

**THE AMENDED
CONSTITUTION
OF
THE REGISTERED
TRUSTEES OF
NEW COVENANT
CHURCH**

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THE AMENDED CONSTITUTION OF THE REGISTERED TRUSTEES OF NEW COVENANT CHURCH

CHAPTER 1 OUR NAME:

1. The Church shall be known and referred to as “The Registered Trustees of New Covenant Church” hereafter addressed as “the Church”.

CHAPTER 2 OUR REGISTERED ADDRESS

2. The Registered Address of the Church shall be situated in Nigeria.

CHAPTER 3 OUR MOTTO

3. The Motto of the Church shall be “I will be their God and they shall be my people”
Hebrews 8:10b

CHAPTER 4 OUR VISION OF THE CHRISTIAN CHURCH

- 4.1 The New Testament knows only one Church. The only thing that divided the Church was geographical boundaries. It would appear that if an area could be adequately administered under a local or city council, it formed the basis for a local Church organization.

- 4.2 The Church in Rome, Corinth, Ephesus, Smyrna etc, were so named because they corresponded directly to a town or city. We have no warrant for carving up the body of Christ other than this New Testament pattern. The New Testament knows nothing of the “the Church of” but of the “Church in”. Dividing the Church on the basis of doctrine or founder is evidently unscriptural.
- 4.3 The Biblical pattern is the local church, which is expected to relate with or be under the spiritual oversight of an apostle or an apostolic team. Ephesians 2:19-20 clearly points this out. “So then you are no longer strangers and sojourners but you are fellow citizens with the saints and members of the household of God, built upon the foundation of the apostles and prophets, Christ Jesus Himself being the chief cornerstone”.
- 4.4 It is this view of the local church that influences the way we name our centres in the New Covenant Church. Basically we prefer to use the name of the location to differentiate between our centres, rather than give them fancy names: such as House on the Hill or Abundant Life church. Though it is really immaterial what name is given to a church centre, nevertheless seeking to put as little a dividing wall as possible between our branches cannot be a bad thing. We cannot expect other churches to follow our practice, but at least we will try not to build any fences between our people, however small.
- 4.5 Apostles and prophets are vital parts of the foundation of the Church. To start a Church without this foundation is to compound the problem we already have. Though we may have a statement of faith, aims and objectives, these are mere frameworks. They cannot and must not form the basis of the Church. Yet the dilemma facing many sincere servants who want to serve God with a clear

conscience, in an atmosphere of liberty, and under Biblical leadership, without domination, is in finding a spiritual home where there is true apostolic vision.

- 4.6 Bearing in mind that a local Church comprises of all the congregations in a geographical boundary, what unity there would be when all churches are together under apostolic teams nation-wide? When that happens, the Church would have come of age, and the gate of hell would no longer prevail.

CHAPTER 5

OUR MISSION STATEMENT

5. Our Mission Statement is as follows:

- a. To build churches in cities and rural areas around the world, that are at least 1% of the local population.
- b. To bring every member into maturity in Christ.
- c. To foster deeper and meaningful Christian fellowship.
- d. To encourage and work for unity among all believers.
- e. To make positive impact in the communities where we are located.
- f. To play a positive role in the life of the nation wherever we are.
- g. To provide opportunity for service.
- h. To be actively involved in missions at home and abroad.
- i. To provide an umbrella for people who have the call of God on their lives and who are willing to enter into relationship and partnership in ministry.
- j. To create opportunities for the ministries to find expression and fulfillment.

CHAPTER 6

OUR AIMS AND OBJECTIVES & POWERS:

- 6.1. To worship God in Spirit and in Truth (John 4:24)
- 6.2 To preach the Word of Life for the salvation of the Souls of Men and the total liberation of man from all negative forces (Mark 16: 15-17 & Matthew 28:19-20).
- 6.3. To establish, strengthen, settle and confirm believers in the faith, through regular Bible Studies, Prayers, the personal reading of the Word of God and fellowship with other believers. (Hebrews 10:25)

- 6.4. To teach members to put their faith into practice under all circumstances, following the example of our Lord Jesus Christ (Hebrews 12: 1-3)
- 6.5. To teach members to live peacefully with all men, and promote peace in their immediate community at national and international levels, being obedient and law abiding. (Romans 12:17-18)
- 6.6 To co-operate with other Christian bodies solely dedicated to the commission of our Master Jesus Christ in the extension of God's kingdom on earth. (Luke 9:50)
- 6.7. To teach methods of evangelism and hold camps, seminars, crusades, open air gospel campaigns and house to house Evangelism (Matthew 28:19-20).
- 6.8. To own, develop, maintain, lease, sell, exchange, dispose off, manage or deal with or in property of every nature and description both real and personal situated in the Federal Republic of Nigeria or elsewhere to such extent as may be necessary or convenient in the furtherance of the mission, aims and objectives of the Church (Genesis 1:28)
- 6.9. To own, lease and acquire media for the dissemination of information including electronic, electromagnetic, print and equipment used in the operation of such media. (Isaiah 52:7)
- 6.10 To establish, maintain and operate Educational Institutions, Bible Colleges, Youth Centres, Recreation Centres, Camp Grounds, Guest Houses, Hospitals and Homes for Missionaries and any other concern as may be deemed necessary by the Church (Luke 10:33-34)
- 6.11. To acquire, subject to the provisions of Sections on Offerings, Gifts, donations, devise or bequest, real and or personal property, in or outside Nigeria with full power to use sell and dispose of property and convert same into cash securities or other classes of property for the use and benefit of the Church. (Psalm 24:1)

- 6.12. To carry out all or any of the above mentioned objectives either alone or in conjunction with any reputable firm, association or bodies acceptable to the Church.
- 6.13. The above aims and objectives shall be noted as being means towards achieving the Vision and Mission of the Church
- 6.14. Nothing in the above mentioned objectives shall in any way limit or restrict the terms of this section but the terms herein specified shall be regarded as unlimited objectives within the general context of the aims and objectives of the Church.

CHAPTER 7

OUR TENETS OF FAITH

- 7.1. The Divine inspiration and infallibility of the Holy Bible in all matters of faith and conduct (2 Timothy 3:16, 2 Peter 1:21).
- 7.2. The Trinity of the Godhead and unity of the three Persons (Father, Son and Holy Spirit) therein. (1 John 5:7)
- 7.3. One God; and Father of all, who has revealed Himself fully to mankind through His Only Begotten Son, Jesus Christ (1Tim 2:5)
- 7.4. The deity and lordship of Jesus Christ as revealed in the whole of the Holy Scriptures. (John 10:30)
- 7.5. The personality and deity of the Holy Spirit (John 14:16-17)
- 7.6. The utter depravity of the human nature and the guilt of all mankind since the fall through the deceit of the devil; thereby rendering mankind subject to God's wrath and condemnation. (Romans 3:23)

- 7.7. The full substitutionary atonement for sin through the blood of Jesus Christ; the incarnate Son of God (Hebrews 9:14)
- 7.8. The full salvation by grace through faith in Christ Jesus alone by the means of which one is born again (Ephesians 2:8-9)
- 7.9. Water baptism by immersion at an age of accountability as an outward demonstration of an inner conviction (Mathew 3:13-15)
- 7.10. The baptism of the Holy Spirit for the born again believer, denoting the endowment of power from on high for service, evidenced by speaking in tongues (Acts 1:5, 8 and Acts 2:1-4)
- 7.11. The operation of the gifts of the Holy Spirit subject to sound scriptural guidance (1 Corinthians 12:1-11)
- 7.12. The utmost free will of the believer in matters of choice at any stage of the Christian life with its resultant consequences (Galatians 6:7)
- 7.13. One holy universal Church which is the body of Christ, to which all true believers belong (Romans 12:5)
- 7.14. Orderliness and comportment in public worship as motivated by the Holy Spirit (1 Corinthians 14:32-33)
- 7.15. Christian perfection and holiness, through absolute surrender and consecration (1 Peter 1: 15-16)
- 7.16. Ministry through the laying on of hands subject to sound scriptural guidance whereby opportunities are opened to believers to enjoy divine healing and health. (Mark 16:18)
- 7.17 The Holy Communion (the Lord's Supper or breaking of bread) in obedience to our Lord's commandment (2 Corinthians 11:20-30)
- 7.18. Tithing and free will offerings as God's financial plan for the Church.

(Malachi 3:10-12)

7.19. Corporate and person to person evangelism as expression of God's love to the world and in obedience to the Lord's commandment (Matthew 28:19-20)

7.20. Modesty and chastity in all matters of Christian conduct (Colossians 3:17)

7.21. The resurrection of our literal bodies, the just and the unjust; when the unjust will receive final judgment and the just, his reward. (Revelations 20: 13-15 and 2 Timothy 4:6-8)

CHAPTER 8 OUR SEAL

8.1 The Common Seal of the Church shall take the form of the impression thereof herein.

8.2. The Common Seal shall be affixed to such documents as are required by law or by the direction of the Registered Trustees of the New Covenant Church and or Council of Conference Pastors to be executed under Seal, and

8.3. In the presence of the National Overseer who shall evidence his presence by signing on the document and on the Seal Register.

8.4. The Seal shall be kept by the National Overseer who shall also maintain a register of all documents to which the Seal shall be affixed showing the date of sealing and the names and signatures of the persons present.

CHAPTER 9 OUR LOGO:

- 9.1. The Logo of the Church comprises a white dove which represents the presence of the Holy Spirit in a blue background which is a symbol of the love of Christ and the Red Colour which represents the blood washed Church while the green leaf represents life.
- 9.2. An expression of the logo shall take the form contained on the appendix to the Constitution.

CHAPTER 10 MEMBERSHIP OF THE CHURCH

- 10.1. The membership of the Church is open to all born again Christians with the evidence of the new life being practically demonstrated.
- 10.2. A member shall subscribe to the doctrine of the Church.
- 10.3. A member shall belong to a House Group in the Church.
- 10.4. A member shall belong to a Discipleship Group or Cell in the Church.
- 10.5. A member shall endeavour to participate in all general and corporate fellowship meetings of the Church.
- 10.6. A member shall belong to an activity group within the Church.
- 10.7. A member shall be available for service and support the Church programmes in all ways.
- 10.8. Each Conference shall ensure that each Satellite Church under it keeps a Register of members and each Conference shall forward the Register of members and shall make returns to the National Office at least once every 12 months.

- 10.9. A person shall lose his membership if he voluntarily communicates to the Church in writing or by his actions that he has ceased to be a member.
- 10.10. Any person who has been excommunicated by the Church under the provisions of the Constitution shall cease to be a member.
- 10.11. Any member who intentionally and continually contravenes the tenets of faith, after efforts by the church leadership to correct and bring about a change of behavior fail or are rebuffed, may be excommunicated. (1 Corinthians 5:11 and Titus 3:10)

CHAPTER 11

OUR REGISTERED TRUSTEES

- 11.1. The Trustees of the Church shall comprise of a chairperson and other men and women of impeccable character who are members of the church and who subscribe to its vision and doctrine.
- 11.2. The chairperson and members of the Board of Trustees shall be appointed by the General Overseer in consultation with the Council of Conference Pastors.
- 11.3. One of the Trustees shall serve as Secretary of the Board of Trustees.
- 11.4. The following persons are not eligible for consideration and appointment as Trustees:
- a. A person who is not a member of the Church.
 - b. An un-discharged Bankrupt.
 - c. A person certified insane by a competent medical institution.
 - d. A person convicted of a criminal offence involving dishonesty by a Court of competent jurisdiction either within or without Nigeria.
 - e. An infant.
- 11.5. The Church shall have a Board of Trustees made up of a maximum of thirteen (13) members appointed by the General Overseer in consultation with the Council of Conference Pastors.
- 11.6. Whenever a Trustee shall:
- a. Die
 - b. Become Insane.
 - c. Be convicted of a criminal offence by a Court of competent jurisdiction within or outside Nigeria,
 - d. Ceases to be a member of the Church.

- e. Be removed by the General Overseer on the advice or recommendations of the Council of Conference Pastors, for whatever cause.
 - f. Desire to be discharged or be otherwise incapable of acting as trustee, the office of such Trustee shall immediately become vacant and a successor of such Trustee shall be appointed by the General Overseer in consultation with the Council of Conference Pastors.
- 11.7. A Trustee may be Pastor, worker or member of the Church and shall not be appointed to any salaried office.
- 11.8. All leasehold property, stock, funds, grants and other securities or property of the Church shall be vested in the Trustees for the time being and no part of the property shall be sold, assigned, transferred, or conveyed or otherwise disposed of by the Trustees without the express written permission, direction or consent of the Church as may be provided by this Constitution, the Blue Book or prescribed from time to time.
- 11.9. In addition to their legal obligations as contained in this constitution, the Trustees shall have the moral obligations of making sure the church follows the principles and practices as laid down in the Blue Book.
- 11.10. The Trustees shall sound an alarm whenever they detect there may have been an infringement or deviation from standard practice.
- 11.11. While it is expected that Trustees shall be loyal and respectful at all times, they shall nevertheless maintain an objective stance and report all matters of concern in writing, to the General Overseer and copied to the Council of Conference Pastors.
- 11.12. The Tenure of office of the Trustees shall be as follows:
- a. All Trustees shall hold office for a period of 5 years unless:

- i. The Trustee resigns his appointment,
- ii Has attained the age of 70 years,
- iii. Is declared bankrupt,
- iv. Is convicted of an offence involving dishonesty or fraud,
- v. He dies,
- vi. Leaves membership of the Church and/or
- vii. Is excommunicated by the Church.

b. Out-going Trustees may be re-appointed by the General Overseer, in consultation with the Council of Conference Pastors.

11.13. RESPONSIBILITIES OF TRUSTEES:

- a. They have legal obligations to fulfill. These include holding the physical properties of the church in trust, approving and signing legal documents pertaining to land and building purchases, and making sure all church properties are used for the purpose for which they were purchased.
- b. They also have moral obligations to fulfill. The major portion of these obligations is to make sure the church follows the principles and practices as laid down in the Blue Book. They should sound an alarm whenever they detect there may have been an infringement or deviation from standard practice.
- c. They act as a collective conscience in areas pertaining to financial packages for ministers.
- d. They have the power to demand to see the accounts of any Centre, Conference or National Office at any time.

CHAPTER 12

OUR LOCAL LEADERSHIP STRUCTURE

- 12.1. The Church endeavours to operate a circular leadership structure. The Leadership radiates from the centre outward through delegated authority and shared responsibility.
- 12.2. In the middle are the Pastors and Elders. They have responsibility for the spiritual health of the congregation and make policy decisions. Deacons who are sometimes called departmental heads have the duty of caring for the material needs of members and looking after the property of the Church in their various centres.
- 12.3. We do not operate a pyramidal structure of leadership where the Pastor sits upon the top of the pile from where he rules and runs everything. Neither do we run an inverted pyramid structure, where the Pastor is at the bottom of the pile carrying the load and everybody just comes to Church to enjoy what is laid on the table.

CHAPTER 13

OFFICERS OF OUR CHURCH

13. The Officers of the Church are as follows:
- a. The General Overseer acting in conjunction with the Associate General Overseer if any and the Deputy General Overseers
 - b. The National Overseer
 - c. The Conference Pastors
 - d. Associate Conference Pastors
 - e. Family Pastors

- f. Local Pastors (also referred to as Satellite Pastors)
- g. The National Secretary (Also referred to as National Administrator)
- h. The National Treasurer
- i. Chairman of the Central Working Committee.
- j. Public Relations Officer.
- k. The Trustees.
- l. The President of Covenant Men.
- m. The President of Covenant Women.
- n. The President of the Youth.
- o. Provost of the Bible College.
- p. Heads of the Ministerial Arms.
- q. Director of Missions.
- r. Such other Officers as may be appointed solely by the General Overseer, or by the National Overseer in consultation with the Council of Conference Pastors and endorsed by the General Overseer.

CHAPTER 14

ADMINISTRATIVE STRUCTURE

- 14.1 The Head of the Church is our Lord Jesus Christ.
- 14.2 The overall administrative head of the Church is the General Overseer.
- 14.3 An Associate General Overseer may be appointed in joint leadership role with the General Overseer if there is need for one and where appointed shall function in the assignment assigned by the General Overseer.
- 14.4 The Deputy General Overseers shall be appointed in joint leadership role with the General Overseer.
- 14.5 Over the country there will be a National Overseer who is responsible to the General Overseer through the Deputy General Overseer.
- 14.6 Within the country there shall be a Council of Conference Pastors made up of all the Conference Pastors including the National Overseer (and such other persons as may be required)
- 14.7 All Conference Pastors are individually and collectively responsible to the National Overseer.
- 14.8 A Conference Pastor is the administrative head of the Conference
- 14.9 A Satellite Pastor is the administrative head of a Satellite Church or local Church.
- 14.10 All Satellite Pastors are individually and collectively responsible to the Conference Pastor.

CHAPTER 15

THE ADMINISTRATIVE ORGANS OF OUR CHURCH

The Administrative Organs of the Church are as follows:

- a. The National Office
- b. The Council of Conference Pastors
- c. The National Executive Council
- d. The Conference Administrative Council
- e. Council of Satellite Pastors in a Conference
- f. Satellite Administrative Council
- g. Pastoral Team/Elders of a Satellite or Local Church

The National Office

15.2. The National Office shall be the administrative office of the Church in Nigeria

15.3. The National Office shall serve as the National Secretariat of the Church and shall be used for such purposes as the Council of Conference Pastors may decide.

15.4. The National Office shall be staffed by such number of employed personnel as the Council of Conference Pastors may decide.

15.5. The National Office shall be supervised by the National Secretary also referred to as the National Administrator who shall report to the National Overseer.

The Council of Conference Pastors

15.6. The Council of Conference Pastors is the highest administrative organ within the Country.

15.7 The functions of the Council of Conference Pastors are as follows:

- a. Advise the National Overseer in the discharge of his duties and responsibilities as the overall administrative head of the Church in Nigeria.
- b. Administer and manage the affairs of the Church under the leadership of the National Overseer and in accordance with the advice and directions of the General Overseer or Deputy General Overseer as may be communicated to the National Overseer.
- c. Carry out such other duties or tasks in fulfillment of the Vision, Mission, Aims and Objectives of the church as stated in this Constitution, and as may be revealed by the unction of the Holy Spirit from time to time.
- d. To appoint or constitute such committees with such terms of reference as may be required from time to time.
- e. To perform such other responsibilities as may be required of them as stated in this Constitution.

The National Executive Council

15.8 The membership of the National Executive Council shall consist of the following national officers:

- a. The National Overseer who shall be the Chairman.
- b. The National Secretary (also referred to as the National Administrator)
- c. The National Treasurer.
- d. The Public Relations Officer
- e. Any other officer appointed by the National Overseer

15.9. The main function of the National Executive Council is to assist the National Overseer in the day to day administration of the Church.

15.10 The National Executive Council shall be subordinate to the Council of Conference Pastors and shall undertake such other tasks as may be delegated to it by the Council of Conference Pastors.

The Conference Administrative Council

15.11 The Conference Administrative Council shall be headed by the Conference Pastor and include selected Family Pastors, selected Satellite Pastors in the Conference and any other officer appointed by the Conference Pastor.

15.12 Aside from such functions as is vested in the Conference Administrative Council in this Constitution, the primary function of the Administrative Council of the Conference is to assist the Conference Pastor in the discharge of his responsibilities.

15.13 The Conference Administrative Council is subordinate to the Council of Satellite Pastors in a Conference.

Council of Satellite Pastors

15.14 Each Conference shall have a Council of Satellite Pastors which shall consist of all satellite (or local church) Pastors in the Conference.

15.15 The Council of Satellite Pastors shall hold a general meeting at least two times in a year.

15.16. The Council of Satellite Pastors, amongst other functions vested in it in this Constitution, shall consider and approve annual budgets, annual programmes of the Conference

15.17 Any dispute between any Satellite Pastor and the Conference Pastor shall be referred to the National Overseer for arbitration.

Satellite Administrative Council

15.18 The Satellite Administrative Council shall be headed by the Satellite Pastor and include selected leaders of a local church.

15.19 Aside from such functions as are vested in the Satellite Administrative Council in this Constitution, the primary function of the Satellite Administrative Council is to assist the Satellite Pastor in overseeing the day-to-day running of the local church.

15.20 The Satellite Administrative Council shall be subordinate to The Pastoral Team/Elders of the local church.

The Pastoral Team/Elders

15.21 Each local Church (Satellite Church) shall have a Pastoral Team/Elders comprising of the Pastor, the Assistant Pastor/s and the Elders.

15.22 The Pastoral Team/Elders has responsibility for the spiritual health of the congregation, and makes policy decisions.

15.23 Members of The Pastoral Team/Elders shall be appointed by the Pastor for a seven-year tenure and retain the responsibility at the pleasure of the Pastor.

15.24 Members of The Pastoral Team/Elders shall work to support the Pastor in the discharge of his functions and in the oversight of the congregation.

15.25 Any dispute between The Pastoral Team/Elders and the Satellite (or local) Pastor shall be referred to the Conference Pastor for arbitration.

CHAPTER 16

APPOINTMENTS, TENURE & RESPONSIBILITIES OF OFFICE

The General Overseer

- 16.1 The first General Overseer of the Church is Rev. Paul Jinadu.
- 16.2 The position of the General Overseer is for life.
- 16.3 The General Overseer shall always be male.
- 16.4 The General Overseer shall not be more than 70 years of age when he is appointed.
- 16.5 The current General Overseer shall under the leading of the Holy Spirit, with or without consulting any of his associates or deputies appoint his Successor who must be a Pastor of the New Covenant Church from any part of the world and from any Pastoral position within the Church.
- 16.5.1 The Successor chosen may be revealed by the current General Overseer during his lifetime or the name put inside a sealed envelope authenticated by the current General Overseer in any way he may deem fit to ensure that it is not tampered with to be opened two weeks after his death.
- 16.5.2 (a) The Deputy General Overseers shall disclose the identity of the person chosen by the Late General Overseer and proceed to either ratify the choice or not and if not the reasons for the none ratification shall be made known to the Church.
- 16.5.2 (b) The Deputy General Overseers confirmation or non confirmation of the chosen Successor may be based on:
1. Spiritual maturity
 2. Character reference from people who know him.
 3. Proper/Dubious interpretation of fundamental doctrines of the Bible.

4. Moral compass.

5. Evaluation of his being content, contentious or cantankerous.

16.5.3 Should a General Overseer die without naming his successor, the Deputy General Overseers shall prayerfully select a successor who must be a pastor in the New Covenant Church from any part of the world and from any Pastoral position within the Church, having considered his:

1. Spiritual maturity

2. Character reference from people who know him.

3. Proper/Dubious interpretation of fundamental doctrines of the Bible.

4. Moral compass.

5. Evaluation of his being content, contentious or cantankerous.

16.6 The General Overseer is responsible for propounding the Global Vision of the Church.

16.7 The General Overseer is the overall administrative head of the Church.

16.8 The General Overseer is the head of the International Office of the Church.

16.9 The General Overseer shall be the Director of the Bible Schools of the Church worldwide.

16.10 The General Overseer shall be responsible for appointing the following positions:

- a. Associate General Overseer, if any

- b. Deputy General Overseers

- c. National Overseers

- d. Conference Pastors

- e. Mission Director

- f. Provost of the Bible College.

- g. International President of the Covenant Men.
- h. International President of the Covenant Women.
- i. All other International officers and ministers.
- j. Such other positions as may be deemed necessary from time to time and as may be created by the Church.

16.11 In the appointment of a National Overseer, the General Overseer shall consult with the Deputy General Overseer and the Council of Conference Pastors in the country.

16.12 The General Overseer shall make a contract on the terms of service of the National Overseer.

16.13 Any appointment of a Conference Pastor to an international post shall be done after consultation with the National Overseer.

16.14 The General Overseer shall present or circulate an overall report of the Church annually.

16.15 The General Overseer shall undertake all such other responsibilities as are vested in him by this Constitution.

The Deputy General Overseer

16.16 There shall be Deputy General Overseers appointed over continents and nations by the General Overseer.

16.17 The Deputy General Overseer shall be appointed from among the National Overseers.

16.18 The Deputy General Overseer shall hold his office for life.

16.19 A Deputy General Overseer shall not be more than 70 years at the time of his appointment into office.

16.20 Each Deputy General Overseer shall give a monthly progress report of church growth in his coverage area to the General Overseer.

16.21 The primary mandate of the Deputy General Overseer is to grow the church in his area of coverage while church administration and spiritual health are maintained alongside.

The National Overseer

16.22 There shall be a National Overseer for Nigeria who shall be appointed by the General Overseer in consultation with the Deputy General Overseer and the Council of Conference Pastors in Nigeria.

16.23 The National Overseer shall be appointed from among the Conference Pastors.

16.24 The National Overseer shall take office in the first instance for seven (7) years.

16.25 A National Overseer may be re-appointed to the office for several consecutive terms of 7 years each until the National Overseer is 70 (Seventy) years of age.

16.26 The seat of the National Overseer shall become vacant upon the expiration of the term of office.

16.27 The National Secretary (or National Administrator) shall notify the General Overseer in writing in the first month of the last year of the tenure of the National Overseer or at least 1 year to the date of the expiration of the tenure of the National Overseer, whichever period is longer of the exact date of the end of the tenure of the National Overseer and shall request the General Overseer to undertake the appointment of the National Overseer.

16.28 Subject to the provisions of this Chapter, upon the expiration of the tenure of a National Overseer, the incumbent National Overseer may be re-appointed or another Conference Pastor may be appointed.

- 16.29 The National Overseer is the Administrative Head and National Spiritual leader of the Church in Nigeria.
- 16.30 The National Overseer is the Chairman and head of the Council of Conference Pastors.
- 16.31 The National Overseer is the Chairman of the National Executive Council.
- 16.32 The National Overseer shall keep custody of the Common Seal of the Church.
- 16.33 The National Overseer shall be the head of the National Office and administrative and professional staff as may be required in consultation with the Council of Conference Pastors.
- 16.34 The National Overseer shall appoint all national officers after consultation with the Council of Conference Pastors and endorsement by the Deputy General Overseer and the General Overseer.
- 16.35 Upon appointment of the National Officers, the National Overseer shall in consultation with the Council of Conference Pastors provide each National Officer with a contract of service.
- 16.36 The National Overseer is directly responsible to the General Overseer through the Deputy General Overseer in all areas of national policy and goals. He is expected to play his part in fulfilling the global vision of the church as stated from time to time by the General Overseer.
- 16.37 The National Overseer is to bring to the attention of the General Overseer through the Deputy General Overseer any new policy or national programme. He should consult with the General Overseer through the Deputy General Overseer before embarking on any national capital projects or schemes.
- 16.38 The National Overseer shall present to the General Overseer through the Deputy General Overseer a progress report, and a full annual financial report.

He shall also present to the General Overseer through the Deputy General Overseer a diary of major events.

16.39 The National Overseer shall preside at all meetings of the Council of Conference Pastors, National Executive Council or any other national organ of the Church.

16.40 The National Overseer or his nominee shall discharge the duties of a Conference Pastor where there is temporary vacancy.

16.41 The National Overseer shall present to the Council of Conference Pastors an annual report on the affairs of the Church.

16.42 The National Overseer shall present to the Council of Conference Pastors the programme for the next year at least 30 days to or within the first month of the New Year incorporating the budget of the Church and other activities.

16.43 All disciplinary measures against officers of the Church shall be ratified by the National Overseer.

The Conference Pastor

16.44 The Conference Pastor shall be appointed by the General Overseer through the Deputy General Overseer after consultation with the National Overseer.

16.45 During his tenure as Conference Pastor, the Conference Pastor will retain his position as the pastor of his Satellite Church. He may appoint an Associate Pastor to assist him in the local church.

16.46 The appointment of the Conference Pastor is for a 7-year tenure renewable if not above 70 years. He will remain in his post until retirement at the age of 70 and as long as he is able to perform his duties successfully and show fruits in his life and ministry and relates well with his fellow leaders.

- 16.47 The Conference Pastor may with the approval of the National Overseer appoint an Associate Conference Pastor to assist him with the discharge of his responsibilities.
- 16.48 The Conference Pastor has a responsibility of keeping to the vision of the Church.
- 16.49 The Conference Pastor shall see to the expansion of the Church.
- 16.50 The Conference Pastor shall ensure that the financial affairs of the Conference are managed in a prudent manner in accordance with such directions as may emanate from the National Overseer and the Council of Conference Pastors.
- 16.51 The Conference Pastor shall provide avenues for the training and continuous education of the members of the Church in all areas of service.
- 16.52 The Conference Pastor may appoint local pastors for Satellite Churches upon the recommendation of the Elders of the Satellite Church or where the Satellite Church is new, in consultation with the Conference Administrative Council.
- 16.53 The Conference Pastor may transfer a Satellite Pastor from one satellite to another or from one Conference to another provided that the Conference or Satellite from which the Pastor is being released and the Conference or Satellite to which the Pastor is being transferred are in amity with same provided that all such issues of transfer shall be subject to the endorsement of the National Overseer.
- 16.54 The transfer of a Conference Pastor shall be done in consultation with the Conference Administrative Council and The Pastoral Team/Elders of his local church.
- 16.55 The Conference Pastor shall be responsible for ensuring that the Conference supports all national and international projects of the Church.

The Satellite Pastor

16.56 A Satellite Pastor also referred to as the Local Pastor shall be appointed by the Conference Pastor in the manner set forth in the Constitution.

16.57 The Satellite Pastor can stay with his church until retirement age of 70 years, if he so wishes.

16.58 A Satellite Pastor shall be primarily responsible for the spiritual headship and administration of the satellite Church.

16.59 The Satellite Pastor shall have a Pastoral Team/Elders comprising of the Assistant Pastors, and the Elders appointed for a seven-year tenure whose responsibility shall be the spiritual health of the congregation and make policy decisions.

16.60 The Satellite Pastor taking over an existing church shall be free to choose his team of Elders and Leaders provided his Assistant Pastor is chosen with the consent of the Conference Pastor.

16.61 The Satellite Pastor in the discharge of his responsibilities shall be assisted by a Satellite Administrative Council composed of selected leaders and the Administrator to oversee the day to day running of the Church.

16.62 The terms of engagement of the Satellite Administrative Council, heads of departments and other committees appointed or elected and ratified in a local Church shall be at the discretion of the Satellite Pastor.

16.63 The Satellite Pastor shall allow the heads of the departments to determine the composition of the membership of their departments.

16.64 All appointments by the Satellite Pastor shall receive the endorsement of the Conference Pastor prior to their implementation.

16.65 A Pastor can choose to switch to another Conference, either by himself or together with his entire congregation. To do that, he must have the unanimous agreement of his Elders and support of two thirds of his leaders and heads of department.

The Family Pastor

16.66 A Satellite Pastor who has pioneered a significant number of churches may choose to forge a closer relationship with them and with each other as a family of churches.

16.67 Such a Satellite Pastor may be designated a Family Pastor by the Conference Pastor with approval from the National Overseer.

16.68 The Family of Churches will still operate within the concept of his Conference.

Length of Service

16.69 Every minister of the New Covenant Church has a job for life. However, the minister has the option to retire between 60 and 70 years of age.

16.70 While those beyond 70 may wish to continue in ministry, they can no longer hold administrative posts. They would become ministers without portfolio.

16.71 It is expected that the minister in charge would have found, mentored and installed an associate ready to step into his shoes.

16.72 Once a stipendiary minister retires he can no longer receive his pay from the church. He must live off his contributory pension fund.

16.73 It is therefore important that every local church makes adequate provision for their pastor's pension to which he must contribute a part monthly whilst in active service.

16.74 Elders, Deacons, Heads of Departments and other leaders shall retire at the age of 65 years unless there are no mature and committed people at hand, but may remain active in their ministries in any department of the Church.

CHAPTER 17

OUR CONFERENCE CENTRE CONCEPT

17.1 The New Covenant Church in Nigeria shall be organized into Conferences.

17.2 A Conference shall be a body of all the congregation consisting of the Satellite Churches pioneered or placed under the authority of the Conference.

17.3 A Conference may plant churches within and outside the geographical boundaries of the country. If a Conference or Satellite plants a church outside Nigeria, the planted church shall relate to the National Overseer or leadership structure of the country of location.

17.4 The National Overseer with the advice of the Council of Conference Pastors shall determine the guidelines and operational structure of a Conference and make same known from time to time.

17.5 A Conference Centre is the local church which is the seat of the Conference Pastor and from where the Conference Pastor serves and leads the Conference. All the Satellites direct their reports to the Conference Centre.

17.6 A Conference shall be self-propagating, self-sustaining and self-financing.

17.7 A Conference Pastor shall be appointed by the General Overseer through the Deputy General Overseer in consultation with the National Overseer.

17.8 Each Conference Pastor is responsible to the National Overseer.

17.9 The Satellite Pastor of a local church together with the members are free to apply to the National Overseer for transfer to another Conference of their

choice provided all parties concerned are in agreement, and a working majority among the leaders and heads of department are in support of this move.

17.10 A Church that has established itself, has planted other Centres, and is financially viable can be designated a Conference Centre by the General Overseer through the Deputy General Overseer on the recommendation of the National Overseer. It then becomes indigenous, self-governing, self-propagating and self-financing.

17.11 A Satellite Pastor can choose to switch to another Conference, with the approval of his National Overseer either by himself or together with his entire congregation provided he has the unanimous agreement of his elders, a working majority among the leaders and heads of departments, and the blessing of his Conference Pastor.

17.12 A Conference may be wound down, and merged with another Conference if it is deemed by the General Overseer to be ineffective or stagnant.

17.13 A Conference Pastor who has not shown by his fruit and style of leadership that he is worthy of the trust placed on him, may be asked to stand down.

CHAPTER 18

ECCLESIASTIC GLOBALIZATION

New Covenant Global Network

18.1 There is hereby established a New Covenant Global Network [NCGN] which shall be the body saddled with the Ecclesiastical Globalization of the church operating without National Boundaries and shall complement the existing structural fabric of the Church.

18.2 The New Covenant Global Network shall be headed by;

- i. Leaders called Coordinators who shall be elected into the higher office by the Local Pastors on merit.
- ii. A Coordinator shall hold office for a period of three years after which another Coordinator shall be elected by the Local Pastors.
- iii. A Pastor shall be eligible to be appointed as Coordinator based on his demonstrable ability to lead by example and visible global orientation and mindset

18.3 The Global Network shall:

- i. Oversee and integrate with the New Covenant Church Campus Fellowship and their Leadership to pioneer and encourage Youth Friendly Culture and Worship modes to encourage their graduates to become global ambassadors for Christ wherever they may situate anywhere in the world.
- ii. Operate a global accounting system readily accessible for all New Covenant Global Networks wherever situated for their activities.

18.4 The Coordinators and Pastors of the New Covenant Global Network may;

- i. be transferred amongst the Global Network Centres interchangeably by the General Overseer in consultation with the Deputy General Overseers to enhance the move of the Holy Spirit wherever he is transferred to.
- ii. be subject to the directions of the Deputy General Overseers as the Head of all global outreach arms of the church.

International Pastors

18.5 (i) Pastors of the New Covenant Global Network or any Pastor in any of the Conferences with a track record of opening churches at home and abroad willingly without being sent to plant those churches may be recognized as International Pastors.

(ii). An International Pastor so recognized is a tent maker and may be remunerated by the church but working and planning together as a group for effective coverage of mission fields.

(iii). The International Pastors shall identify opportunities to plant churches globally, pooling their resources to plant the churches and linking them together to create a global army for the Lord.

(iv). The activities of the International Pastors shall be complimented by flying Pastors who are mobile Pastors travelling from their home base on temporary basis to ground the newly birthed churches and their leaders in the manner Paul used Timothy and Titus.

18.6 The office of the International Pastors rather than being an appointment to a post or position is simply a recognition and an empowerment for the work they are already doing. They are people who have a track record for opening churches at home and abroad. It is not because somebody sent them or challenged them to go global. It is probably in their DNA to go into all the world and plant churches. They may not necessarily be paid by the church. They are 'tent makers'.

18.7 By recognizing them and bringing them together as a group, they can plan and grow together. They cooperate rather than compete with each other on the mission field.

The Streams

18.8 As these international pastors scan the world for opportunities to start churches, they will pool their resources both manpower and finances. The new plants will need to link arm on a massive global level, creating a compounding effect in financing and human resources. Not everywhere they plant churches will have a set man with the maturity and ability to lead a congregation, so working hand in hand with them will be the Flying Pastors. These are mobile Pastors who will travel from their home base to pastor churches elsewhere on a temporary basis. Their mandate is to duplicate themselves in a fresh crop of leaders in the new churches and then be re-deployed. These are people in secular work who make themselves available over the weekend and may be so blessed that they willingly fund their travel expenses. Paul used Timothy and Titus in this capacity, sending them to stabilize churches where he himself could not stay for long.

CHAPTER 19 REQUIREMENTS FOR APPOINTMENTS

- 19.1 Any member who aspires to any position within the Church must fulfil the following:
- a. He must be born-again, filled with the Holy Spirit (with evidence of speaking in tongues).
 - b. He must be of honest report.
 - c. He must be the husband of one wife, not a divorcee.
 - d. He must be vigilant, sober and given to hospitality.
 - e. He must be able to rule his household very well.

- f. He must not be a novice, young convert or immature believer.
- g. Where the position aspired to is that of a Worker or Head of any of the Departments in the Church, the member must in addition to *a-f* above, have completed Believers Bible Class and belong to a Discipleship Group respectively.
- h. Where the position aspired to is that of a Pastor at any of the administrative level in the Church, the member must in addition to *a-f* above, have completed Believers Bible Class, belong to a Discipleship Group and attended the New Covenant Bible College and any other requirement stated in this Constitution.
- i. Notwithstanding the foregoing, the National Overseer with the approval of the Council of Conference Pastors may recommend and the General Overseer through the Deputy General Overseer may endorse the appointment of any Pastor or ordination of any minister who does not fulfil the conditions stipulated in this section.

19.2 The appointing authority prior to any appointment shall set a time apart to seek the Lord's face in fasting and prayers.

19.3 All positions of responsibility shall be filled in accordance with the provisions of this Constitution.

19.4 The terms of engagement or service of any officer shall be determined in accordance with the provisions of this Constitution.

CHAPTER 20 NATIONAL OFFICERS

20.1 The National Officers of the Church are as follows:

- a. The National Overseer
- b. The National Secretary (or National Administrator)
- c. The National Treasurer
- d. The Public Relations Officer
- e. Such other National officers as may be appointed pursuant to the provisions of this Constitution.

The National Secretary (also referred to as the National Administrator)

20.2 He shall be appointed by the National Overseer in consultation with the Council of Conference Pastors and subject to the approval of the General Overseer through the Deputy General Overseer.

20.3 He shall hold office at the pleasure of the National Overseer.

20.4 He shall be the administrative head of the National Secretariat but shall be subject to the directions of the National Overseer in the fulfillment of his responsibilities.

20.5 He shall act as Secretary of the Council of Conference Pastors and the National Executive Council.

20.6 He shall keep the records of the Church except as is provided to be kept by the Treasurer of the Church.

20.7 He shall be a signatory to the account of the Church.

20.8 He shall attend to the correspondence of the Church.

20.9 He shall keep custody subject to the directions of the National Overseer of all title documents and other documents relating to the assets of the Church.

20.10 He shall carry out such other duties and responsibilities as may be assigned to him by the National Overseer, the Council of Conference Pastors and the National Executive Council.

The National Treasurer

20.11 He shall be appointed by the National Overseer in consultation with the Council of Conference Pastors and subject to the approval of the General Overseer through the Deputy General Overseer.

20.12 He shall hold office at the pleasure of the National Overseer.

20.13 He shall be a signatory to the account of the Church.

20.14 He shall keep custody of the records of accounts of the Church.

20.15 He shall receive funds on behalf of the Church and acknowledge same.

20.16 He shall carry out such other duties and responsibilities as may be assigned to him by the National Overseer, the Council of Conference Pastors and the National Executive Council.

The Public Relations Officer

20.18 He shall relate with Conference Pastors on their needs and assistance and thereafter report to the National Overseer.

20.19 He shall recommend to the Pastors and National Overseer training in areas required to equip the growth of the Church and the fulfillment by each pastor of his calling.

20.20 Organise workshops, seminars and trainings for leaders within the Church.

20.21 Subject to the prior approval of the National Overseer, he shall represent the Church in Christian organizations and other inter-denominational activities.

20.22 He shall help to project the image of the Church to the world outside.

20.23 He shall perform such tasks as may be assigned to him by the National Overseer, the Council of Conference Pastors and the National Executive Council.

CHAPTER 21 COMMUNICATIONS

21.1 All communications from and between each administrative level of the Church shall be done in writing.

21.2 An administrative level shall approach the next administrative level through the Lead Pastor.

21.3 No communication shall proceed from a lower administrative level to an upper administrative level without proceeding through the immediate administrative level (for example, if the Satellite Pastor desires the intervention of the Council of Conference Pastors on any matter, this must be done through the Conference Pastor of the Conference to which the Satellite belongs).

21.4 All communication shall be attended to with dispatch.

CHAPTER 22 FINANCIAL MATTERS

Units of Financial Administration

22.1 The units of administration for financial matters in the Church are:

- a. The Satellite Church
- b. The Conference

c. The National Office

d. The International Office

22.2 A Satellite Centre or Local Church is at liberty to raise funds through:

a. Tithes and worship offerings

b. Seed faith and vows.

c. Thanks and freewill offerings.

d. Pledges for specific projects and programmes.

e. Donations and special gifts.

22.3 All financial practices shall follow such general directions as may be advised by the Council of Conference Pastors and in line with the general ethos of the Church.

Financial Interdependency

22.4 The Council of Conference Pastors shall convene a meeting once a year to set an annual budget for the National Office.

22.5 Each Conference shall be allocated a percentage of the National budget based on its financial strength.

22.6 In the same vein, each Satellite Centre or Local Church within a Conference shall be allocated a percentage of the National remittances, based on its financial strength.

22.7 The Council of Satellite Pastors (made up of all Satellite Pastors in a Conference) shall also convene a meeting once a year to set an annual budget for their Conference.

22.8 Each Satellite Centre or Local Church in a Conference shall be allocated a percentage of the Conference budget based on its strength.

- 22.9 To enable each Local Church or Satellite Centre pursue its activities and projects, it shall retain the bulk of its income. Generally, a Satellite Centre should not pay more than 15% of its total income to National and Conference combined.
- 22.10 The Pastoral Team/Elders of each Local Church or Satellite Centre shall also convene a meeting once a year to set a budget from each department or unit in the Local Church, and other expenses like salaries, rent, and maintenance of properties.
- 22.11 On occasion, other funds may be raised for National or Conference needs, not anticipated in the annual budget or for specific National or Conference projects from special offerings collected from members.
- 22.12 For financial purposes, each Conference is autonomous and shall be at liberty to raise and disburse their own support in line with the general ethos of the New Covenant Church.
- 22.13 Each Satellite or Local Church is financially autonomous and shall be at liberty to raise and disburse funds in line with the general ethos of the Church.
- 22.14 The bulk of the money raised shall remain with the local church which, as a self-financing Centre, shall take responsibility for raising its own support.
- 22.15 On occasion, when the capital project it is embarking upon is bigger than it can shoulder single-handedly, a local church can appeal for assistance from fellow churches.
- 22.16 In the event of the financial load of the capital project of a local church being too heavy for the Conference to carry alone, the Conference can approach other Conferences for help via the Council of Conference Pastors' Meeting.
- 22.17 No Centre shall take on unrealistic financial projects in the vain hope of being bailed out by everybody else.

Administrative Council

- 22.18 In the administration of the finances and resources of the Church at all levels (local, conference, national and international), there shall be established administrative councils.
- 22.19 All expenditure shall be approved by the administrative council at each level of the Church.
- 22.20 The administrative Council for the Satellite Church shall be made up of the Satellite Pastor and selected Leaders which in turn shall report to the Pastoral Team/Elders comprising the Pastor, Assistant Pastor/s and Elders.
- 22.21 For each Conference, the Administrative Council is the Conference Pastor, selected Family Pastors, selected Satellite Pastors and any other Officer appointed by the Conference Pastor which in turn shall report to the Council of Satellite Pastors comprising all Satellite Pastors in the Conference.
- 22.22 For the National Office, the administrative council is the National Executive Council Comprising of the National Overseer, National Secretary or National Administrator, National Treasurer and any other Officer appointed by the National Overseer who shall report to the Council of Conference Pastors.
- 22.23 For the International Office, the Administrative Council is the General Overseer, the Associate General Overseer, if any, the Deputy General Overseers and the National Overseers.

Accounts

22.24 There shall be at least three signatories to the bank account of the Church at each administrative level who shall be members of the administrative council.

22.25 All sources of income and expenditure shall be carefully recorded.

22.26 Each Satellite Church shall forward a monthly financial report to the Conference.

22.27 Each Conference shall forward an accurate monthly report to the National Office of its finances, assets and liabilities.

22.28 Each National Office shall forward the financial report of the country to the International Office bi-annually or at such shorter interval as may be determined by the General Overseer.

Special Funds

22.29 In situations where a satellite Church or Conference raises funds for a specific or dedicated purpose, they do not have to give a percentage to the National Office or Conference unless they wish to do so.

22.30 The records of any special funds shall be included in the financial report forwarded to the Conferences and the National Office.

Banking of funds & Operation of accounts

22.31 The Church shall keep her funds with such reputable bank(s) as may be decided and approved by each administrative level.

22.32 The signatories to such accounts shall be:

- a. The Administrative Head who shall be the;
 - (i) General Overseer for the International Office
 - (ii) National Overseer for the National Office
 - (iii) Conference Pastor for the Conference level

- (iv) Satellite Pastor at the Satellite level
- b. The Secretary of each administrative level
- c. The Treasurer of each administrative level
- d. Any other leader appointed for this purpose at each administrative level.

Audit

22.33 An annual audit of the account of the Church shall be made and supplied to the relevant authorities.

22.34 The account of the Church shall be audited annually by an accredited auditor (or as the case may be a committee) appointed by:

- a) The Pastoral Team/Elders comprising The Pastors; Assistant Pastor/s, and Elders for the Satellite Centre
- b) Council of Satellite Pastors for the Conference
- c) Council of Conference Pastors for the National Office
- d) The General Overseer, the Associate General Overseer if any, the Deputy general Overseers and Council of National Overseers, for the International Office.

Ministers' Emoluments

22.35 Each position of leadership within the Church shall be viewed as an opportunity for divine service.

22.36 The Council of Conference Pastors shall provide the general terms of service for the Pastors and workers in the Church including guidelines for remuneration and emoluments and copies of such terms of service shall be kept at the National Office and the Conference.

- 22.37 Subject to the provisions of this chapter, all Pastors shall be remunerated and all other ministers and workers in paid employment shall have their emoluments and allowances determined by the relevant administrative council.
- 22.38 Since each Local Church is financially autonomous, the decision to employ a full-time paid Pastor or stipendiary Pastor is entirely in the hands of the Local Church leadership who shall be guided by the financial ability of the Local Church to sustain same and shall also seek the consent of the Conference Pastor.
- 22.39 The emoluments of the stipendiary Pastor shall be decided by the Pastoral Team/ Elders of the Local Church, in consultation with the Conference Pastor.
- 22.40 The accepted living wage structure of the New Covenant Church and the financial buoyancy of the Local Church shall be considered in fixing the stipendiary Pastor's emoluments.
- 22.41 The Conference Pastor shall receive his salary and allowances from his Local Church whilst an additional Conference Allowance shall be determined by the Council of Satellite Pastors in consultation with the National Overseer.
- 22.42 The National Overseer shall receive his salary and allowances from his Local Church, since he remains a local Pastor whilst his National Office allowances and other expenses shall be determined by the Council of Conference Pastors in consultation with the General Overseer through the Deputy General Overseer.
- 22.43 The General Overseer, Associate General Overseer, if any, and the Deputy General Overseer shall receive their emoluments from their resident countries. This could be from the local church, if he chooses to remain a local pastor, and the National Office in his resident country as determined by the Council of Conference Pastors.

22.44 Other National bodies may decide to give the General Overseer, the Associate General Overseer, if any, or the Deputy General Overseer some allowances, as determined by the Council of Conference Pastors in such Countries.

22.45 Each Minister or worker with the exception of the General Overseer shall upon appointment sign a term of service with the appointing authority.

22.46 The General Overseer through the Deputy General Overseer in consultation with the Council of Conference Pastors shall be responsible for providing the terms of service of the National Overseer and copies of such terms of service shall be kept at the International Office and the National Office.

22.47 The Council of Conference Pastors shall draw up operational guidelines for the remuneration of Pastors, which shall be adhered to by all Churches.

Minister's Pension

22.48 All ministers have the option to retire from official duties from 60 to 70 years of age.

22.49 The mandatory retirement age from official duties for all Pastors, Elders, Ministers and Church Staff shall be 70 years, with the exception of the General Overseer, Associate General Overseer, if any, and the Deputy General Overseers whose positions are for life.

22.50 By official duties we mean their position of authority and responsibility in the Church. Their preaching, counselling and other ministries may continue as opportunities present themselves and as they are led by the Holy Spirit. However, they will no longer be in a position to be signatories to accounts, or serve as department heads.

22.51 All local churches employing a stipendiary Pastor or full-time paid minister or church staff shall make provision for a pension plan for him.

22.52 The pension shall be a contributory scheme where the minister pays a percentage of his salary into the scheme whilst the Church also contributes a percentage.

22.53 If the minister or church staff in question leaves his employment before retirement age; he shall be entitled to his pension subject to penalties for early redemption contained in the pension policy of the providing company.

22.54 The pension shall be managed by a pension company decided by the local church or jointly by a Conference. If a local church does not trust an external scheme, it shall be free to look into a private scheme of its own.

22.55 If a stipendiary Pastor or full-time paid minister decides to opt out of the pension scheme by not contributing to his pension, then the church is free of all obligations. However, the Pastor, minister or staff's choice must be put in writing and the document made known to his family.

CHAPTER 23 MEETINGS

Procedure for calling meetings

23.1 The Council of Conference Pastors shall meet at least four times in a year and the agenda for such meeting shall be prepared by the National Secretary or National Administrator in accordance with the directions of the National Overseer.

23.2 An emergency meeting of the Council of Conference Pastors may be summoned by the National Secretary or National Administrator at the express direction of the National Overseer either at the instance of the National Overseer or pursuant to a request by a Conference Pastor provided that such Conference

Pastor shall communicate his reason for seeking the meeting in writing to the National Overseer.

23.3 The National Executive Council shall meet from time to time as determined by the National Overseer.

23.4 The mode of meeting of all other bodies in the Church including the Administrative Council at each level of the Church shall be determined by the Conference or Satellite Pastor at each level in consultation with the Church Administrative Council.

Quorum at Meetings

23.5 The presence of each administrative head at each level or his designated representative shall be mandatory at any meeting.

23.6 A simple majority of members of the relevant body or Committee shall constitute a Quorum.

23.7 In the absence of the administrative head due to ill-health, death or other disability all discussions and resolutions arrived at a meeting shall be forwarded to the Pastor of the next administrative level for his consent and or directions.

Decisions at meetings

23.8 It shall be the responsibility of the Chairman of any meeting to ensure that decisions are consensually arrived at.

23.9 Questions incapable of being resolved consensually may be decided by a majority of votes but no decision shall be binding unless endorsed by the Chairman of the meeting.

23.10 Where the Chairman of the meeting declines to act and no consensus is achievable such matters shall be referred to the Pastor at the next administrative level of resolution.

Competence of Council of Conference Pastors to act

23.11 A meeting of the Council of Conference Pastors for the time being at which a quorum is present shall be competent to exercise all the authorities, powers and discretions conferred by or under this Constitution for the time being vested in the Council of Conference Pastors.

Validity of Council of Conference Pastors Resolutions

23.12 Subject to the provisions of this Constitution, a resolution in writing signed by all Conference Pastors shall be as valid and effectual as if it had been passed at a meeting of the Council of Conference Pastors duly convened and constituted.

Minutes of Meetings

23.13 The Council of Conference Pastors shall cause proper minutes to be made of the proceedings of all General and Extraordinary Meetings of the Church and all meetings of the Council of Conference Pastors, and of Sub-Committees of the Council of Conference Pastors and all businesses transacted at such meetings, and minutes of such meeting signed by the Head or Chairman and Secretary of such meeting shall be conclusive evidence without any further proof of the facts therein stated.

Absence from meetings

23.14 In the event of any Conference Pastor failing to attend three consecutive meetings of the Council of Conference Pastors or any committee set up by the Council of Conference Pastors of which he is a member and of which is duly notified, and unless his absence is caused by illness or other circumstances (which in the opinion of the National Overseer justify his absence), such Conference Pastor shall be referred to a disciplinary committee for investigation and recommendation.

23.15 In the event of any Satellite Pastor failing to attend three consecutive meetings of the Council of Satellite Pastors or any Committee set up by the Council of Satellite Pastors of which he is a member and of which he is duly notified, and unless his absence is caused by illness or other circumstances (which in the opinion of the Conference Pastor justifies his absence), such Satellite Pastor shall be referred to a disciplinary committee for investigation and recommendation.

Annual General Meeting of the Council of Conference Pastors

23.16 A General Meeting of the Council of Conference Pastors shall be held once in every calendar year as its annual General Meeting, at such time and place as may be determined by the National Overseer, provided that every Annual General Meeting shall be held not more than fifteen months after holding of the last Annual General Meeting preceding such meeting.

When to dissolve or adjourn meeting without Quorum

23.17 If within an hour from the time appointed for the holding of a Meeting of the Council of Conference Pastors, any committee set up by it, a quorum is not present, the meeting, if convened on the requisition of a Conference Pastor shall be dissolved. In any other case, it shall stand adjourned to the same day in the next week, at the same time and place or at such other place as the National Overseer or his appointed representative shall appoint, and if at such adjourned meeting a quorum is not present within half an hour from the time appointed for holding the meeting, the meeting shall be further adjourned to the same day in the next week at the same time and place or such other time and place as the National Overseer may specify.

Notice of Meetings

23.18 Notice convening meetings shall be sent to the Conference Pastors not less than 5 days before the meeting, and shall specify the matters to be dealt with provided that when a meeting is an emergency meeting at least 48 hours notice shall be provided.

Mode of Service

23.19 Notice of meeting other than emergency meetings may be served upon any Conference Pastor or National Officer of the Church, the Council of Conference Pastors, members of any committee convened by the Church either personally; by electronic mail, facsimile machine, or by sending it through express courier service, addressed to such members at his address as appearing in the Register of addresses kept by the National Secretary.

23.20 In the notification of emergency meetings, the National Office shall take such steps as to communicate the notice of the meetings to all affected members within 48 hours before such a meeting takes place.

23.21 The provisions of this section shall apply with all necessary amendments to the meetings of the Church at every administrative level of the Church.

CHAPTER 24 DISCIPLINE

24.1 The Lead Pastor at each level of administration (Satellite, Conference, National and International) shall as and when required constitute a Disciplinary Committee.

24.2 The Disciplinary Committee shall have the following responsibilities:

- a. Investigation of all matters that may be referred to it by the Lead Pastor;

- b. Conducting investigations to determine the veracity of each matter and
- c. Forwarding recommendations to the Lead Pastor.
- d. All matters referred to the Disciplinary Committee and communications by and with the Disciplinary Committee shall be in writing.

24.3 The matters with which the committee shall concern itself include:

- a. Deviation from the doctrines of the Church.
- b. Immoral Conduct.
- c. Financial impropriety.
- d. Willful neglect of Ministerial duties.
- e. Such other acts as it may be directed by the Lead Pastor to investigate.

24.4 Whereupon the conclusion of any disciplinary proceeding, it is shown that the disciplinary proceedings were fabricated or falsely instigated, the false accuser(s) shall be referred to the Disciplinary Committee.

24.5 The Committee shall adopt such procedure as will ensure fair hearing and impartiality of decision provided that there shall be written records of the activities of the Committee including deliberations.

24.6 The Lead Pastor shall within 3 weeks of receiving the report of the Disciplinary Committee make a pronouncement on the report of the Disciplinary Committee which may include suspension of any member, removal from any position of authority or such decisions as the Lead Pastor shall be led by the Holy Spirit.

24.7 In all matters of discipline the Church shall have regard to the need to encourage a member or minister who has backslidden to repent and make restitution for eventual restoration.

24.8 Any aggrieved party may appeal to the next administrative level for review of the decision of the Lead Pastor up to the General Overseer.

24.9 In such situations as enumerated above; the Head of the next administrative level to which an appeal is made shall be obliged to give his final decision within 60 days of the appeal being so lodged.

24.10 All appeals for review shall be in writing, and handed over to the Lead Pastor who shall within one week forward same to the Head of the next administrative level.

24.11 All disputes which cannot be amicably resolved within the Church shall be transferred through the Lead Pastor to the next administrative level of the Church.

24.12 Pending appeals, the decision of the Lead Pastor on any disciplinary matter or dispute shall be binding and immediately complied with except same is stayed or suspended by the Lead Pastor at the next administrative level and such decisions once communicated shall be immediately complied with.

24.13 All disciplinary decisions shall be recorded and form part of the annual report of the Church at each administrative level.

24.14 For purposes of this chapter; the phrase “Lead Pastor” shall unless the context otherwise requires refer to the Head of the administrative levels of the Church as stated below:

- a. The Pastor of the Satellite Centre or Local Church
- b. The Conference Pastor
- c. The National Overseer
- d. The Deputy General Overseer
- e. The General Overseer

CHAPTER 25 INTERPRETATION

- 25.1 All disputes and issues on the interpretation of this Constitution shall be referred to the National Overseer.
- 25.2 The National Overseer in consultation with the Council of Conference Pastors shall give an interpretation of this Constitution or any section of the same.
- 25.3 The National Overseer may refer any Constitutional issue to the General Overseer through the Deputy General Overseer for advice and such advice shall be binding and final.
- 25.4 All issues relating to the interpretation of this Constitution shall be conducted within 30 days and a written decision be forwarded to the parties involved.
- 25.5 The interpretation of this Constitution shall be done subject to the ministration of the Holy Spirit and in accordance with the Divine Word of God.

CHAPTER 26 ARBITRATION

- 26.1 Where there is a dispute not necessary for reference to a Disciplinary Committee, the Lead Pastor of the administrative level where the dispute occurs shall arbitrate.
- 26.2 Where the Lead Pastor at any administrative level is involved in a dispute, the Lead Pastor at the next administrative level shall arbitrate.
- 26.3 The arbitration shall take such form as the Lead Pastor shall deem fit provided that all arbitration shall have the objective of ensuring that peace and concord is restored within the parameters provided by the Bible.

26.4 During the period of arbitration, the Lead Pastor in charge may give such directions which shall be immediately binding.

CHAPTER 27 AMENDMENTS

27.1 This Constitution may be amended depending on the move of God amidst His people through His progressive revelation.

27.2 There shall be no addition, deletion, alteration or amendment to the Constitution except as is provided for in the Constitution and other legislation governing the affairs of the Church and the prior consent of any required officer of the Federal Government of Nigeria sought and obtained.

CHAPTER 28 SPECIAL CLAUSE

THE INCOME AND PROPERTY of the Registered Trustees of the New Covenant Church wherever derived, shall be applied solely towards the promotion of the vision, mission, aims and objectives of the Registered Trustees of the New Covenant Church as set forth in this CONSTITUTION and no portion shall be paid or transferred directly or indirectly, by way of dividend, bonus, or otherwise howsoever by way of profit, to the members of the Church PROVIDED that nothing herein shall prevent the payment, in good faith, or reasonable and proper remuneration to any minister or officer of the Registered Trustees of the New Covenant Church, provided that no Trustee shall be appointed to any salaried office of the Registered Trustees of the New Covenant Church or any office of the Registered Trustees of the Church paid by fees, and that no remuneration or other benefit in monetary term shall be given by

the Registered Trustees of the New Covenant Church to any Trustee except repayment of out of pocket expenses or reasonable and proper rent for premises demised, or let to the Registered Trustees of the New Covenant Church provided that the provision last aforesaid shall not apply to any payment of any Company to a member of the Registered Trustees of the New Covenant Church being a company in which such member shall not hold more than one hundredth part of the capital, and such member shall not be bound to account for any share of profits he may receive in respect of such payment.

NO ADDITION, alteration or amendment shall be made to or in the CONSTITUTION for the time being in force, except in the manner provided herein unless the same has been previously submitted to and approved by the Registrar-General of the Corporate Affairs Commission, CAC Abuja, FCT.

IN the event of a winding up or dissolution of the Association there remains, after the satisfaction of all its debts and liabilities, any property whatsoever, the same shall not be applied to or distributed among the members of the Registered Trustees of the New Covenant Church but shall be given or transferred to some other institution or institutions, having objectives similar to the objectives of the Registered Trustees of the New Covenant Church and the body or bodies is or are prohibited from distribution of its or their income and property amongst its or their members to an extent at least as great as is imposed on the Registered Trustees of the New Covenant Church under and by virtue of the SPECIAL CLAUSE hereof, such Institution or Institutions to be determined by the Council of Conference Pastors of the Registered Trustees of the New Covenant Church and if effect cannot be given to the aforesaid provision then to some charitable objects.

The Seal of the Registered Trustees of the New Covenant Church was affixed hereunto this Day of20__ in the presence of:

.....
GENERAL OVERSEER

.....
ASSOCIATE GENERAL OVERSEER

.....
**SEAL OF THE REGISTERED TRUSTEES
OF THE NEW COVENANT CHURCH**