRC encourages the development of leadership at every level, from the local Church to the National Executive, and the prayerful and careful transition of senior leadership in a generational manner. It is ideal that the right leader have sufficient time to make a significant contribution; possibly several terms. A term is 4 years at the National level, and 2 years at the State level, and usually indefinite at the local Church level.

In the case of our State and National Executives, our leaders are ideally already apostolic leaders in their own right who have been recommended by the respective executive. Nevertheless it is possible for another nomination(s) to be put forward from the respective Council. In this case it is possible to have a vote between two or more candidates instead of approval for a nominated successor. This freedom ensures the transparency of our leadership transitions in what is a diverse demographic. The succession and installation of the new leadership usually happens at Annual General Meetings of the relevant State or Territory, and at the National level.

At the local Church level, the governing Oversight Board should likewise maintain sufficient training and depth of ministry in the church so as to renew itself and have options for succession. The CRC provides suitable training for the members of churches so that those among these called to ministry may be activated, identified and qualified. The State and National gatherings (e.g. Conferences) are excellent environments in which to bring church members. Over time those that have a call to ministry will be activated by being in that environment.

If all else fails, the CRC may assist with the calling of a minister where there is no suitable local candidate. Likewise it is anticipated that each local Church will develop sufficient ministry people for its own needs as well as for starting new Churches and meeting these kinds of needs and opportunities in other places.

It is not the practice of the CRC to send ministers in a centrally organised manner. Local Churches must be active in producing ministry and calling for assistance as required. If the CRC is able to offer alternatives it will be at the discretion of the local governing Board of Oversight if the Church is otherwise in a viable position.

Likewise the local Church may research its own new senior minister. However, in the interview and decision process the Church is expected to consult closely with the State Chairman who will consult with the National Chairman. By definition it is often hard for a board to discern leadership qualities and spiritual dynamics they do not themselves have. Otherwise they may be the leader. However, the State and National Chairmen are seasoned leaders and well able to provide guidance. They can also draw on a common knowledge in the collegiate of ministers, concerning the candidate, which the Board does not have ready access to.

3.0 RESOURCES AND POLICIES OF THE CRC

In addition to the structural resources of the CRC mentioned in more detail elsewhere in this guide, the CRC has a number of resources available from the National Website <http://crcchurches.org/> and <http://crcchurches.org/crc-document-library/> to assist local Churches and States. Resources include:

- The Charter (see Section 1)
- National and State Executives, Councils with Constitutions
- Strategic Directions for Australia and the International scene in artistic format.
- Model Local Church Constitution and examples
- Logos and artwork and Corporate Membership affiliation certificates
- National and State Conventions, Conferences and in-service training.
- An annual National Report encompassing progress on Strategic Directions and statutory reporting.
- Repository of recent relevant State and National Records and Calendars
- Regional fellowships as well as ministry areas including those assisting with the training of children and youth workers and leaders in the local Church.
- A collegiate of Ministries available for local Church support
- Crisis support (see Section 5)
- Missions department and support structures and policies and finance clearance office
- Corporate missions projects to participate in
- Missions teams to join with, particularly for first experiences with teams
- Missions awareness resources.
- Missions Volunteer Workers cards for recognition of suitable lay people.
- Local Church CRC delegate guidelines and application kit
- Church and Minister Directories
- Training College and Pathways to Ministry Credentialing with Competency coaching kits.
- Credential Guidelines and Credential Application Procedures and Forms and Teams including coaching assistance and training where required within regional networks.
- Celebrant License maintenance with CRC rites for those with Credentials after Trainee.
- Minister identity card (with celebrant number if relevant) useful for hospitals etc.
- Ministers Manual incorporating relevant policies
- Ministry Guidelines & Women in Ministry Guidelines.
- Oversight Board of Elders Guidelines and Good Governance Checklist
- Church Planting Grants and Guidelines
- Church Planting School and support group.
- General guidelines for Privacy, Communications, Sexual Harassment, Salary, Divorce and Remarriage (especially in the ministry), Ministry Ethics, Duty of Care, OH &S
- Group Insurance where possible

- Dissemination of Critical Information such as the promotion of the need for a new senior minister
- Mailing list access to circulated corporately assessed critical information for local Churches such as new legislation and matters affecting incorporations including financial matters, taxation matters, employment matters, and religious freedoms et cetera.

4.0 BECOMING A CRC MEMBER CHURCH OF CRC CHURCHES INTERNATIONAL

Introduction

In simple terms a congregation is a Church for the purpose of this matter regardless of its governance structure. A Church will become a Member Church of the CRC by being accepted on to the directory of the CRC. It is achieved by downloading and filling in the current relevant application form to do so, and lodging it with the relevant State Executive as per the details on the application. Upon acceptance of the application the Church will be a Member Church and included in the directory.

Generally, Churches present with one of either two histories; either they have been planted under the covering of a CRC mother Church (known as the Governing Church) or not. In the first instance they may or may not yet have their own incorporation.

In the case of being planted by a mother Church and under the mother Church constitution the Church is legally a department, campus, congregation or trust of the mother Church. In all cases, for the purpose of the CRC, this congregation may be registered as a Church and listed on the CRC directory by filling in the Member Church application.

In the case of Churches that are either independent constitutionally, or transitioning from some other movement, then for practical purposes it is important to note that the Church will need to present with a viable Board of Elders/Oversight, a viable membership size, and a suitable constitution. However, we provide Governing Church arrangements to partner such churches with stronger churches to be collectively viable. These matters will be presented in more detail in Section 4.3.

So for the purpose of this guide, a CRC Member Church is a Church congregation that may have its own constitution and Board, or have its own constitution with all or part of its Board being that of a governing Church, or have a shared constitution and Board of a Governing Church.

4.1. General Undertakings of Member Churches

Becoming a Member Church is an important contract, so the general principles involved in becoming (and being) a Member Church need to be pointed out as follows.

- Each Member Church undertakes to uphold the relevant State Constitution in force from time to time which includes upholding relevant State Policies in force from time to time, and
- Upholding the Charter and National Constitutions in relevant areas. This includes upholding National Policies which in turn includes, embracing the broad vision and values and statement of faith of the CRC.
- The CRC also presents International and National Strategic Directions initiatives from time to time. Member churches are encouraged to both participate in the development

of these strategies through their minister and/or delegates, and to outwork these strategies in their own local context.

4.2. Interdependence

Local Churches and the wider CRC in a State or Nation are mutually interdependent by what they undertake to give and receive in the way of co-operation in resources and services.

4.2.1 The CRC undertakes to serve its Member Churches by:

- Providing crchurches.org website information centre, document library, events co-ordination, links to your Website(s) and so on,
- Providing a directory of Churches and ministers for connection purposes,
- Providing State and National based ministries to assist States, regions and Churches in the supplied ministry areas,
- Providing cooperative goals, strategies, infrastructure, facilitation and policies for home and overseas missions which Member Churches are able to participate in,
- Providing a training path for prospective leaders and Ministers in Member Churches,
- Providing for the ordination of Ministers in CRC Member Churches and their Outreaches, described in great detail in the Ministry Guidelines Policy and the relevant State and National Constitution,
- Providing the registration of Celebrant Licenses for CRC Ministers,
- Providing coaching and mentoring for the continued progression of Ministers through levels of ordination from Trainee to State Minister. For Ministers who are leaders of their Church or minister significantly beyond the sphere of their Local Member Church progression to a National Ministers Credential is indicative,
- Providing State and National Conferences for the in-service training of CRC Ministers and leaders in Churches. In addition some conferences are designed for the inspiration, encouragement and equipping of congregants. Likewise special State and National events are provided for various demographics from time to time,
- Provision of policies for minimum standards of behaviour for CRC ordained ministers for the protection of the ministers, their congregants, the public, our fellow ministers and Churches, and the reputation of the CRC and the Body of Christ at large. These standards are contained in our CRC Ministerial Ethics Policy and the CRC Duty of Care Guidelines,
- Provision of processes to outwork discipline and restoration for CRC ordained ministers. These are described elsewhere in this policy and in our Discipline and Restoration of Ministers Guidelines as well as in the relevant sections of the State and National Constitutions,
- Provision of justice mechanisms to assist local Church Boards of Oversight and their members,
- Providing and managing the minimum standards for Churches registering with CRC protects the reputation and dignity of each existing CRC Member Church as well as the Body of Christ at large,
- Providing general minimum standard resource policies to outwork State and Federal laws, and the expectation of insurance providers,
- Providing group insurance coverage, and

- Providing regional and relational fellowship networks for mutual support, friendship, ministry exchange, strategy and co-operation of local Churches to reach their region.

4.2.2 The Local Church Undertakes to contribute as a Member Church by:

- Providing local ministry to reach their area with the Great Commission on behalf of the greater CRC,
- Assisting the CRC in home and overseas mission initiatives such as fundraising and sending individuals and teams to established fields,
- Contributing to CRC global mission by taking initiative to adopt and visit nations with a view to aid, ministry and Church planting where ever possible and communicate and offer details from time to time,
- Intentionally developing any potential leaders and ministers using CRC resources and other resources with a view to putting forward suitable ministry candidates for the renewal of the local Church and outreach in home and overseas mission resulting in multiplication of Churches,
- Providing a Church Delegate, via the appropriate application form from the CRC website or State Secretary, to represent the Church at Council Meetings and receive copies of correspondence for appropriate use and dissemination,
- Networking to a local or relational group of CRC Churches and Ministers to edify and be edified, hosting and being hosted, for various events for ministers, training days, special combined events, and supplying team members where applicable,
- Facilitating and influencing the participation of Ministers and Delegates in State and National Council Meetings and conferences for participation, professional development, connection and resourcing. Ideally all are expected to attend, however even in a small Church at least one delegate or minister is expected to attend,
- Remaining current on CRC levies as per the Church Membership Application form and as varied from time to time thereafter,
- Participating in the calls for contributions to the development of State, National and International strategic direction reviews to develop goals as well as policy development; and ultimately to ensure that ministers and delegates are present to vote on the final adoption of the developed documents,
- Influencing Ministers to be submissive to codes of conduct and co-operate with processes and discipline procedures and provisions to preserve the minimum standard of our ministerial ethics across the CRC, and
- Participating in the health and well-being of the CRC by responding to assistance given to the Church in times of crisis within our processes provided in the constitutions and policies in force at the time. Resistance to the process developed out of experience is only a further waste of resources.

4.3. Indicators of a prospective Member Church

A Church that is presenting with its own Board and constitution will have the following indicators.

4.3.1. Membership Viability

Membership comprises, in a city Church, a minimum of 75 regular adult attendees (of whom 40 are Members or the equivalent designation) and, in a country Church, shall have a minimum 50 regular adult attendees (of whom 30 are Members or the equivalent designation).

This ensures that the Church has sufficient depth of Membership to be likely to be able to sustain a progressive responsible Board and reproduce ministers and be able to conduct healthy Members meetings.

4.3.2. Board of Elders/Oversight Viability

Members of the Board should have the proven Christian character, spirituality and governance competencies. They must also have the moral and scriptural qualifications outlined in 1 Timothy 3:1-7 and Titus 1:6-9 to be appointed as Board Members (these may also be known as Elders).

The Board shall consist of a minimum of three persons and ideally increase to 5,7,9 etc. (odd numbers) as the Church grows to ensure that simple majority decisions can be made at all times. In the event that the Board becomes unviable and is unable to maintain three Members, refer to clause 25 (Governing Church Provisions).

In situations when the Church has viable Membership strength but is unable to maintain a three Member Board, the remaining Board Members can appoint a Nationally Credentialed CRC Pastor(s) with the endorsement of the State Chairman to fill an interim casual vacancy (up to 12 months). In the event that the Board is unable to maintain 3 Members beyond 12 months, refer to clause 25 (Governing Church Provisions).

4.3.3 Constitution

The local Church constitution needs to be in harmony with the CRC. Whether operating as a separately constituted body or as a department of another Church, the Governing articles need to be registered under the relevant Act.

A recommended Model Local Church Constitution is available from the CRC website or through the State Secretary along with examples that have succeeded in registration under the local Act. One of these constitutions may be adopted as is with local adaptations, and special features of the local scene. However, an existing constitution can be proposed to be altered to align with the recommended constitution, although this is a much more arduous process. In both cases the notes to the recommended constitution highlight those clauses which are particularly essential to being a CRC Member Church.

All proposed changes to this Constitution shall be approved by the Board, and then endorsed by the CRC State Executive or their nominees to verify that the proposed changes are

consistent with the stated vision, values, ethos and operational procedures of the Church and the CRC. The constitution should then be presented to the local membership at a properly convened meeting for the purpose.

4.3 Key Specific Undertakings of Member Churches and the CRC

Member Churches and the CRC undertake to uphold and abide by all policies as generally described in 3.1. and specifically to do so as follows.

4.3.1 Vision

Member Churches undertake to be aligned in the CRC vision to win souls from the community, disciple and build the ministries of the local Church, and train and release CRC ministers for renewal of the local Church, and the CRC in Church planting and ministry in home and overseas mission. The CRC undertakes to ensure that the Member Churches have input into the strategic directions of the Movement and that these are approved by the Ministers and Delegates of the Member Churches in Council.

3.3.2 Attendance.

Member Churches undertake to be represented by their delegate and as many ministers as possible at each State and National function for its purpose and the CRC undertakes to ensure such gatherings are needed and contain value. From time to time the gatherings are advertised for local leaders and members also and the church is expected to utilise the promotions and encourage their members to make use of these opportunities.

4.2.3 Constitutional Changes.

Member Churches undertake to work well in advance to only present motions for changes to their constitution by their Members that have been pre-approved by the State Executive, and the CRC undertakes to only be prescriptive about the clarity and intent of the clauses as it may relate to consistency with existing approved CRC policies or relevant laws and Acts.

4.2.4 Procedures.

Member Churches undertake to follow CRC procedures when the CRC is required by policies to render assistance to the Church in any way as described, and in cases where the Board or the Senior Minister is in difficulty (see 5.0. below for more detail), and the CRC undertakes to respond where it is able to and to do so with as much dialogue as possible with all stake holders and in as collaborative and conciliatory manner as possible.

4.2.5 Conflict Resolution.

Member Churches and the CRC undertake, in the event of any conflict as to any CRC involvement, to follow the natural justice provisions which are modelled on Matthew chapter 18 (as described in more detail below in 4.6).

4.2.6 Property Divestment.

Member Churches undertake in the event of the intended divestment of non-current property to consult with the State Chairman with a view to confirm that the capital will be

constitutionally preserved such as in the purchase of additional property and that any ethics such as inherent trusts are adequately addressed. The CRC undertakes to immediately approve any divestment when it is clear that the capital is likely to be preserved and there are no known ethical trust issues to resolve such as a large donation to buy the asset on the basis that the land is not sold in the future.

4.2.7 Change of Senior Minister.

Member Churches undertake, in the event of a change of Minister, to consult with the State Chairman before a final decision is made in case that there is relevant critical information to the decision that is on hand that the Church may not be aware of, or that in certain cases such as a Minister coming from another movement, certain inquiries of due diligence may be required by all concerned. The CRC undertakes to take a consultative role unless there is any matter of ministerial discipline or notice of concern from previous movements or ministry engagements. In any succession a Memorandum Of Understanding should be developed between the incumbent and or the Oversight Board and the successor covering many key areas such as vision, pay and conditions, financial position, changing roles of staff, ongoing circumstances of fellowship, leadership and pay and conditions of the incumbent and any of their family. The CRC may be a resource for recent such MOUs.

4.2.8. Winding Up.

Member Churches undertake in the event of winding up the Church to realise that this will ordinarily take place under the supervision of a Governing Church. While sundry assets may be distributed to Churches that can utilise them or store them, the property of the Church subject to any trusts will be transferred to the State who will then supervise its transfer to a CRC Generations Fund. These funds are a perpetual trust that ensures that the legacy and sacrifice of the givers will continue to serve the extension of the Kingdom of God through the CRC in all places whether locally, in the State, in Australia and around the world. The CRC undertakes to do everything it can to exhaust the notion that the Church could realistically be brought to health again through CRC assistance provisions (section 5) and in the event that this is not possible that the giving of past generations is not wasted or stolen but rather invested for future generations.

4.2.9. Disaffiliation.

Member Churches undertake to be involved, and be a contributor in relationship to the CRC, and, if for some reason, after every effort to be heard and responded to, the Church wishes to depart from the CRC, then it undertakes to follow the disaffiliation provisions as outlined below (Section 7). The CRC undertakes to assist and support Churches and ministers in any way possible to be healthy and valued participants regionally, in the State, Nationally and Internationally, according to their gifts and character development, and to not disaffiliate Churches, or terminate credentials, without just cause according to CRC policy, and then by approved processes.

4.2.10 Governing Churches.

Churches undertake to be responsible to their Members and the investment of the past by seeking the covering of a Governing Church when there is a need according to CRC Polices.

This shall be in consultation with the State Chairman (who will consult with the State Executive and the National Chairman). It may also be in response to the State Executive's assistance in brokering a Governing Church to provide all or part of Board.

Governing Churches undertake to assist the Church back to strength and autonomy. In the event that the Governing Church and or the Adopted Church wish to set aside the Adopted Church constitution and amalgamate with the Governing Church (or the adopted church is to be wound up into the Governing Church) then the State Chairman shall be consulted (who will consult with the State Executive and the National Chairman), and assistance provided to guide the Churches through a process of consultation, development of a Memorandum Of Understanding and a formal Membership vote at which the State Chairman (or their nominee) be invited to address the meeting before the vote is taken whether for, against, or otherwise, concerning the amalgamation or windup proposal.

4.2.11 Attaining Autonomy.

If a principle leader of a daughter or adopted Church without a constitution, or long established under a Governing Church, should wish to become autonomous, then the Church leader should consult with the existing Governing Board and the State Chairman or his nominee. If there is any contention in the proposal then the general justice clauses of the existing constitution and this policy and State Constitution should be considered.

Ideally the proposed autonomy should at least be based on having a committed credentialed Minister, Membership strength and a proposed suitable Board, and a proposed suitable constitution.

If the Governing Church or the State Executive should decide to proceed with a Membership vote then a meeting of the proposed autonomous Church subset of the Members should be called to consider the proposal. At this meeting both the Senior Minister and the State Chairman (or their nominees) should be invited to address the meeting whether for, against, or otherwise concerning the proposal and this proposal should also include the proposed constitution, and Board, and plan to transfer Membership and any assets to the new constitution. The quorum and majority required shall be that for constitutional change applied to those who are Members and of the campus.

5.0 CRC ASSISTANCE AVAILABLE IN A CRISIS

5.1. If there are accusations against the Senior Minister

In consultation with the State Chairman (who will consult with the National Chairman) the Board may act to stand the Senior Minister aside according to the Local Constitution processes and call on the State Executive to assist with the situation.

If the Senior Minister refuses to submit to the Local Constitution then the Board may request the CRC to assist, and if after due diligence it is considered the Senior Minister should stand down and he refuses to do so his credential may be suspended where he is required to relinquish all positions automatically pending an investigation according to the CRC Credential Suspension provisions (Section 6.2.1).

5.2. If the senior Minister is incapacitated

In consultation with the State Chairman (who will consult with National Chairman) any Deputy Leader or else any appointed Executive Leadership Committee for this purpose shall become the acting Senior Minister upon the Senior Minister's decease, their voluntary resignation, incapacity or removal.

In the case of termination of the Senior Minister's appointment, the Board will consult with the CRC State and National Chairman about the removal of the Senior Minister prior to the appointment being terminated.

The Board 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 CRC State Chairman who will consult with the National Chairman. The permanent leadership appointment does not necessarily have to be chosen from among the Board Members.

Should the Senior Minister and Deputy Leader or Executive Leadership Committee by reason of death, accident be rendered incapable of carrying out their leadership responsibilities, or there was no provision prior appointment of a Deputy or a Committee, the Board if necessary shall, subject to consultation with the CRC State Chairman or his nominee, meet as soon as practicable to appoint an 'Acting Leader' from among their own Members by a two-thirds majority decision, whose only duty will be to ensure the church functions as normal.

5.3. If there is an unresolvable Board dispute

In the event of circumstances not envisaged by the constitution, or in the event of a dispute or breakdown of relationships amongst the Board, which the Members are unable to resolve by a simple majority decision, the matter is to be referred to the State Chairman of the CRC. The State Chairman may handle this matter in consultation with the National Chairman, or may appoint a Panel of three experienced Nationally credentialed CRC Pastors for mediation, resolution and a decision, or arbitration. In the event that unresolved matters are

protracted the State Executive may appoint a governing Church to ensure the Church has a stable Board.

5.4. If the Board is the subject of a justice dispute

The State Executive or its representative(s) may investigate and mediate if possible and then arbitrate if necessary with due regard to the principles in the PROCEDURE FOR RESOLVING DISPUTES policy.

5.5. If there is an unresolved dispute between Churches

Disputes between Affiliated Churches shall be settled, if possible, between the Churches concerned. If this fails then an impartial mediator acceptable to both parties may be called upon to help resolve the dispute. In the absence of agreement to choose a mediator the State Executive shall appoint a mediator

If the Churches involved fail to resolve the dispute by mediation, then the matter shall be discussed with the State Executive or its representatives, and the procedure for settling disputes in Appendix 1 of this Constitution PROCEDURE FOR RESOLVING DISPUTES shall be followed

5.6. If there is an unresolved dispute between the Church and the State Executive

Disputes between an affiliated Church and the State Executive/Council shall be settled, if possible, between the parties concerned. If this fails then an impartial mediator acceptable to both parties may be called upon to help resolve the dispute. In the absence of agreement to choose a mediator the National Executive shall be requested to appoint a mediator.

If the parties involved fail to resolve the dispute by mediation, then the matter shall be discussed with the National Executive or its representatives, and the procedure for settling disputes in state PROCEDURE FOR RESOLVING DISPUTES shall be followed, excepting that where the State Executive/Council is one of the parties involved in the dispute the National Executive or its representatives, except for representatives in the dispute, shall replace the State Executive in the process of resolving the conflict

5.7. If the Church is not viable

A Church becomes viable when it has a CRC pastor and the numerical and financial strength to maintain an Oversight of scriptural standards, and support the ministry at least part time and with sufficient leadership depth to function as a worshipping congregation with sufficient overlap. Chiefly, these are deemed likely if the Church has around 75 attendees for a city Church and around 50 attendees for a country Church.

Prior to this, a Church will usually be an outreach or campus Church of a sending Church; which is the Governing Church. In the case of an established Church it may therefore become an adopted Church again if its Membership falls to below the above guidelines.

If an adopted Church has a constitution, either the Senior Minister of the Governing Church will join the Board of the adopted Church, at one end of the spectrum; or, at the other, the

Board of the governing Church will become the Board of the adopted Church. It all depends on what seems to be the need at the time that can be brokered between the two Churches.

In some cases the Churches may decide to be permanently connected as one Church in different locations under one constitution. In this case the Senior Minister of the Governing Church will discuss the matter with the State Chairman who will confer with the State Executive and the National Chairman. If they, upon making any inquiries they wish, are satisfied that the amalgamation, or the winding up of one in to the other, is in the best interest of any adopted Church and the CRC, then the matter may proceed formally in that direction.

Both parties should make full disclosure to each other on any and all matters of finance (whether income and expenditure will be pooled or run separately), leadership arrangements, staffing arrangements, and on-going ministry expectations and so on. A Memorandum Of Understanding setting forward such things and the steps forward should be floated to the two Churches. Examples should be sought of most recent amalgamation MOUs.

If the Board(s) of Oversight are in agreement then involvement of the greater leadership and Members should proceed with dissemination of the MOU and or relevant information ahead of a Members meeting to pass the requisite motions for the amalgamation.

The requisite forms should be lodged with Department of Justice (or the equivalent state body) upon a successful amalgamation.

5.8. If a Church Campus should seek autonomy.

(See also 4.2.11) In the event that the Church Board is not favourable to a Church becoming autonomous, and the matter is contentious, then the proposed leader or the Senior Minister should consult with the State Chairman who will consult with the National Chairman and State Executive to assess the merit of the proposal which will include the aspects of viability, leadership, credentialing and proposed constitution.

The State Chairman (or their nominees) shall make whatever inquiries they so decide to come to an opinion of the merit of the move toward autonomy. In accordance with the justice clauses of the State Constitution the State Executive may in the absence of a negotiated agreement recommend or otherwise proceeding to a vote of the Members involved and assist with memorandum of understanding of what is proposed incorporating the relevant other considerations mentioned in clause 4.2.11.

At such a meeting the Senior Minister and the State Chairman (or their nominees) should be invited to speak to the motion whether for, against or otherwise. The motion should include a proposed Board, other key leadership position, constitution, and the setting out key dates in the plan. The quorum and majority required shall be that for constitutional change applied to those who are Members and of the campus.

6.0. CRC MINISTERS PROVISIONS

6.1 TRAINING AND CREDENTIALING

The ministry training pathways of the CRC can be accessed through the National Training website at crctraining.com. The courses are accredited and can attract student assistance and FEE HELP. Courses could lead to a Credentialed Ministry pathway.

In this case, a student will be appointed a coach from among CRC Ministers and National Ministers who are coaches. The coach will ensure the student becomes competent in a list of key competencies covering CRC matters, ministry matters, personal matters and theological matters.

This course may be done in a class situation when and where there are centres for that purpose. A local Church with a qualified coach may set up such a centre. Alternatively the course may be undertaken through the online provisions available.

The successful student will apply for a Trainee Ministers Credential and submit the competency work. If the candidate is not a novice and can demonstrate extensive studies it may be possible to be granted a credential with minimal additional training by submitting the competency work and filling in a cross mapping section in the application form covering the study areas.

The candidate will be interviewed by the State Credentialing Team and if recommended will be decided upon by the State Executive and, if successful, will be ordained at the next State Council meeting or at a State or National Conference.

Continued study and completion of State Minister Competencies will make it possible to become a Minister with a celebrant license.

Ministers exerting a ministry influence beyond their locality may be invited to become competent as a National Minister which if successful would ultimately be issued by the National Council.

In the case of those who hold a credential in another movement, they will become competent in some CRC matters and submit that work and be considered for an Affiliate Ministers Credential for a transition period.

6.2 MINISTER ACCOUNTABILITY

CRC Churches have ministers ordained by the CRC. It is very difficult for Churches to have leaders other than those the CRC recognises. It is therefore crucial to the health and safety of local Member Churches that their ministers are accountable to a collegiate of ministers that can, in a practical way, fulfil the ideal of the Body of Christ at Ephesians 4 ministry level. In our case this is the CRC family of ministers and Churches.

Ideally matters in view would be resolved as quickly as possible without the need for cancelling of Credentials where it is neither serious nor urgent and there is a submissive attitude. In such cases, and even where a serious process is undergone, but the Minister

consents to a redemptive process, the CRC has a policy for Discipline and Restoration of Ministers. However occasionally that is not the case and the following provisions are required.

We have two provisions. The first is a suspension provision which has more of an impression of the matter being serious but requiring clarification and either a reinstatement or proceeding to forfeiture.

However, in both situations a final decision has not yet been made, in the first instance, and in both situations the minister involved may make submissions and make appeal as follows.

6.2.1. Credential Suspension Provisions excerpted from a State Constitution

A State Excerpt.

Follows is an example only (as provision may vary slightly from state to territory) of the suspension provisions that ministers are vowed to. Suspension is likely to be a first step if the CRC feels there is a case to answer. It ensures that the CRC is able to protect a Church and the wider CRC and body of Christ and the public from a Minister who seems to have fallen in some way. This protection involves the fact that a Minister is avowed to stand down from all positions in the Church and the CRC while an investigation takes place.

- 11.1 Should the State Executive determine that a recognized Minister or Leader of a Church has violated the basic requirements of Scripture, the Charter, National Constitution or this Constitution in the areas of the use of finance, ministerial ethics, personal morality or doctrine then that Minister or Leader shall be required to:
 - (a) Surrender his or her Credential immediately;
 - (ii) Resign from the leadership of their Local Church immediately;
 - (iii) Resign from any position of leadership or ministry in CRC Churches International; and then
 - (d) Accept a reasonable period of restoration and rehabilitation as may be prescribed by the State/National Executive. *“Guidelines for Discipline and Restoration of Ministers”* are found in the Minister’s Manual of the CRC Churches International.
- 11.2 The procedure for the State Executive to follow in making such determination and the right of the Minister concerned to appeal against the determination, and the establishment of a Board of Appeal, are outlined in Appendix 1-II PROCEDURE FOR FORFIETURE OF CREDENTIALS clause 2 of this Constitution.
- 11.3 The State Chairman together with the National Chairman shall have the power to suspend a Minister’s Credentials and require immediate relinquishment of the person’s leadership duties in the CRC Churches International, pending an investigation and judgment thereon by the relevant Issuing Authority.
- 11.4 The State Chairman and National Chairman may together take such action when they determine that a suspension is appropriate given the circumstances of the case, and notwithstanding that the person concerned may not at that time have had sufficient opportunity to respond to the allegations.
- 11.5 The State Executive is to fully consult and work with the Local Church Oversight. It is also expected that the State Executive will make provision for ministry and counseling support to be given to the Local Church, its Oversight and any other aggrieved parties.

State Constitution Appendix 1 Item II Clause 3 has more detail as follows

3. SUSPENSION OF CREDENTIAL

When the State and National Chairman decide it is appropriate to suspend a Minister's Credential in accordance with clause 11 of this Constitution, the following procedure shall apply:

- 3.1 The relevant State Chairman and National Chairman shall notify the Minister of the decision to suspend their Credential. Suspension is to take effect immediately from the date of notification.
- 3.2 Notification may, in the first instance, be made verbally by the National Chairman. The notification must also be put in writing in a letter signed by both the relevant State Chairman and National Chairman. This notification may be in the form of two letters signed separately by the relevant State Chairman and National Chairman or, in one letter signed jointly by both the relevant State Chairman and National Chairman. A copy of the letter/s of notification are to be forwarded to the relevant State Executive and National Executive Members.
- 3.3 The person concerned has no right of appeal against the suspension however the suspension must be investigated in accordance with clause 11 of the Constitution. The suspension must be reviewed by the respective State Executive, in the case of Trainee and Credentialed Ministers or by the National Executive, in the case of a National Credentialed Ministers.
- 3.4 Suspension is "temporary" until such time as the matter can be investigated and reviewed by the appropriate issuing authority. This review process would normally be completed as soon as possible, preferably within a 3 month period and generally not more than 6 months from the date of issue of the suspension. During the period of the suspension the Minister is to hand in their Credential to the State Chairman and loses the right to represent the Church, preside at public services, weddings, funerals and committee meetings: or be involved in any of the financial transactions of the Church. (E.g. signing cheques, operating credit cards).
- 3.5 After the matter has been investigated the Minister's Credential must either be forfeited under the provisions of clause 11 or the suspension lifted.
- 3.6 Where the suspension is lifted this should be notified in writing to the Minister in a letter jointly signed by the relevant State Chairman and National Chairman.

6.2.2. Credential Forfeiture Provisions excerpted from a State Constitution

A State Constitution excerpt

Forfeiture will usually, but not always, follow suspension. Due to the serious and notionally permanent nature of this, and the resultant implications for all concerned, the focus is mainly on the procedure to ensure the Minister is well aware of the charges and has time to present submissions, in sufficient time, to the senior CRC peers appointed. These peers will make any such inquiries they wish so as to arrive at an opinion as to the facts, the seriousness, and any courses of action open to them, including any appeals, to be determined as follows in an example shown here in Appendix 1, Item II. Clause 1.

II. PROCEDURE FOR FORFEITURE OF CREDENTIALS

I. THE PROCEDURE

- 1.1 When a Minister of the CRC Churches International is required to forfeit their Credential according to clause 11.1(a)(b)(c)(d) of this Constitution, the following procedure shall be adopted by the State Executive.

- 1.2 The person concerned shall be given thirty (30) days' notice in writing of the proposal and such written notice shall provide general particulars of the allegations made against them.
- 1.3 The person concerned shall have the right to make written submissions responding to the allegations, which written submissions must be forwarded to the State Chairman within seven (7) days prior to the proposed meeting.
- 1.4 Should the State Executive or its representatives deem it appropriate it may invite the person concerned to present oral submissions.
- 1.5 In the event that there is a dispute as to material allegations of fact, then the State Executive or its representatives may make such inquiries as it deems fit, and may make findings of fact, which findings shall be binding upon the person concerned. Provided that they shall be given reasonable notice of the evidence against them and a reasonable opportunity to present evidence on their behalf, in such a manner as the Executive or its representatives shall determine.
- 1.6 Nothing herein shall require the Executive or its representatives to hear oral evidence, or to allow the person concerned to be represented by legal counsel.
- 1.7 Nothing herein shall require the Executive or its representatives to be bound by the rules of evidence, but they shall act according to equity, good conscience and substantial merit of the case without regard to technicalities and legal forums

6.2.4. Credential Suspension & Forfeiture Appeal rights excerpted from a State Constitution

An appeal process ensures that reviews and justice is possible at all levels. An appeal will normally follow Forfeiture rather than a Suspension simply because a Suspension triggers an investigation anyway, which will then usually follow the Forfeiture process until it is resolved. Follows is the general Right of Appeal Process. In practice a subcommittee would usually make a recommendation then approved by the State Executive. The person(s) of interest could then make an appeal to the entire State or National Executive who would review the decision as described. In certain circumstances it may be possible for the National Executive to review a decision by the State Executive if a dispute were claimed between the person(s) of interest and the State Executive. Proper justice would also cover adequately addressing any conflicts of interest that may be present. The following example is from a State Constitution Appendix 1, Item II Clause 2.

1. THE RIGHT OF APPEAL

- 2.1 The person concerned shall institute the appeal within fourteen (14) days of receipt of the decision. It shall be given in written notice to the State Council or National Executive whichever is the relevant body in relation to their Credential. The only grounds of such an appeal shall be that the decision of the State Executive or its representatives was arrived at in breach of the rules of natural justice and/or that the penalty resulting from the decision was manifestly excessive.
- 2.2 Where the relevant body is the State Council or its nominated officers, the appeal shall be decided by three (3) Members of the State Council appointed by the State Chairman. In the event that the National Executive is the relevant body then three (3) Members of the National Council, appointed by

the National Chairman shall decide the appeal. Only those Members who have had a National Minister's Credential for 10 years or more and who were not involved in the making of the decision which is the subject of the appeal are eligible for appointment to such Board of Appeal.

- 2.3 The body to whom the appeal is made, shall determine the appeal within a reasonable time and shall make such inquiries as it deems fit in the circumstances. Provided always that such body and the person concerned shall have reasonable opportunity to make submissions in respect of the appeal whether written or oral as the Board of Appeal may determine.

7.0 DISAFFILIATION FROM THE CRC

Disaffiliation is the process whereby a Member Church would seek to no longer be a Member Church of the CRC or, indeed, the CRC may seek to terminate the affiliation of a Church.

7.1 A Church wishes to disaffiliate.

For proper security it is necessary for a Church to be able to disaffiliate as no one can guarantee that a Membership body will not be infiltrated and otherwise seek to radically depart from the established Chartered precepts. Furthermore, no one can guarantee that our national society environment will not make it untenable to be in a recognised relationship like the CRC. However, there are many other reasons a current Senior Minister or Board of Oversight may seek to depart from the CRC.

There are six basic scenarios of a Church seeking disaffiliation, ignoring windup situations:

- The Church has a founding senior minister,
- The Church has come from another movement and still has that senior minister so is like to a founding senior minister and may well be the founding senior minister also,
- The Church comes from another movement and has a different senior minister,
- The Church has a senior minister not the founder,
- The Church is in another State, or
- The Church is not in Australia.

The last situation of Churches outside of Australia, affiliated through a sponsoring Church, is likely to be outside of the scope of our Executives to be involved to any great extent. They will likely stand willing to assist relationally but it is likely to be a matter for the sponsoring Church albeit keeping the State Chairman informed.

If the matter of a Church in another state, yet affiliated with the state in question, involves a transfer to another state rather than a permanent disaffiliation then it is a simple liaison matter between states. If the new state has agreed to receive it then sensible minutes can recognise a seamless affiliation though disaffiliated (transfer) from one state and re-affiliated with another. If not, it reverts to a scenario of one of the first three scenarios. If there is any conflict between States on this matter then refer to the justice clauses of the national constitution.

In all four of the first and remaining scenarios the CRC would attempt to resolve any and all issues to facilitate ongoing fellowship, co-operation and partnership.

If that fails then, in the first two instances of churches still with their founding minister, the CRC respects the unique sacrifice and calling of founding senior ministers. Providing there are no other complications of trust, or of sin, or error that would impact upon the CRC's duty of care to the congregation in keeping silent, then, after due attempts to be united, the CRC is likely to have a stance of releasing them to go without further ado.

However in cases where there is a desire to leave to escape discipline (e.g. a fallen minister refuses accountability), there are substantial trusts of investment and giving, or it is a

generational trust then the CRC will advocate very strongly to protect the interests of those that may not be able to speak for themselves and certainly for the interests of the CRC in general.

The ordained ministers of the CRC have taken vows to be loyal to the CRC and to build together the kingdom of God. The breaking of these vows, and the division, or splitting off of a Church is not considered a virtue. Generally we consider that if a minister has a mandate to start a movement or wants to join another movement he should go and plant another Church to establish his own foundation, or take a position in a Church of the denomination of his choosing.

Churches that have become Member Churches of the CRC have usually done so in a CRC context or made a considerable sacrifice to do so. Future Senior Ministers take on a trust to build on this foundation and honour it as a steward. Senior Ministers do not own the Church but are stewards who lay down their lives to develop it, and then pass the baton to the next Senior Minister.

It is most likely that the wishes of the Senior Minister are the major influence in the Church concerning leaving the CRC. The position of trust and influence is so great that a Board and congregation can easily be groomed to be predisposed to leaving the CRC. In this sense it is not Churches that leave the CRC, but Senior Ministers who also wish to take the Church with them.

It is shocking to think that the future of hundreds of people and the trust of the ages could be being directed by the affections of one person. Conceptually, once the Church becomes a generational Church it should not happen because of the obvious implicit trust involved. Nevertheless, it is healthy for the CRC itself to provide a mechanism for Churches to disaffiliate to avoid concerns about possible future adverse situations mentioned at the outset, should such a situation develop.

7.1.1. Order of Events in Disaffiliation

Over time the CRC has developed a careful and gracious process that still favours the Church but ensures that light is shone on this matter.

- a. Events should occur in a specific order. If the Senior Minister is already under evaluation concerning a suspension provision or is under suspension or notice of forfeiture, this matter should be dealt with first for the well-being of the congregants.
- b. Likewise, the Senior Minister and other ministers should not ordinarily resign until the disaffiliation is resolved as stated in the Ministry Guidelines 5.4. Otherwise the CRC may recognise the resignations of credentials but not the disaffiliation if there is something wrong with the process. This could create another problem by triggering the Governing Church provisions if the Board were not then otherwise viable.
- c. So the process involves the Board informing the CRC that it is discussing the matter and CRC State Executive representatives meeting with the Church Board to discuss the matter together. This ensures that Board Members and CRC Members can communicate directly. It would naturally involve trying to resolve Church concerns continuing to be a CRC Church which would likely give rise to CRC concerns that

need discussion. Conceivably this could take a number of meetings to work through matters honourably.

- d. If discussions about amicable resolutions failed then the main focus would necessarily involve how to address the degree of CRC trust in the Church. Some of these trusts may be legal, and some of them may be implicit. An example of a legal trust may be gifts given to the Church because it was a CRC Church whether for general reserves, property or even start-up capital such as in Church plant grant funding. Other trusts may be implicit such as credentialed ministers who have gone before and volunteered their lives to start and or develop a CRC Church. In heaven these intentions still speak, and the CRC would speak and negotiate for them.
- e. Once negotiations had gone as far as possible in resolving trusts the discussion would turn to the manner of CRC's representation to the Church general meeting of Members meeting. This will depend largely on any unresolved matters of trust, but ordinarily the CRC would express its history, vision, connection and benefits to the local Church imploring it to continue to walk with the CRC; all done in a respectful manner.

The provision for the CRC to speak to the motion before the Members solves many potential problems. By having a Members meeting the Members share in the making of such a huge decision affecting them

- Decisions usually have 'pros' as well as 'cons' concerning them. The CRC is in the best position to give the congregation the information on the 'con' side so as to be fully informed about the decision. It removes any exclusion that 'tunnel vision' can produce when one is already committed to a course of action.
 - The combined weight of the Membership may be able to take responsibility for any generational trust involved.
 - If a quorum is produced and the vote is carried, the Church the Board and the CRC and the whole council will know that the decision was made 'in the light' and that the CRC is free of the guilt of any generational trust, and that the whole congregation has taken responsibility for that trust.
- f. If the Board resolves to go ahead, a General Meeting date would be set at which the CRC would speak to the motion. Considering that a change of constitution is also required, the effective date would logically be the effective date of a new constitution acceptable to the department of justice. The Local Church Membership in place until confirmation is received from the department of justice.
 - g. Finally, any ministers who wish to resign their credentials are then advisable to do so.

7.1.2. A state constitution excerpt shows a typical wording.

5.8 Withdrawal from Affiliation

5.8.1 Any Local Church affiliated with the CRC Churches International may withdraw from the Association provided that the following requirements are met:

- (a) In the event that the Church intends to withdraw from the CRC, notice of the Church Board's decision shall be given in writing to the State Chairman to enable representatives of the State Executive of the CRC to meet with the Board of the Church before a final decision is taken by the Board to discuss the reason for their proposed action. The State Executive shall be given at least 30 days' notice of such a meeting of the Board.
- (b) the Oversight of the Local Church has voted unanimously for such withdrawal

- (c) a properly convened Special General Meeting of the Members of the Church has been called to discuss the proposed withdrawal
- (d) formal notice has been given to the Members of the Church stating the nature, date, time and place of such meeting at least four (4) weeks prior to the scheduled meeting
- (e) notification of the nature, date, time and place of such meeting has been given in writing by the Oversight to the Chairperson of the State Executive at least four (4) weeks prior to the scheduled meeting, so that representatives of the State Executive may attend and address the meeting
- (f) at such meeting a four-fifths majority of the currently registered Members of the Church must be in agreement with any motion to withdraw.

7.2 If the CRC considers terminating the affiliation of a Church.

This is a very rare event, but could conceivably occur if the CRC desired to protect itself from a Church outside CRC guidelines. In that eventuality the CRC may seek to terminate the affiliation of a Church, which would likely involve the cancelling of Credentials, the withdrawal of rights to the use of the CRC names and logos, and probably an urgent need for the Church to reconstitute itself. The following is an example from a state constitution Appendix 1, Item III, Clauses 1 & 2.

1. THE PROCEDURE

When the State Executive proposes to consider terminating the affiliation of any Local Church according to clause 5.4 of this Constitution the following procedure shall be followed.

- 1.1 The Local Church concerned shall be given 30 days' notice in writing of the proposal to consider terminating its affiliation and such written notice shall provide general particulars of the allegations against the Local Church.
- 1.2 The Local Church shall have the right to make written submissions responding to the allegations, which written submissions must be forwarded to the State Executive within seven (7) days prior to the proposed meeting.
- 1.3 Should the State Executive deem it appropriate it may invite the Local Church to present oral submissions.
- 1.4 In the event that there is a dispute as to material allegations of fact then the State Executive can make such inquiries as it deems fit and make findings of fact which findings shall bind the Local Church, provided that the Local Church shall be given reasonable notice of the evidence against it and a reasonable opportunity to present evidence on its behalf in such a manner as the State Executive shall determine.
- 1.5 Nothing herein shall require the State Executive to hear oral evidence, or to be bound by the rules of evidence or to allow the Local Church to be represented by legal counsel.
- 1.6 The decision of the State Executive shall be recorded in writing and a copy thereof provided to the Local Church concerned.

2. THE RIGHT OF APPEAL

If the State Executive decides to terminate the affiliation of any Local Church, then the Local Church concerned shall have the right of appeal according to clause 5.4.3 of this Constitution.

- 2.1 The appeal shall be made to the State Council and shall be decided by three Members of the State Council who are nominated by the State Chairman and are not Members of the State Executive. If this fails a further right of appeal to the National Executive which shall be decided by three Members of the National Executive nominated by the National Chairman.
- 2.2 The grounds of the appeal shall always and only be that the decision was arrived at in breach of natural justice or that the decision was manifestly excessive.
- 2.3 The appeal shall be instituted by the Local Church giving written notice to the State Executive and also to the body to which the appeal is to be made within 30 days of receiving notice of the decision and shall set out precise particulars of the alleged breach or breaches of natural justice, or why they consider the decision to be manifestly excessive.
- 2.4 The body to whom the appeal is made shall determine the appeal within a reasonable time and shall make such inquiries as it deems fit in the circumstances, provided always that the State Executive and the Local Church concerned shall have a reasonable opportunity to make submissions in respect of the appeal.
- 2.5 In the event that the State Council or the National Executive allows the appeal the matter shall be remitted to the State Executive to be re-determined.

8.0 CRC DISPUTE RESOLUTION PROCESSES

In addition to the appeal procedure outlined for Credential and Corporate Membership appeals, there is a General Procedure, for resolving disputes in all other situations where the parties are not able to resolve it between themselves, as outlined for example, in Appendix 1, Item I, Clauses 1 & 2 of a State Constitution as follows.

PROCEDURE FOR RESOLVING DISPUTES

1. THE PROCEDURE

If a matter cannot be settled according to the scriptural and mediation basis referred to in clauses 5.6.1-2 – 5.7.1-2, 6.6.1-3 and 6.7.1-3 of this Constitution then the following procedure shall be adopted by the State Executive.

- 1.1 The State Executive shall give 30 days' notice in writing that it proposes to consider the matter in dispute. The notice shall require the parties to the dispute to make written submissions concerning the matter. The submissions must be forwarded to the State Executive and the other party, or parties, to the dispute within 14 days prior to the proposed meeting of the State Executive.
- 1.2 Should the State Executive deem it appropriate it may invite the parties to submit responding written submissions, and/or to present oral submissions.
- 1.3 In the event that there is a dispute as to the material allegations of fact, then the State Executive shall make such inquiries, as it deems fit and make findings of fact thereon. Provided that the parties shall be given reasonable opportunity to present further evidence, in such a manner as the State Executive shall determine.
- 1.4 Nothing herein shall require the State Executive to hear oral evidence or to allow the person/s concerned to be represented by legal counsel.
- 1.5 Nothing herein shall require the State Executive to be bound by the rule of evidence, but the State Executive shall act according to equity, good conscience and the substantial merits of the case without regard to technicalities and legal forums.
- 1.6 The decision of the State Executive shall be recorded in writing and a copy thereof provided to the parties of the dispute.

2. THE RIGHT OF APPEAL

Any of the parties to the dispute may appeal to the National Executive whose decision thereon shall be final and binding upon the parties, provided always that the only grounds of such appeal shall be that the decision was arrived at in breach of natural justice or that the decision was manifestly unfair.

- 2.1 The appeal to the National Executive shall be heard by a Disputes Committee, comprised of three (3) Ministers appointed by the National Chairman, such Ministers to have each held a National Minister's Credential for not less than 10 years.
- 2.2 The Disputes Committee shall institute the appeal within 14 days of their appointment giving written notice to the State Executive of the appeal and the grounds on which it is asserted the State Executives decision was in error.
- 2.3 The Ministers hearing the appeal shall make such inquiries as they deem fit in the circumstances, provided always that the State Executive and the parties to the dispute shall have a reasonable opportunity to make written submissions in respect of the matters raised in the appeal.

- 2.4 The appeal shall be determined by a simple majority.
- 2.5 In the event that the appeal is allowed, the matter shall be remitted to the State Executive to be determined in accordance with such directions as may be given by those Ministers who heard the appeal and comprised majority.
- 2.6 If any of the parties to the dispute fails to abide by the decision of the State Executive, or where there has been an appeal, the outcome of the appeal, such person or persons shall be deemed to be in breach of this Constitution, and the Charter of the CRC Churches International Australia Incorporated. They shall then be liable to disciplinary action, which may include the forfeiture of that person's Credential, or in the case of an Affiliated Church the cancellation of their affiliation.
- 2.7 There is no right of appeal once the Disputes Committee has made a determination.